

SELF-HELP STUDY—AUTO LICENSE EXAMINER TEST

State Employees Will Get Chance To Take Training for Better Jobs

No Chance for Non-Vets In NYC Fireman Test; 7,000 Eligibles, 2,000 Jobs

By MORTON YARMON

The Fireman (F.D.) eligible list will consist of more than 7,000 names. The number of vacancies expected during the four-year legal life of the list is about 2,500. No non-veteran on the list will receive a job offer and many non-disabled veterans among the eligibles also will be disappointed. All disabled veterans, with 10 per cent or greater disability rating, will be appointed, if their disability is not of a disqualifying nature.

The physical tests being conducted in Van Cortlandt Park, under the direction of Paul M. Brennan, head of the NYC Civil Service Commission's Medical-Physical Division, will end on September 21. At the present rate of performance by the candidates, which is above average, only eight per cent have failed, although it is expected the overall average will be nearly nine per cent, when all who passed the written and medical tests are examined in the competitive physicals. On that basis there would be 7,280 eligibles, far more than the Commission ever expected.

President Joseph A. McNamara,

Disabled Vet Jobs Increase

Special to The LEADER

WASHINGTON, Aug. 30.—The number of disabled veterans employed in the executive branch of the Federal Government in continental United States more than doubled between January 1946 and June, 1948, from 50,974 to 103,770, the U. S. Civil Service Commission announced.

In January 1946, disabled veterans constituted 8 per cent of the 619,192 veteran preference employees as compared with almost 13 per cent they represent of the 818,967 preference employees in June 1948.

of the Commission, confirmed The LEADER's calculations. He explained that when the Fireman written examination paper was tentatively drafted by examiners, Samuel H. Galston, director of the Examining Division, thought that the test was too severe. It was therefore made easier. Even the revised paper was considered by President McNamara himself to be rather stiff. The revised examination paper was used and it resulted in so many passing that the Commission as a whole was astounded.

When Notices Will Be Sent

When the physicals are completed the candidates who failed will be notified at once. Then those who passed will be notified and given their percentage rating and numerical order on that basis. The Commission will then publish the list, in the relative order of percentages. The promulgation of the list, giving it the official stamp that makes certifications and appointments possible, will be made after the veteran preference claims are cleared. Then the appointment order will be established, but not published, except as certifications are made.

Disabled veterans will head the list as a group, in their relative order of standing among themselves by percentages; non-disabled veterans come next, on the same basis, and non-veterans last.

"There are not many declinations of the offers of jobs as Firemen," commented President McNamara.

"No non-veterans will have a chance of appointment, and many non-disabled veterans on the list will be disappointed."

"I don't think the written test was too easy but rather that we got a choice bunch of candidates."

The appointment pay of Fireman (F.D.) is \$3,150 total, or \$60.57 a week.

Special to The LEADER

ALBANY, Aug. 30 — Following through on a plan first revealed in The LEADER early this year, the State Civil Service Commission this week announced a program to train State employees for better jobs.

The project provides an opportunity for the employees with the right background to obtain training without cost which will fit them to enter the important field known as Administrative Analysis (methods and procedures).

Here are the details, as revealed by the Civil Service Commission:

A training institute has been approved in the field of Administrative Analysis (methods and procedures), to be held this fall. The course will be concentrated on a full-time basis for a period of two weeks, probably in Albany, New York City and Buffalo.

Who Can Apply?

Eligibility to enter this training institute will be determined as follows:

1—Any permanent competitive employee who has had not

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Preference Bills' Terms Are Analyzed

The following analysis gives the substance of both the Mitchell and Condon bills to amend the veteran preference provision of the State constitution.

Mitchell Resolution

In original entrance examinations: 10 points in addition to earned passing examination mark granted to disabled veterans; and 5 points to non-disabled veterans. A disabled veteran is defined as one disabled to an extent compensable by the Federal government through the U. S. Veterans' Administration. (The present law does not mention degree of disability.)

In promotion examinations: 5 points in addition to earned pass-

(Continued on page 2)

Many Posts Will Be Open In Motor Vehicle Unit; Exam Opens Next Month

ALBANY, Aug. 30—Now is the time to begin preparing for the popular Motor Vehicle License Examiner test. Requirements will be such as to admit a large number of candidates. Latest information regarding the proposed motor vehicle license examiner test is that this popular examination, which drew 10,000 candidates in 1942, is tentatively scheduled for "some time in November."

The exact date for the examination still remains undisclosed, but persons close to the State Civil Service Department indicate it

may be held before the tentative November 20 series of open-competitive examinations.

Separate Date

It was learned on good authority this week that the test will be conducted on a separate date from any other State examination because of the anticipated large number of applicants.

Civil Service officials are believed reluctant to announce the opening date for the filing of applicants for fear "large numbers

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Agricultural Research Jobs Offered By U.S. In 20 Specialities

Applications for Agricultural Research Scientist, grades P-2 to P-7 in 20 specialties, are now being accepted by the U. S. Civil Service Commission. All those who wish to be considered for positions to be filled immediately should file their applications not later than September 9, 1948. Otherwise the test is open until further notice.

No written test is required. However, a bachelor's degree from an accredited college or university, with major study in the specific field, plus one to three years experience, is essential. Most of the positions are in Washington, D. C. and Beltsville, Md., but openings throughout the country are also available. Salaries are from \$3,727.20 to \$8,509.50.

Age limits are 18 to 62, except for those with veteran preference.

List of Titles

General requirements are the ability to perform independent re-

search, and in the top five grades, to supervise research assistants. The positions open in the following specialties:

Agronomist. For research in problems of field crop improvement.

Bacteriologist. For research on micro-organisms affecting agricultural products.

Biologist. For studies of birds or mammals in their natural environment.

Botanist. For investigation of the taxonomic position and nomenclatorial status of plants.

Cereal Technologist. Will plan and conduct research and investigation to determine characteristics of cereals to determine their value in making bread, cake, etc.

Dairy Husbandman. Will study and report on problems related to dairy cattle.

Dairy Manufacturing Technologist. Will investigate dairy manu-

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Deadline Nears for Filing Assn. Nominations Preparations Are Now Well Under Way for Oct. 5 Annual Meeting

ALBANY, Aug. 30—Officials of the Civil Service Employees Association today called the attention of its members to several important matters relating to the annual election and meeting on October 5 as follows:

Independent Nominations

The Association's Constitution provides that independent nominations for officers may be made by

petition signed by not less than five percent of the members of the Association, and for members of the State Executive Committee, by petition signed by not less than ten percent of the members in the department making such nomination. The petitions must be mailed or delivered so as to reach Association Secretary Janet Macfarlane, Room 156, State Capitol,

Albany 1, N. Y. before September 5th. The independently nominated candidates' names will be printed on the official ballot for the annual election. IT IS SUGGESTED BY THE ASSOCIATION'S BOARD OF CANVASSERS THAT INDEPENDENT NOMINATION PETITIONS BE SENT TO THE SECRETARY AS EARLY AS POSSIBLE BEFORE SEPTEMBER 5th as

each petition must be checked by the Board for validity and the early receipt of the petitions aids the Board's work.

Resolutions

Individual members, groups of members and chapters of the Association are requested to forward resolutions as early as possible for consideration at the Annual Meet-

ing in October to Vice-President Jesse B. McFarland, Room 156, State Capitol, Albany 1, N. Y., who is Chairman of the Association's Resolution Committee.

Other members of the Resolution Committee which must do yeoman's work to get all resolutions ready for action by the delegates at the annual meeting are:

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STATE AND COUNTY NEWS

Central Conference Resolves to Back Mitchell Vet Preference Amendment

Special to The LEADER

UTICA, Aug. 30.—Approval by the 1949 Legislature of the Mitchell vet preference amendment was strongly urged by the Central New York Conference at a regular session held August 21 at Utica State Hospital.

The proposed Mitchell Amendment provides that all disabled veterans be given a ten point advantage and all non-disabled veterans a five point advantage in civil service entrance examinations, these percentages being added to their passing marks. It further provides that all disabled veterans be given an advantage of five points and non-disabled veterans an advantage of two and a half points in promotional examinations. There is no time limit within which a veteran may take advantage of these percentages in either entrance or promotional examinations. However, a veteran can benefit by it only once.

The Condon bill provides absolute preference for disabled veterans all the way up the promotion ladder, and gives non-disabled veterans preference only on original appointment.

The Central New York Conference is a subdivision of the Civil Service Employees Association. It includes the following chapters located in the Central New York Region: Binghamton, Broadsides, Fort Stanwix (Rome), Ithaca, Oneonta, Onondaga Sanatorium (Syracuse), Oxford, Public Work-District 2 (Utica), Ray Brook, St. Lawrence State Hospital (Ogdensburg), State College (Ithaca), Syracuse, Utica, Utica State Hospital and Willard State Hospital.

Officers of the Conference are: Chairman, Clarence W. F. Stott; Vice Chairman, Margaret M. Fenk; Secretary, Mrs. Florence A. Drew; Treasurer, Emmett J. Durr; Executive Representative, Ernest L. Condon; and Executive Secretary, Mrs. Gladys A. Butts.

LEADER Again Lauded

Praise was again voiced at this meeting for the Civil Service LEADER as the organ of civil service employees' affairs in New York State. A resolution lauding the LEADER had been rendered

by the Conference at its meeting of June 29 at Saranac Lake.

Reports Heard

Reports were heard from Emmett Durr, president of Ray Brook Chapter, for the Budget Committee; Paul H. Swartwood of State College Chapter, for the Resolutions Committee; Edward J. Riverkamp, president of Utica Chapter, for Legislative Committee and Margaret Fenk, president of the Utica State Hospital Chapter, for the Field Day Committee. There was a discussion of features of the proposed new constitution for the Conference which had been previously submitted to the chapters for their consideration by the Committee on Revision of the Constitution headed by Helen B. Musto, president of State College Chapter. Brief remarks were made by Ernest Conlon, president of Binghamton Conferences, which he heads. A short talk was also given by Mrs. Butts, president of Oneonta Chapter, on her work as Executive Secretary of the Conference.

Swartwood Asks Resolutions

Mr. Swartwood announced that his committee would hold a joint meeting with the Legislative Committee at Syracuse on September 11. He requested that all chapter resolutions be placed in his hands before that time. Mr. Swartwood is also a member of the Association's Resolution Committee.

Two Guests

Among the guests were: Mr. and Mrs. Francis A. MacDonald of the Warwick State School Chapter; Mr. MacDonald is president of the Warwick Chapter and Chairman of the Southern New York Conference; John Powers, Second Vice-president of the Association; Miss Charlotte Clapper, Association Representative for the Department of Health; Miss Isabelle O'Hagan, Association Representative for the Department of State; and Laurence J. Hollister, Field Representative of the Association.

MacDonald Speaks

After the meeting, a dinner and dance was held at the Whitetown

Post 1113 of the American Legion at Whitesboro. Chairman Stott acted as toastmaster. Mr. MacDonald, the principal speaker, stressed the values of solidarity within the chapters and the conferences. He voiced praise for Mr. Stott and Mr. Conlon for their activities in the Association. Informative and entertaining remarks were given by Albert E. Launt of Binghamton State Hospital Chapter and Herbert W. Jones, president of Fort Stanwix Chapter. Mr. Stott spoke on the close cooperation between employees of the several state departments through the media of the five conferences.

Annual Outing

The next day the annual outing of the Conference took place at Beck's Grove near Rome. The attendance was large. The main feature of the occasion was a soft-

ball game between Rome State School and Utica State Hospital. Guests were: Dr. and Mrs. Pense of the Department of Mental Hygiene; Mr. and Mrs. MacDonald; Mr. Powers; Miss Clapper; Miss O'Hagan; William Greenauer, president of the Public Works-District 10 Chapter of Babylon, L. I.; Mr. Charles Methé, president of Marcy State Hospital Chapter; Sidney Friedman of the Audit and Control; Senator Robert Groben of Utica; and Assemblyman Richard Griffith of Ithaca.

Those in Charge

The committee in charge of the two day affair included: Miss Fenk, chairman; Vincent P. Karwacki; Mrs. Vera H. Walsh; Miss Gertrude Payne; John W. Kauth; Adolphe Desgrossieller; Watkin Perry; William Dutcher; David Currier and Harold Bessee; all of Utica State Hospital Chapter.

Analysis of the 2 Bills To Change Preference Law

(Continued from Page 1)

sing mark, granted disabled veterans; and 2½ points to non-disabled veterans.

This would give a substantial advantage to both classes of veterans, with the disabled veterans given greater advantage, while permitting an exceptionally well-qualified non-veteran to have a chance for appointment. At present it is virtually impossible for a non-veteran to secure an appointment for some types of positions, no matter what his examination mark, and in some examinations—particularly those for promotion—a non-disabled veteran has little chance for appointment, because of the priority given disabled veterans, irrespective of examination ratings.

The extra preference credits would be granted at the time of establishment of the eligible list. It would be impossible for a veteran to wait until the list came out to claim preference as a veteran.

Once and Once Only

After one appointment, either original entrance or promotion, has been obtained through use of the preference credit, it cannot be used again. This would prevent a veteran from getting several successive promotions through the same preference, to the disadvantage of other candidates and the detriment of the service. It has occurred that veterans have risen (for example) from policeman to sergeant in a few years, by claiming preference as veterans at every promotion, jumping scores of non-veteran competitors with higher marks every time. This would be impossible under the Mitchell bill.

A veteran may use the preference in every examination he takes until he has obtained one appointment, whether entrance or promotion. For example, if he does not get a high enough mark in the examination (even with his preference credit) to secure an

appointment, he may take advantage of the preference again the next time he takes an examination. He may do this without limit until he is successful in securing an appointment.

The only exception to this one-preference rule is that veterans already in the civil service who were appointed or promoted by virtue of the present preference law will still be able to use the preference credits provided by the Mitchell bill just the same as other veterans.

Example Cited

The Mitchell bill would take effect January 1, 1951, when the present law expires. Veterans on civil service lists at that time will be granted the new point-preference instead of the present priority-in-appointment preference; and eligible lists existing on January 1, 1951, when the transition occurs will be revised accordingly.

To show how this revision would be made, and also the difference in the two preference plans, the following example is given: Say an eligible list were in existence on January 1, 1951, which still contained three names—a non-veteran whose earned rating was 95, a non-disabled veteran whose earned rating was 85, and a disabled veteran with an earned rating of 75. Under the present law, the three names had been arranged with the disabled man at the top, the non-disabled man next, and the non-veteran third. This meant that the man with the lowest earned rating had the first chance of appointment and the man with the highest earned rating could not be appointed until both the others had been taken care of. When the change-over occurred on January 1, 1951, the new plan would be applied, so that the disabled veteran would be given 10 points to be added to his examination rating of 75, making his mark 85; the non-disabled veteran would be given 5 points, making his final mark 90; and the non-veteran would retain his original rating of 95. The three names would then be arranged in accordance with these new ratings, so that the civilian, with 95, would take the place at the top of the list to which his rating entitled him; the non-disabled veteran, with 90, would be second, and the disabled veteran, with 85, would be third.

Niagara Falls Raise Pay of Its Workers

NIAGARA FALLS, Aug. 30.—The City of Niagara Falls has voted to increase the pay of its employees, using the same percentage as that utilized by the State. Charles Culyer, field representative of the Association, commented up the action: "The approach is enlightened. It shows a willingness to employ the experience of the State in dealing with local conditions. It demonstrates, too, the value of solid employee organization."

A unit of the Civil Service Employees Association operates in Niagara Falls.

119 Tell Why They Like Their Jobs

Special to The LEADER

ALBANY, Aug. 30.—The "Why Do You Like Your Job" contest, sponsored by the State Personnel Council for all State employees, is proving a success.

A Council spokesman told The LEADER this week that 119 letters have been received since the contest opened. The deadline for entries is October 15.

The seven State employees writing the best letters in answer to the question will receive prizes ranging from a \$100 U. S. bond to a \$25 bond.

HEFFERN GETS BROOME POST

Hugh J. Heffern has been appointed to the Broome County Civil Service Commission to fill the unexpired term caused by the resignation of Harry V. Casey.

The system offers a fair opportunity to all.

Condon Resolution

The Condon resolution continues the present absolute preferences, first for disabled veterans and second for non-disabled veterans, embodied in the present law, so far as original entrance examinations are concerned, until 1956. After January 1, 1956, non-disabled veterans would lose preference in original entrance examinations. Preference for disabled veterans would continue. Preference for disabled veterans in promotion examinations would continue indefinitely; but preference in promotion examinations for non-disabled veterans would end when the present law expires December 31, 1950, or five years after such veterans' discharge—which ever is later.

Thus under the Condon resolution non-disabled veterans on eligible lists for promotion on December 31, 1950, would lose their preference at that time unless their date of discharge from the armed forces happened to have been less than five years previously. In such case, the right to preference would expire when the five years was up. Veterans (non-disabled) on original appointment eligible lists on December 31, 1955, would lose their preference at that time.

Vets Allowed Time Off for Conventions

ALBANY, Aug. 30.—The State has reaffirmed the privilege of veterans who are public employees to attend the conventions of recognized veteran organizations. They must receive time off for this purpose.

The State Civil Service Commission last week called attention to the policy announced by Governor Thomas E. Dewey in 1943, where-in he said:

"Many State employees are members of recognized military and naval veterans' organizations. These organizations from time to time hold State and National Conventions and some of our State employees desire to meet with their comrades at these conventions."

"Heads of State departments should give such employees who actually desire to attend these conventions and who may be excused from duty without handicapping the service of their department, permission to do so. Where such permission is granted, absences to attend veterans' conventions are not to be charged against vacation time, nor should any reduction in compensation for time off duty be levied against war veterans employed by the State."

Sept. 5 Last Day to File Independent Nominations

(Continued from Page 1)

J. Walter Mannix, Craig Colony; George J. Fisher, Metropolitan Armory Chapter; Harry M. Dillon, Auburn State Prison; Angelo J. Donato, Palisades Park Commission; Paul W. Swartwood, Ithaca State College; Robert Killough, Education Department; Clarence W. F. Stott, Public Works Department and Chairman of the Central Regional Conference; Theodore Becker, Civil Service Department; Charles H. Foster, Division of the Budget; Charlott M. Clapper, Health Department; J. Leslie Winnie, Chemung County and Andrew C. Doyle, Labor Department.

Program For Annual Meeting

Association Headquarters is preparing a tentative program for the annual meeting which will be sent to all chapters and groups this week. Chapters are encouraged to make hotel reservations for their delegates as early as possible as the hotel housing situation in the Albany area remains critical. Association officials have hinted that no effort is being spared to make this Thirty-Eighth Annual Meeting the most outstanding and valuable to all delegates. The program

for the meeting will be carried in the LEADER as soon as released by Association Headquarters.

The Nominies

Those nominated by the official nominating committee of the Association are:

Officers

President: Frank L. Tolman
1st Vice-president: Jesse B. McFarland
2nd Vice-president: John F. Powers
3rd Vice-president: Fred J. Walters
4th Vice-president: J. Allyn Stearns
5th Vice-president: Wayne W. Soper

Secretary: Janet Macfarlane
Treasurer: Harry G. Fox
State Executive Committee
Agriculture & Markets: William F. Keuhn
Audit & Control: Francis A. Fearon

Banking: Victor J. Paltsits
Civil Service: Theodore Becker
Commerce: Mrs. Mildred O. Meskil

Conservation: Angelo J. Donato
Correction: Harry Fritz
Education: Albert B. Corey
Executive: Charles H. Foster
Health: Charlotte Clapper
Insurance: Solomon Bendet
Labor: Christopher J. Fee
Law: Francis C. Maher
Mental Hygiene: John M. Harris
Public Service: Kenneth A. Valentine

Public Works: Arthur W. Moon
Social Welfare: Charles H. Davis

State: Isabelle M. O'Hagan
Taxation & Finance: Arnold W. Wise
Judiciary: Walter J. Nolan
Legislative: William J. King

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STATE AND COUNTY NEWS

Decision Awaited on Competitive Status for Four State Institutions

Special to The LEADER
ALBANY, Aug. 30 — Attention employees of Matteawan, Danne-

mora, Albion, and Westfield! Sources close to the State Civil Service Commission indicate the Commission's long-awaited action concerning possible reclassification of employees into the competitive class will be taken on September 21, 22 and 23.

This is the date for the Commission's next meeting, which will be held in Albany.

However, no prediction as to the outcome is possible at this time.

Uniform Service Ratings

Another matter of interest to all State employees is expected to be taken up by the Commission at this time regarding proposed uniform service ratings.

It was learned on good authority that final recommendations by the State Personnel Council have been presented to the Commission. Behind the recommendations, still undisclosed, is a two-year study of service ratings in State service by a special committee of the Personnel Council.

Tardiness

A second report, dealing with proposals for uniform rules regarding tardiness among state

employees, is not expected to be completed in time for the September meeting.

Metropolitan Conference Meets Sept. 11

The Metropolitan Conference of The Civil Service Employees Association will hold a strictly business meeting at Pilgrim State Hospital, Brentwood, on Saturday, September 11. The Pilgrim chapter, of which Francis H. Neitzel is president, will be host.

Resolutions for presentation to the Resolution Committee of the Association will be brought before the Conference for clarification, discussion and clearance.

The Pilgrim chapter will conduct a tour of inspection of many of the eighty-three buildings. Plans should be made to arrive at 1 P.M. and to make use of the opportunity to inspect a model Mental Hygiene institution.

Taxi service is obtainable at Brentwood.

"This Conference has special importance to the member-chapters and to the Association because it enables preparation for the annual convention of the Association to be held the following month," said Victor J. Paltsits, Conference chairman.

CAREY NAMED IN YONKERS

F. Stanton Carey has been appointed to the Yonkers Civil Service Commission. He fills the unexpired term of John A. Peterson, resigned. Bernard T. Silverman was reappointed to this commission.

Labor Board Men Seek Higher Pay

Special to The LEADER
ALBANY, Aug. 30—The State Salary Standardization Board will consider appeals of three groups of State employees next month for higher salary allocations.

The board will meet September 12 in Albany to conduct hearings for Labor Relations Examiners and Senior Labor Relations Examiners.

What They Seek

A spokesman for the board informed The LEADER this week that Labor Relations Examiners, State Labor Relations Board, are requesting a reallocation of their salary range from \$4,080-\$4,980 to \$5,000-\$6,200. Ten employees are affected by the appeal.

Two senior labor examiners have asked that present salary range of \$4,620-\$5,720 be raised to \$6,260-\$7,625.

On September 17, the board has scheduled a hearing to determine possible salary reallocation for the Director of Lands and Forests, State Conservation Department. One employee is affected.

The Public Employee

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



Speak For Yourself, Vet!

THE veteran has a mind of his own and he often uses it to find a solution of his personal problems. I appeal to all veterans in the Civil Service Employees Association, and to all veterans who work for any State or local agency, to apply their minds and their efforts now to recapture their Veterans Preference Amendment from those who would solve their problem for them. It is the veteran holding a civil service job who has the greatest interest in the proposed Mitchell Amendment. It is the G.I. who expects some day to enter public service who should study both proposed amendments to determine which is the better, both for him and for the State.

Every citizen has a part in determining the character of his civil government. This is particularly true of the citizen who has made a great contribution to the preservation of the nation. The soldier, through his contribution, earned a reputation above other citizens and he must always live up to his well earned distinction and his devotion to the State and nation.

The Legion Meeting

When the soldier becomes a veteran and with many other veterans establishes his own organization, the responsibility of that organization to lead in unselfish up-building of civil government is tremendous. We greet the great New York State American Legion meeting in Saratoga this week. We have met Legion representatives again and again throughout the years in legislative circles and elsewhere.

The Association has pioneered much legislation helpful to veterans. Together with leading civic groups it has urged Federal benefits along educational lines, rehabilitation lines and other substantial recognition of a universal debt to veterans.

When Is The Veteran Helped?

We have disagreed with certain Legion leaders with reference to preference in civil service, and we have pointed out that the type of preference which they have sponsored on occasion has not been helpful to the merit system, to efficient civil government, or even to the veterans themselves. We have insisted that only a very small number of the veterans whom it has desired to help are actually helped and that in very many cases veterans are discriminated against unworthily and non-veterans—the brothers and sisters, fathers, sons and daughters of veterans oftentimes—rejected almost entirely under the present preference plan. We have made a case for a fairer type of veteran preference in public service. It is the Mitchell constitutional amendment passed last year by the Legislature.

Civil Service Is For Mitchell Bill

I have already compared the proposed Mitchell and Condon veterans preference amendments in a statement to the Civil Service LEADER.

Already the Mitchell proposal has won strong endorsement among public workers as opposed to the present preference or the proposed Condon amendment. For instance the firemen of New York City, through their independent organization, recently polled their membership on the type of veterans preference desired and out of approximately 8,000 ballots, 5,922 favored the Mitchell proposal. Only 441 favored the Condon proposal.

Also, the Jewish Veterans Association has endorsed the Mitchell proposal unequivocally.

Needed Reform

Among State employees there is a general feeling that the Mitchell proposal would bring about a needed reform in recruitment and promotion in civil service, which is today chaotic and promises to remain chaotic until we have a plan that is fair to veterans and non-veterans alike, and which will assure the best of service to the people of the State.

I appeal to all veterans, including the delegates to the great Legion convention, to restudy the situation as to veterans preference and to leave the way fully open for submission of the Mitchell proposal to the people following the next session of the Legislature.

I appeal to all veterans familiar with the public service and the present unsatisfactory conditions as to preference, to speak up in their posts, in their local chapter meetings, and in public debate, and to make certain that the various veterans organizations understand the virtues of the Mitchell proposal.

When Should Prison Guard Retire?

WILLIAM A. PATERNO

Pension Committee: Uniformed Personnel in New York State Department of Correction.

The primary purpose of a Retirement Fund is to meet the conditions arising from old age and disability among employees. Unless death intervenes, every worker ultimately reaches an age when he is no longer efficient at his job. Rather than face adverse public opinion the aged and disabled employees are kept on the job. As a result a hidden pension roll develops.

The prison officers believe that several of the fundamental objectives of a good retirement system should be: (1) to increase efficiency by keeping a constant flow of younger officers in hazardous positions through systematic retirement of aged and disabled officers; (2) to aid recruitment by making the service more attractive to high grade persons who might otherwise seek employment in private industry; (3) to make the service sufficiently attractive so that experienced officers of character and ability, already in the service, will not seek employment elsewhere; (4) to keep avenues of advancement open by practice of the above objectives and thus improve employee morale.

Sound Investment

The retirement plan represents a sound investment to the public as an employer. It constitutes an orderly means of providing for the retirement of employees at the end of their productive period, which, in the case of the prison officers is much earlier due primarily to the hazards of their position.

When Should They Retire

Men of special talents and

Herres Is Appointed To Middletown Board

ALBANY, Aug. 30—Governor Dewey appointed Frederick J. Herres, of Middletown, a member of the Board of Visitors of the Middletown State Homeopathic Hospital. Mr. Herres fills the vacancy caused by the resignation of William O. Kahn, of Port Jervis. His term runs until December 31, 1953.

Mr. Herres is vice-president of the Middletown Board of Health,

proven ability hesitate to enter the prison service because of the lack of definite security. Most prison officers feel they will not live to retire at half pay, as the largest group of these men will be in their sixties when this opportunity presents itself. To allow these officers to retire after 25 years of service will prove beneficial to the State as an employer as positive gains accrue and economies and efficiencies are increased. How long the State will continue to condone the practice of keeping ailing and overaged prison officers on the job is questionable. The limited usefulness and the many disadvantages of this practice have been proven

Saratoga Spa Group Urges New Income Tax Setup

Special to The LEADER

SARATOGA SPRINGS, Aug. 30 —Indicating the swiftly-growing maturity of civil service employees, a group of government workers in this area have taken action to express their opinions on a variety of subjects affecting personnel over the entire state.

Income Tax

The Saratoga Spa chapter of the Civil Service Employees Association, at its annual meeting, has adopted a resolution dealing with income taxes. The statement asks "that Association officers and members petition and urge members of Congress and United States Senators to use their influence to obtain personal income exemptions for all income tax payers of amounts the same as those allowed by the New York State law."

Equal Footing

In another resolution, the chapter urges that "all efforts be made to have employees of all State agencies placed on the same footing as regular State departments."

The LEADER

A third resolution, dealing with the Civil Service LEADER, reads: "We hereby express our appreciation of The LEADER and congratulate its publisher on his successful efforts in giving the Association worthwhile news. We also express every confidence in our officers in their dealings with said publication."

in a bill presented to the Congress and signed by the President to allow prison officers in our Federal prisons to retire after 20 years of service at 40 per cent of their salaries or after 25 years of service at 50 per cent of their salaries.

The Federal Picture

Hearings were held with respect to the above legislation and testimony was presented by representatives of the F. B. I., Treasury Department, Civil Service Commission and Members of Congress. All were unanimous in their approval of this legislation. Approximately 12,500 employees of the Federal Government will be affected by this legislation which will cost the government annually between \$2,000,000 and \$3,000,000. Surely this sum cannot be considered staggering since the employees will share in the cost and the provisions of this bill will prove beneficial to both the employer and the employee.

Law enforcement agencies throughout the country daily are beginning to realize the benefits to be obtained from early retirement for officers. An interesting article in the newspapers recently stated that "every school teacher in Russia who has taught for 25 years will receive a pension amounting to 40 per cent of his pay." This is a country considered to be a slave state.

Mortality Rates

An excerpt from a letter received from the Metropolitan Life Insurance Company states, "we know from experience that the mortality rate of prison guards is higher than the mortality rate of persons in what we consider non-hazardous occupations. For this reason we ask prison guards to pay a higher premium." It seems that everyone excepting the State of New York, believes the prison officers are entitled to earlier retirement by reason of their position.

Joseph Fulling Fishman, former Inspector of Federal Prisons, once said: "If I were in the toughest kind of a jam and facing seemingly impossible odds, I would rather have a dyed-in-the-wool guard at my side than any other three persons put together. For when it comes to a spine-chilling emergency, calling for sheer one hundred per cent courage, unyielding stamina and contemptuous defiance of death, the humble prison crew is in my opinion, tops!" Need we say more?

STATE AND COUNTY NEWS

Willowbrook Gets Assn. Charter

The civil service employees of the Willowbrook State School, in Staten Island, recently organized a chapter of the Civil Service Employees Association. On Monday evening, August 23, 1948, the members of the new chapter and their friends gathered together at the Clove Lake Restaurant, Staten Island, to witness the presentation of their charter and the installation of their officers.

Victor J. Paltsits, Chairman of the Metropolitan New York Conference, representing Dr. Frank L. Tolman, President of the State Association in Albany, presented the charter to Mrs. Kathleen L. Hennessy, the chapter president, in an informative talk.

The Officers

Officers of the Willowbrook State School Chapter are:

Mrs. Kathleen L. Hennessy, President, Mr. Nicholas Bellezza, Vice President, Miss Janet Yuill, R. N., Secretary, and Mrs. Vivian Koop, Treasurer. In installing the new officers, Mr. Paltsits, addressing each officer separately, charged them with their duties and wished them success.

Flag Presented

An American flag, hanging in back of the dining room, was presented to the chapter and the institution by Mrs. Willeretta Schwab, in memory of her husband, a World War Veteran, who passed away a year ago. All present joined in the salute to the flag.

Seated at the guest table in addition to Mrs. Hennessy and Mr. Paltsits were: Dr. F. B. Glasser, Assistant Director of Willowbrook State School, and Mrs. Glasser; John M. Kearse, Business Officer of the School and Mrs. Kearse; John L. Murphy, Vice Chairman of the Conference and President of the Creedmoor State Hospital Chapter; Kenneth A. Valentine, member of the Association Board of Directors; Clyde H. Morris, treasurer of the Metropolitan New York Conference and Financial Secretary of the Long Island State

Southern Conference Meets Sept. 11

The Southern Conference of The Civil Service Employees Association, at its meeting to be held at Westfield Farms on Saturday, September 11 at 3 p.m., will conduct the largest session in its history, said Chairman Francis A. MacDonald.

The session will be particularly important explained Chairman MacDonald, because special committees will propose resolutions to be introduced at the annual meeting of the statewide Association at the October annual meeting.

He spoke highly of the preparations being made by the host chapter at Westfield Farms, of which Everett H. Quinn is chairman, especially when informed of the menu that had been arranged. Prominent speakers will address the meeting and a picnic will follow.

Park Chapter, Montauk, L. I. and Miss Edith L. Fruchthender, Secretary of the New York City Chapter. Also Biagio Romeo, president of the Psychiatric Institute Chapter and Miss Romeo, Mr. Sidney Alexander, Vice President of the Psychiatric Institute Chapter, and Mrs. Alexander.

Before the close of the dinner, Dr. F. B. Glasser, Assistant Director of Willowbrook State School presented Mrs. Hennessy, the president, with a gavel, a gift of the members, and wished her and her officers and the new chapter success in their work.

An enjoyable social evening followed with dancing and community singing.

NAMED TO BOARD

ALBANY, Aug. 30 — Governor Dewey appointed George W. Pratt, of Highland, and Neal Brandow, of West Coxsackie, as members of the State Bridge Authority at Poughkeepsie, N. Y.

At the same time, Governor Dewey reappointed Dr. John L. Edwards, of Hudson, to the Authority for a full five-year term.

Opportunities Given For Job Training

(Continued from Page 1)

Less than two years of satisfactory office experience, at least one year of which has been in State service, and who is a high school graduate, will be eligible to take a competitive test designed to determine if he has the necessary aptitudes for administrative analysis. Appropriate experience in military service will be accepted in proportion to its value as a substitute for the one year of non-State office experience.

2—Applicants who are successful in this aptitude test will have their names placed upon informal lists, in the order of standing based on the test, by departments or agencies.

3—Nominations to the institute may be made by an appointing officer from his agency's informal list. Each nominee must be selected from among the three highest persons on the agency's list.

4—It is expected that a maximum of 30 nominees, equitably apportioned among the departments and agencies, will be admitted to any one institute.

No Loss of Pay

5—Employees accepted for an institute will be required to devote full-time for two weeks to the course without loss of pay or annual leave. Any travel and subsistence expense to the employee should, as far as practicable, be borne by his department or agency.

6—Ultimately, interdepartmental promotion examinations will be held for

- Junior Examiner of Methods and Procedures
- Assistant Examiner of Methods and Procedures

Persons who have successfully completed the training institute course will be admitted to these interdepartmental promotions provided, in addition, they meet the following requirements:

- Junior Examiner of Methods and Procedures, G-9, (\$1400-3000)

Not less than 2½ years of satisfactory office or military experience as outlined in (A) above, of which not less than 1½ years have been in state service and of which not less than six months must have been on a permanent basis.

- Assistant Examiner of Methods and Procedures, G-15, (\$3120-3870)

- Not less than eighteen months of satisfactory experience in state service in the grade of G-6 or better, of which not less than six months must have been on a permanent basis; or
- Not less than six months of satisfactory experience on a permanent basis in state service in the grade of G-9 or better.

Note: To be eligible for appointment from the above interdepartmental promotion lists, candidates must have completed satisfactory experience of (a) three years for Junior Examiner and (b) two years in G-6 or one year in G-9 for Assistant Examiner.

Test in October

7—The competitive aptitude test has been tentatively scheduled for October and will be held in a number of centers throughout the State.

There will be no fee for this aptitude test since it is not a regular civil service examination for appointment to a position.

What Employees Are Doing

Coxsackie

A softball game played between the Coxsackie Guards and the 1947 Catskill Champions was won by the Guards, 9 to 5. Gramps Cook, Coxsackie Sergeant, did the mound duties and showed championship form. Ex-big leaguer Gus Diller played a bang-up game at shortstop. Gus covers a lot of ground and states that he can do the 100 in 10 seconds flat. All of the other players also played a red hot game.

The glamorous senior nurse, Adelaide Zachary, is now on vacation and travelling toward Canada. Nurse Annie Redmond's father, who has been seriously ill, is now improving.

The head nurse, Clifton Casseles, who had been on vacation, is now back on duty.

Dr. Anthony Flood is back on duty, doing his usual good job.

Hospital Stenographer Gladys Seyler is planning a vacation at Saratoga Lake. Her new bathing suit is a honey, if a little brief.

Grace Searles, the girl with the great big heart, reports that Torchy MacLintock, her boss, sure is a slave driver.

Segregation Guard William Cooney is pretty proud of his eldest son, young Bill. Young Bill has just returned from a cruise of six weeks on the Pacific Ocean. He was on the battleship Iowa. Bill's son is a Midshipman in the N. R. O. T. C. and is a Sophomore at Villanova College. Nice going Bill. We also hear the news that Young Bill will be on the Villanova running team this year.

Guards Seymour A. Carey, of Earlton; Albert Schoonmaker, of Coxsackie, and Stenographer Mary E. Goebel, of West Camp are new employees.

Employees leaving the service include Teacher Paul Dupre who will teach in a Rochester school, and Thomas Ladonsky, teacher.

Sorry to hear of the death of Guard Herbert Loschen's father in NYC. Our sincerest sympathy.

A meeting of the chapter of the Civil Service Employees Association will be held on Wednesday, Sept. 8 at 5 P.M. at Riverside Cottage Election and installation of officers will be held. Each member is urged to attend. Other important items are on the agenda.

The chapter sends in this comment:

"For many years now the Association has been blessed with leaders, Presidents of the State Association, of rare and exceptional ability, to our knowledge there have been none who have surpassed our current President, Dr. Frank L. Tolman. We, the Coxsackie Chapter, again want Dr. Tolman for our leader and are 100 per cent in back of him and his ideals. We believe that we are very fortunate in having a man of Dr. Tolman's high calibre and ideals as our leader. May he guide us for many years to come."

Sergeant Edward Glasheen, firearms instructor, is instructing the guards. He sure knows his stuff and how to teach it. Some of our top shooters are Bill Rice, Harry Fritz, Carlton Newell, Sgt. John VanDeusen and Milton Andre. Guard Harry Fritz is assisting Sgt. Glasheen in instructing and doing an excellent job. Guard Dan Pickens, that happy N. Y. boy with all the kids. He is taking outside instructions in pistol, rifle and sling-shot.

After waiting for four years, popular Guard John Longthon, is touring the country in his new car. Here's an item: Bill Hass, our local car dealer, is going to get a lot more deliveries.

Thomas Indian School

In an impressive double ring

Mrs. Huntley Appointed To Morrisville Board

ALBANY, Aug. 30—Governor Dewey appointed Mrs. Emily T. Huntley, of Walworth, a member of the Board of Visitors of the New York State Agricultural and Technical Institute at Morrisville. Mrs. Huntley succeeds Alice L. McCabe, of Clinton, secretary of the Board, whose term expired. The appointment is for a seven-year term.

Heat Welcome—Offices Close

ALBANY, Aug. 30.—Believe it or not—the "excessive heat" is welcomed by many State employees for one simple reason. Most State departments follow a policy of "closing up shop" early in the afternoon when summer temperatures soar.

This happened again last week in Albany and State employees in those departments granted the time off left their offices at 3 p.m. to seek cooler climates.

ceremony, Celia Latosi became the bride of Edward Boczar in St. Stanislaus Church in Buffalo. The church was elaborately bedecked with flowers and candelabra and was thronged with guests who came from England, New Hartford, Connecticut, Buffalo, Dunkirk, and Salamanca. Guests from the Thomas Indian School at Iroquois, who attended the wedding included Mr. and Mrs. Adrian Mets, Mr. and Mrs. Paul D. Harrington, Mrs. John Huteson, Caroline Hewitt, Frances Kinkead, Mrs. Alice Huddart, Mrs. Grace Wilber, Mrs. Besse Schlitzer and Mrs. Mae Hawthorne.

The bride is a former secretary and vice-president of the Thomas Indian School Chapter of The Civil Service Employees Association. She has been an efficient worker for the Association. Her friends through the Association wish her and her husband a long, happy, and prosperous married life.

The newlyweds left by plane for a honeymoon in California.

Jefferson County

Charles R. Culyer, Field Representative, County Division, met with the executive committee of Jefferson Chapter at the Court House at Watertown to discuss the installation of the Civil Service Employees Association's insurance plan in Jefferson County.

The plan for group life and accident and sickness insurance will be made available for all civil employees who are members of the Association in Jefferson County Chapter.

President Sheldon G. Stratton conducted the well-attended meeting. The committee approved the insurance plan and final arrangements are now being made to start solicitation next month. Conferences were also held with the County Treasurer and C. Leland Woods, City Manager of Watertown. Eugene Vanderbilt, special representative of Ter Bush & Powell, also attended the meeting.

Willowbrook

The recently chartered Willowbrook State School Chapter of The Civil Service Employees Association have elected the following officers for the coming year:

President, Kathleen L. Hennessy; Vice-president, Nicholas J. Bellezza; Secretary, Janet Yuill; Treasurer, Vivian Koop.

Harlem Valley

At a recent meeting of the Harlem Valley chapter, Civil Service Employees Association, the following officers were elected for the ensuing year:

President, Ellis Carter; Vice-president, Willis O. Markle; Secretary-treasurer, Anna M. Besette; Trustees, Paul O. Becker, Louis Illig, Edward Sheldon and Lewis Seaman.

Clinton County

Dorothy M. Trombley has been elected chairman of the nomina-

Weekend Retreat

September 3 to 5

Rev. Joseph J. Murphy, S.J.
Retreat Master

\$10 PER PERSON

St. John's Villa Academy

CLEVELAND PLACE
ARROCHAR, S. I. 5, N. Y.

ting committee of the Clinton County Chapter, Civil Service Employees Association.

At a recent meeting of the County Executive Council, the following members were named to the committee to present a slate of officers for the coming year:

Mildred Smith, Frances Smith, Frances Colligan, Nap. Light, Margaret Ryan, Mary Traynor, J. B. Smith, M. H. Wilson, J. J. Harnett and Charles A. Anderson.

At the same time plans for the first annual picnic of the chapter were announced by Mrs. Frances Sweney, president. The picnic will be held August 31 at the Rod and Gun Club in Plattsburgh.

Craig Colony

The graduating class of 1933 of the Craig Colony School of Nursing held a re-union August 7th at the William Storey Cottage at Conesus Lake. Following an enjoyable afternoon at the lake the party enjoyed a dinner at the Tally Ho Inn in Avon.

Members of the 1933 class who attended the re-union: Mrs. Frances Shields, Lillian Bryant, Jean Curry, Mrs. Ester Austin Ferrara, Ruth McComb, Evelyn Osborn, Salvatore Cippola, Wilson Inley and Ralph Ferry.

Syracuse State School

The employees of the Syracuse State School Chapter, The Civil Service Employees Association, held their annual clambake on Saturday afternoon, August 21, at Bob Johnson's Pleasant Beach on Onondago Lake. It was a fine party. Fred J. Krumman, president of the chapter extends thanks to the Committee which arranged the affair, composed of Mrs. Kathryn Egan, Mrs. Gertrude Grant, Harry Williams and Felix Munn.

You
MIGHT
win the
GRAND
PRIZE



but SAVING
is SURE

BETTER START
SAVING AT

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INDUSTRIAL
SAVINGS BANK

51 Chambers Street
Just East of Broadway
5 East 42nd Street
Just off Fifth Avenue

Member Federal Deposit Insurance Corporation

THE LEADER carries a full report on the progress being made by Civil Service Commissions in rating examination papers; and publishes eligible lists when they are ready.

STATE AND COUNTY NEWS

12 New Tests Scheduled For State Jobs

Special to The LEADER
ALBANY, Aug. 30—At least 12 open competitive State Civil Service examinations are scheduled to be held November 20 in centers throughout the state...

While the list is still tentative, it is expected that examinations will be conducted for the following positions:

- Associate Nutritionist, \$5,232; Laboratory Workers, \$1,955; Superintendent of Boys Training School, \$8,800; Institution Education Supervisor (Recreation and Physical Education), \$3,582, unwritten. Institution Education Supervisor (Vocational) \$3,582, unwritten; Correction Institution Teacher (Beauty Culture), \$2,898, unwritten; Correction Institution Vocational Instructor (Tailoring), \$2,898, unwritten; Assistant Building Electrical Engineer, \$4,242; Railroad Equipment Inspector (Steam), \$3,582; Railroad Track Inspector, \$3,582; Analytical Chemist, \$3,450; Junior Hydro-Electric Operator, \$2,208.

No Applications Yet
State Civil Service Department officials emphasized that no applications for the "tentative November 20 series" will be received until official announcements of the examinations are prepared and distributed.

It was pointed out that additional examinations may be added to the list and others cancelled in the next few weeks until an official list is approved.

Official announcement of the series is expected some time in September.

State Worker And Son Die In Tragic Fire

ALBANY, Aug. 30—Funeral services were held last week for Raymond Farrell, 41, director of audits and accounts in the State Retirement System, and his five-year-old son, Billy, who perished August 21 in a tragic Lake George cottage fire.

The services, held in a Delmar church, were attended by a large delegation of State employees and top officials of the State Department of Audit and Control and the Retirement System. Mr. Farrell had been employed by the State since 1944.

Tried to Save Son

Mr. Farrell lost his life in a vain attempt to save his son from the burning cottage he and his wife had rented for the summer.

State Police reported Mr. Farrell had picked his son out of bed, took him in his arms and tried to fight his way downstairs through the flames. Four others in the house at the time of the early-morning fire escaped through upstairs windows.

He is survived by his wife, Virginia, 38, who suffered second degree burns in the fire.

Advertisement for Dan Lurie Barbells, featuring an image of a man lifting weights and text describing the products and prices.

Employees Assn. Plans Big New Membership Drive

ALBANY, Aug. 30—Headquarters of The Civil Service Employees Association is a bee-hive of activity these days. Minute preparations are being made for the most thorough membership campaigns ever to begin on October 1, 1948...

During the present year, membership in the Association's State Division topped 41,000, an increase in that Division of over 13,000 in three years. In the County Division of the organization, membership has recently exceeded 5,000...

leaps and bounds. The County

Division has existed only for the past two years, and is composed of employees of counties, cities, towns, villages, and other local units of government.

Membership Committees

Chapters of the Association throughout the State are presently setting up membership committees composed of zealous members in each of the composite parts of the chapter. Lists of these committees are being forwarded to headquarters so that a cohesive membership campaign to secure the active support of every civil employee may be put into motion.

each chapter to enable a prompt start on the campaign right on October 1st. Present plans call for Joe Lochner, the Executive Secretary, Bill McDonough, the Executive Representative, and Field Representatives Charlie Culyer and Larry Hollister to tour the State starting September 13th, to deliver the membership campaign material personally to each chapter president and representative...

Lists of the membership committees which will function in the various chapters will be carried in The LEADER.

Lists of Eligibles

State Promotion

Principal File Clerk, (Prom.), Central or Albany Dist. Office, Div. of Parole, Executive Department—1. Viola Joslin; 2. Vera Allen; 3. Clarence Packman; 4. Howard Gemmel.

Head Compensation Clerk, (Prom.), Workmen's Compensation Board, Dept. of Labor—1. Albert Dantoni (dv); 2. Henry Tarshis (v); 3. Peter Achilson (v); 4. Arthur Rush; 5. Sarah Weill; 6. Fred Fein; 7. Mabel I. Pogue; 8. C. Ingegneros; 9. Julius Fell; 10. David Rothbard; 11. Madeline Weigner; 12. Eustace Crawford; 13. Sue Feinstein; 14. G. C. Grosskopf; 15. Irene V. Nee; 16. Albert G. Hayden; 17. Edward F. Vopat; 18. Ruth Rosenberg; 19. Simon Swirsky; 20. Rose Grossman; 21. Sophie Kavanaugh; 22. Jeanne Silverman; 23. Irene D. Waters; 24. Nancy Lipschitz; 25. Frances Shannon.

Senior Personnel Technician (Examinations), (Prom.), Civil Service (Option A)—1. Acton T. Civill (v); 2. Gertrude J. Culver; 3. Elizabeth Ostram; 4. Frances George. (Option B) 1. Elizabeth Ostram.

Personnel Technician (Research), (Prom.), Civil Service—1. Herbert ardeck (v); 2. Ethel Reineck; 3. Julia Carson.

Supervisor of Social Work (Psychiatric), (Prom.), Dept. Mental Hygiene—1. Margaret F. Norton; 2. Jean H. Ovenburg; 3. Eunice Vassar; 4. Winifred Winikus.

Personnel Technician (Examinations), (Prom.), Dept. Civil Service—(Option B, Test Development), 1. John P. Gregware (dv); 2. Herbert Bardack (v); 3. Harry Eyres (v); 4. Ethel Reineck; 5. Maryon Varley; 6. Mary Longley; 7. Julia Carson; 8. Ruth Watts; 9. Marguerit Lindsay; 10. Alice Spika; 11. George L. Sabey, Jr. (Option C, Accounting), 1. John P. Gregware (dv). (Option E, Social Service), 1. John P. Gregware (dv); 2. Ethel K. Reineck. (Option H, Biological), 1. Herbert Bardack (v); 2. Julia B. Carson. (Option I, Law Enforcement), 1. George L. Sadey.

County Promotion

Senior Clerk, (Prom.), Erie County—1. Frances L. Roach (v); 2. Bertha Smith; 3. Anna L. Cryan; 4. Linda S. Sapienza; 5. V. M. Burzynski; 6. Helen MacDonald; 7. Ruth Goldberg; 8. Lillian Dermody; 9. Catherine Call-

z.

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Assn. to Meet On October 5

ALBANY, Aug. 30—The annual meeting of the Civil Service Employees Association has been set to start on the evening of Tuesday, October 5, and to continue all day Wednesday. The meeting has been scheduled by the Board of Directors to start in the evening in order to accommodate those delegates of Jewish faith, since October 5 is a Jewish holiday. The Association's Constitution requires the meeting to be held on the 5th. By starting the event on that evening, and holding the major portion of the meeting on the 6th, the provisions of the Constitution are complied with.

Fire Captain, (Prom.), Eastchester Fire District, Westchester County—1. Frank Madelton (v); 2. Eugene Schaeffer (v); 3. Wm. R. Blackie; 4. Vincent Santucci; 5. Amerigo H. Catano.

Senior Case Worker, (Prom.), Public Assistance, Dept. Public Welfare, Sullivan County—1. Helen Blatchly; 2. Margaret Baxter.

County Sealer of Weights and Measures, Dept. Public Works, Westchester—Thomas Scott.

Police Sergeant, (Prom.), Police Dept., Mt. Kisko, Westchester County—1. John E. Cawley (v); 2. John R. Best; 3. Alvin Hutchings.

Lieutenant, (Prom.), Police Dept., Town Eastchester, Westchester County—Joseph Gal.

STATE LEASES FARM
ALBANY, Aug. 30—The State Agricultural and Technical Institute at Canton will have the use of the 260 acre Edson Martin farm under terms of a one-year lease announced recently by Lewis A. Wilson, acting education commissioner, State Education Department.

Special to The LEADER
OGDENSBURG, Aug. 30—More than 200 persons attended the annual picnic of the St. Lawrence County Chapter, Civil Service Employees Association, last week at Hannawa Falls, including prominent county officials.

The picnic, under the direction of Village Manager Mel Miller of Gouverneur, was attended by John J. Livingston, Ogdensburg, candidate for County Judge; John H. Livingston, his son; Elmer Murphy, clerk of the Board of Supervisors, Supervisor Town of Potsdam; Curtis Bristol, Ogdensburg, supervisor Second Ward; Clarence Kerry, president of the St. Lawrence State Hospital Chapter; Charles R. Culyer, field representative of the Civil Service Employees Association and other Association and county figures. President of the St. Lawrence County Chapter is Philip White.

Award Winners
Winners of awards at the picnic included:
First—Don Hicks, 137 Lake St., Ogdensburg, N. Y. 10-Tubs Phono Combination Console with FM.
Second—F. G. Murphy, Canton, N. Y. Maytag Washer.
Third—Michael Foote, 528 Knox St., Ogdensburg, N. Y. Eastman

8mm Movie Camera F2.5 Lens.
Next Seven Awards—Emerson Table Model Radios.
Fourth—Robert Cottrell, Babcock St., Gouverneur, N. Y.
Fifth—Mrs. Joseph Graveline, 7027 Jay St., Ogdensburg.
Sixth—Carl Moore, Gouverneur.
Seventh—Robert Williams, Potsdam, N. Y.
Eighth—Mrs. R. H. Countryman, Massena, N. Y.
Ninth—I. J. Hull, Gouverneur, N. Y.
Tenth—Leonard C. Knable, 401 New York Ave., Ogdensburg.
Next Ten Awards—Eastman Brownie Flash Cameras.
Eleven—Jake Henderer, 331 State St., Ogdensburg.
Twelve—Mrs. Lyle Bowman, 402 Patterson St., Ogdensburg.
Thirteen—Mary Schwartzfigure, 116 Oak St., Ogdensburg.
Fourteen—Alfred Thomas, 42 Bay St., Potsdam.
Fifteen—Clarence LaPoint, Hannawa Falls.
Sixteen—Philip Arnold, Hermon.
Seventeen—Robert Blair, Route 2, Gouverneur.
Eighteen—J. P. Harper, Grove St., Gouverneur.
Nineteen—George Andrikut, 29 Larned St., Potsdam.
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Twenty—Don Church, 125 Prospect St., Gouverneur.

8mm Movie Camera F2.5 Lens.
Next Seven Awards—Emerson Table Model Radios.
Fourth—Robert Cottrell, Babcock St., Gouverneur, N. Y.
Fifth—Mrs. Joseph Graveline, 7027 Jay St., Ogdensburg.
Sixth—Carl Moore, Gouverneur.
Seventh—Robert Williams, Potsdam, N. Y.
Eighth—Mrs. R. H. Countryman, Massena, N. Y.
Ninth—I. J. Hull, Gouverneur, N. Y.
Tenth—Leonard C. Knable, 401 New York Ave., Ogdensburg.
Next Ten Awards—Eastman Brownie Flash Cameras.
Eleven—Jake Henderer, 331 State St., Ogdensburg.
Twelve—Mrs. Lyle Bowman, 402 Patterson St., Ogdensburg.
Thirteen—Mary Schwartzfigure, 116 Oak St., Ogdensburg.
Fourteen—Alfred Thomas, 42 Bay St., Potsdam.
Fifteen—Clarence LaPoint, Hannawa Falls.
Sixteen—Philip Arnold, Hermon.
Seventeen—Robert Blair, Route 2, Gouverneur.
Eighteen—J. P. Harper, Grove St., Gouverneur.
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Twenty—Don Church, 125 Prospect St., Gouverneur.

Romeo Seeks Officer Post In Association



BIAGIO ROMEO

At a special meeting of President and other officers of chapters of The Metropolitan New York Conference, it was unanimously agreed to further the independent nomination of Biagio Romeo, President of New York Psychiatric Institute Chapter, for 5th vice-president of The Civil Service Employees Association.

Those present were: Victor J. Paltsits, chairman of the conference; Clyde H. Morris, treasurer of the conference, and officers of chapters as follows: Frank M. Gonsalves, president, Metropolitan Armory Employees; Frank Wallace, executive secretary, Metropolitan Armory, Employees, John L. Murphy, president, Creedmoor State Hospital; Helen C. Peterson, secretary, Creedmoor State Hospital; Kathleen L. Hennessy, president, Willowbrook State School; Mrs. Koop, treasurer, Willowbrook State School, Elwood De Graw, president, Kings Park State Hospital; Michael L. Murphy, president, Central Islip State Hospital; Donald J. Bellefeuille, vice-president, Central Islip State Hospital; George H. Siems, president, L. I. Intercounty State Parks and Sidney Alexander, vice-president, New York Psychiatric Institute. Officers of other chapters, unable to attend, signed agreement to support Mr. Romeo.

Mr. Alexander was designated chairman of a special committee to promote the nomination.

Charter Presented To Sullivan County Chapter

The charter of the Sullivan chapter was presented to the Chapter at the regular August meeting of the chapter, held at the Court House, Monticello, last week.

President Stanley Meyer presided at the meeting. More than 100 members attended. The charter was presented by Charles R. Culyer, Field Representative, County Division.

The report of the special committee on salaries in the county highway department was presented, and the committee has asked the Association for wage information in other jurisdiction so that comparisons can be made.

C. A. HUNT IN BRIDGE POST

ALBANY, Aug. 30—Governor Dewey appointed Charles A. Hunt, as president of the Moses Ludington Hospital at Ticonderoga, a member of the Lake Champlain Bridge Commission. Mr. Hunt fills the vacancy caused by the recent death of Rolland A. Severance, of Willsboro. His term runs to June 1, 1950.

DEWEY REAPPOINTS HOWE

ALBANY, Aug. 30.—Governor Dewey reappointed Winthrop K. Howe, Jr., of Rochester, as a Commissioner for the Blind. The re-appointment is for a full five year member of the New York State term.

HINE STAYS IN FULTON POST

Walter F. Hine of Gloversville has been reappointed to the Fulton County Civil Service Commission.

A THOUGHT FOR THE WEEK

Women distrust men too much in general, and too little in particular.—Commerson.

Civil Service LEADER

Ninth Year
America's Largest Weekly for Public Employees

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

TUESDAY, AUGUST 31, 1948

Civil Service Groups Back Mitchell Bill

THE LEADER learns on good authority that the method of testing employee opinion on a given issue tried out in the New York City Fire Department will probably be extended.

As reported in this paper last week, the Uniformed Firemen's Association took a poll of its members on whether they preferred the Mitchell or the Condon vet preference bills. An analysis of both measures appears on Pages 1 and 2 of this paper.

Civil service opinion—the opinion of those who must live with veterans preference—is strong for the Mitchell bill. The firemen voted 13 to 1 in favor of this bill over the Condon measure. This vote is doubly remarkable in that the Fire Department is composed of so heavy a percentage of veterans.

Now, The LEADER learns, a movement is under way to poll employees in other departments—the New York Sanitation and Police Departments will probably be polled; all of the firemen throughout the State; and several State and local agencies.

Employee opinion is running so swiftly in favor of the Mitchell bill that the American Legion, which is sponsoring the Condon bill, must surely consider this flow of indorsement. The view is not only of non-veterans, but of veterans as well. All samplings of opinion taken so far indicate that the rank and file—the men and women who actually perform the tasks of government—veterans as well as the non-veterans—stand strongly for the Mitchell measure.

The American Legion, meeting in convention can hardly overlook this groundswell of public opinion.

It would be a sad thing if, this fall, there were to be girded two sides for a bitter fight on this issue. It is so unnecessary.

WHAT EMPLOYEES SHOULD KNOW

Immunity Is Restricted For Public Officials

By THEODORE BECKER

ONE OF the protections fundamental to our system of law is that an individual need not be a witness against himself on criminal charges. This guarantee applies not only to the actual trial of a criminal charge but also to proceedings preliminary to the trial, such as investigations by the Grand Jury or by other official bodies. If the individual's testimony is taken without a waiver of immunity from criminal prosecution based on his testimony, the testimony cannot be used against him on a criminal trial. Where a waiver of immunity is signed, such protection is abandoned.

It sometimes happens that a public official is called upon to testify before a Grand Jury regarding the performance of his official duties. If the official testifies after signing the waiver of immunity, he may be subjecting himself to criminal prosecution. If he doesn't sign such waiver, however, he subjects himself to other penalties.

Under our law a public officer cannot, with impunity, avoid investigation of his official acts merely by invoking the guarantee against self-incrimination. If such an official refused to sign the waiver of immunity, this would constitute grounds for his removal from office by the appropriate authority or he may forfeit his office as the result of a suit brought by the Attorney-General.

New Law Extends Penalty
Until this year, this was the

new extent of the penalty that could be imposed; but by an act of the State Legislature an immediate return to public office or employment is barred.

Section 3-a of the Public Officers Law declares:

"Any public officer who, upon being called before a grand jury to testify concerning the conduct of his office or the performance of his official duties, refuses to sign a waiver of immunity against subsequent criminal prosecution, or to answer any relevant question concerning such matters before such grand jury and who, by virtue thereof, has been removed from such public office by the appropriate authority or who has forfeited such office at the suit of the attorney general shall not be capable of holding a civil office or public employment for a period of five years from the date of the removal from or forfeit of such public office."

Waiver No Protection

Where the public officer signs a waiver of immunity and testifies, this still does not protect him from removal on charges based on his testimony, although proceedings before the Grand Jury are not ordinarily available in civil actions. The courts have held that the testimony of an official, given before the Grand Jury under a waiver of immunity, may be obtained and used by the appropriate authorities in a proceeding for the removal of such official on charges of incompetency or misconduct.

Don't Repeat This!

"POLITICS in the Empire State," by brilliant New York Times reporter Warren Moscow, is an intriguing study of the personalities and methods that go into the hurly-burly of politics in the nation's largest commonwealth. Below are some of the interesting comments and anecdotes garnered from the book. (P. S. Published by Alfred A. Knopf, \$3; it's a volume well worth reading.)

IN 20 Presidential elections from the end of the Civil War through 1944, there have been fourteen campaigns in which at least one of the principal nominees was a New Yorker.

BY NOW Tammany has been beaten so often that instead of being a predatory tiger cat, it is much more like a skinned, striped hearth rug.

WANT AN IDEA of how much New York spends for its services? When Alf Landon was running for President, he was in charge of a State government that spent, in its total annual budget, exactly the same sum that New York City was spending that year for fixing holes in its truck-pounded streets.

NEW YORK STATE has shown how it could be both radical and conservative, sending a Vito Marcantonio and a John Taber to the same Congress at the same election.

ALTHOUGH it has two minor parties, there is less chance of a political mugwump to get places in New York than elsewhere. New York sees no goat-gland doctor coming close to election as Governor because of the panaceas he purveys by radio. No hillbilly band or biscuit-passers threaten the established political order.

FDR always looked forward to being President some day. He had the time element all figured out, too. He at first refused to run for Governor in 1928. He reasoned that the Republicans were due to win the national election with Hoover in 1928 and would probably be able to hold the office for two terms, until 1936. So if Roosevelt ran for Governor of New York in 1932 instead of 1928, he would be in the presidential picture at the proper time. But it didn't work out that way—he became President four years earlier!

AMAZING things happen in politics. When Roosevelt ran for Governor, he was opposed by Albert Ottinger of the GOP. By exhibitions of self-importance, Ottinger early in the campaign managed to snub or offend most of his Republican running-mates. Hamilton Ward, of Erie, seeking to succeed Ottinger as attorney general, was one of these. Ward's friends in Erie are credited with having made an agreement with the Democrats under which votes for Ward for attorney general were swapped for votes for Roosevelt for Governor. Ottinger ran far enough behind the GOP ticket in the western section of the State to lose the race. Had Ottinger had a more cordial attitude toward his running-mates, Roosevelt would have been beaten and the chances of being nominated for the Presidency in 1932 would have been negligible, almost non-existent. The whole trend of world

affairs might easily have been different. . . .

HERBERT H. LEHMAN was never a professional politician. Yet his name became as standard on the ballot as the major-party emblems. Only the tradition that no man of his religious faith could ever be a candidate for the Presidency kept him from being a definite possibility for the highest office in the land. . . .

WHAT was remarkable about Herbert Lehman was that he seemed to be about as colorless a candidate as any party could present. Short in build and nervous in manner, he was never able to put drama into statistics the way Smith could. He had none of Roosevelt's forensic tricks with which to captivate an audience. He had too much personal dignity to put on a show like LaGuardia. Nor was he a trained, made, speech-maker like Dewey. What convinced the people was that very lack of color, his obvious sincerity of purpose, and his solidity is a citizen.

FORELLO LaGUARDIA one day in a fit of temper ordered two competent city officials fired. He told their superior to have the resignations on his desk by 10 A.M. the next morning. The victims, feeling aggrieved, did not comply with his demand, and when noon passed the next day without further word from the Mayor, the two officials left their office and got drunk, ducking the retribution they were sure would come in some terrible and swift form. They never heard from the Mayor again. That is, until six months later, when they were promoted. . . .

WHEN Tom Dewey ran for District Attorney in New York County in 1937, there were signs posted in a number of polling places in Brooklyn that read: "Dewey is not running in this county." Harassed election officials knew of no other way of convincing hundreds of voters that they were not being deprived of a part of their elective franchise. . . .

DEWEY did not really want to run for President in 1948, though he opened the window for his own "draft" movement. He was pretty sure it was not a good year. But he also felt that if he did not run, the nomination in 1948, probably a much better time, would go to some man who had gone into uniform, rather than public office, on our entry into war. . . .

DEWEY insists on being prepared for every possible contingency in the prosecution of a case to the jury or an election to the public.

THE NIGHT he left office, Herbert Lehman was given a private party attended only by the retiring Governor and about a dozen newspapermen. Lehman was free of the cares of office, and he really relaxed and talked more freely than usual of his life in Albany. He confessed that all the time he had been Governor he had had a desire to eat in Keeler's, Albany's deservedly famous and traditional eating-place. But he never had. He thought it was somehow unbecoming for the Governor to be seen eating in a public restaurant.

Comment

Vets Seek Pension Benefit

Editor, The LEADER:
Veterans employed by the City of New York during their military service and at the time the Quinn-Steingut Military Pension Law of 1947 was passed, were eligible for the benefits of this Act as their military pay was lower than their civil service salary. However, a few months after the enactment of the Law, some employees accepted positions in the New York State service.

Upon appointment to the State positions, the employees made application for transfer of their funds from the NYC Employees Retirement System to the New York State Retirement System in accordance with the law. They requested transfer of their cash payments, reserve credit and credit for pensions while in military service. The latter credit was the benefit accruing to the vet-

eran under the Quinn-Steingut Law. However, the NYC Employees Retirement System referred the question as to whether the City would pay for this military period to the Corporation Counsel. We do not know what decision the Corporation Counsel will render, yet we feel that the only equitable decision would be to have the City pay this military pension.

The Civil Service Law permits City employees to transfer their retirement payments and credits to the State Retirement System, and it therefore follows that the privileges granted by the Quinn-Steingut Law likewise may be transferred. It would be a manifest injustice to require these employees to pay from \$200 to \$800 for their pensions during military service.

BERNARD USBERG,
RUBIN BERGMAN,
PAUL F. DeDOMENICO.

Merit Man

Edward D. Igoe Wins Post on Merit Award Board



EDWARD D. IGOE

When Edward D. Igoe, of 7 Circle Lane, Albany, became a member of the State Employees Merit Award Board last week, the daily press skipped over lightly the real story behind the appointment.

Its significance rested in the appointment of a career civil service employee with 25 years experience in public service.

Started as Jr. Clerk

Like other members of the board, Mr. Igoe represents the finest traditions in State service. Now administrative finance officer for the State Department of Taxation and Finance, he started his career in public service as a junior clerk in the State Income Tax Bureau in 1923.

In 1924 he became a clerk, again in 1925 he was promoted to junior auditor and in 1926 became auditor in the bureau. From 1929 to 1936 he served as senior audit clerk in the State Comptroller's Office.

Variety of Tasks

He was appointed chief clerk purchase in 1936 in the State Division of Placement and Unemployment insurance, but returned to his home department of Taxation in 1942 as assistant administrative finance officer. During 1944-45 he acted as principal examiner of methods and procedures in the department and was appointed to his present position in 1946.

Proud of his membership in the Civil Service Employees Association, which he joined during his first year of State service, Mr. Igoe has been active too in many civic affairs in the Capital District.

A member of the Knights of Columbus and University Club, he has also given attention to Albany scouting.

Likes The Job

In an interview with The LEADER, Mr. Igoe said he was approaching his work as a member of the State Merit Award Board "with a great deal of enthusiasm."

"I believe the Board has contributed a great deal to greater efficiency in State government during its short history," he said.

He was born September 1, 1904 in Watervliet where he received his early education before attending Siena College. He married the former Edythe Kernan of Albany in 1929. They have two children, Edward Dennis, Jr. and Sheila.

Mr. Igoe fills the vacancy caused by the resignation of Clifford Shoro, director of business administration, State Health Department, who was chairman of the board.

Other board members are Dr. Frank L. Tolman and Harry A. Cohen.

What's in a Name?

The romantic aspects of marriage may be expressed in various ways. Here's how the NYC Police Department does it (Special order 191): "Change of Name: Policewoman Lena Breiman, Shield No. 188, Bureau of Policewomen, having changed her social condition and now being known as Lena Weiss, the records of the Police Department of the City of New York, are hereby changed accordingly."

STATE AND COUNTY NEWS

Westchester Workers Ask Compensation Study; Propose Changes in Leave Rules, Staff Relations

Special to The LEADER
WHITE PLAINS, Aug. 30—A resolution requesting immediate study of the possibility of merging \$300 of the existing \$705 cost-of-living bonus for Westchester County employees into the permanent pay scales has been forwarded to County Executive Herbert C. Gerlach and William F. Horan, Chairman of the Board of Supervisors.

Well-Rounded Program
The extensive program outlined in the resolution has been presented at this time, it is stated, so that there will be ample time for the authorities to consider the requests and make necessary provisions for them in the 1949 Budget now being prepared.

No Budget Increase Required
A minimum amount of additional budget funds will be required to put most of the program into effect, the Association states, with many of the requests being of the "fringe issue" type and having to do with adjustment of working conditions rather than pay increases.

Maintenance Charges
The Association asks also to participate in this study on behalf of the employees, as outlined in No. 1 above.

Text of Resolution
WHEREAS, preparations are now under way for the drafting of the Westchester County Budget for the year 1949, and WHEREAS, it is the sense of this Association that the revised Pay Schedule and Cost-of-Living Adjustment Plan adopted by the County in 1946 was a fair one and has resulted generally in satisfaction in the County Service and could reasonably be expected to continue to do so except for the unforeseeable continuance of the sharply rising inflationary trend which seriously menaces all salaries workers and

Inflationary Trend
WHEREAS, partly as a result of this inflationary trend and partly as a result of other considerations, there are a number of matters having to do with the conditions of employment of County employees which should be adjusted in order to establish or maintain the standards of County employment in proper relation with those of other public jurisdictions and of comparable business and industry generally, and as most of the matters requiring adjustment need only slight monetary provision in or-

der to make them effective, Now Therefore, Be It
RESOLVED, that this Association earnestly requests that the following matters be given early and full consideration so that such provision may be made in the 1949 Budget as may be necessary in order to make the adjustment asked effective as soon as possible, And Be It Further

Merging of Bonus
RESOLVED, that this Association requests the opportunity of personally presenting to your Honorable Selves, through its duly elected officials, substantial reasons for approval of the proposed adjustments.

(1) Study of Permanently Merging Portion Of Emergency Compensation.
It is requested that an immediate study be begun to determine whether a minimum of \$300.00 of the present \$705.00 Emergency Compensation should not now be merged into the permanent pay scales and the scales of all titles increased by this amount, in order to keep the County Pay Schedule and the employees abreast of the vastly changed economic conditions and living standards since the present Pay Schedule was adopted on July 1, 1946.

Increased Compensation
(2) Study Of Increase Of Emergency Compensation Point Value.
It is requested that an immediate study be begun to determine whether the value of \$15.00 per Point, now used in the formula for computing Emergency Compensation, should not be increased to a minimum of \$18.00 a Point, as more nearly representing actual economic value in these inflationary times.

Maintenance Charges
(3) Review Of Method Of Increasing Charges For Maintenance.
It is requested that a review be made of the present method of increasing charges to employees having Maintenance, which has been set up so as to practically eliminate any increase in Emergency Compensation to these employees.

Unemployment Insurance
It is requested that the County of Westchester adopt the necessary local legislation to make Unemployment Insurance benefits available to its employees by taking advantage of the optional provisions of Chapter 844 of the Laws of 1948 of the State of New York.

Unjust Increments
(7) Revision Of Unjust Increment Provision.
It is requested that Rule 11 of the County Personnel Rules, Promotions, be amended by deletion of the last phrase "or for an in-

crease in salary until six months from the date of his permanent appointment" and that a reworded phrase be inserted under Rule 4, Scales of Pay, restricting salary increases within six months of appointment to a position, to specific circumstances.
Statement:
The Association states, first, that salary increases do not belong under Rule 11, as promotions are advancements from one title to another title having a higher rate of pay (Rule 11-A) and adjustments within the pay scale of a title are not in this category. Further, it is understood that the present wording was intended to follow State Civil Service Rule VIII-(2) which, however, only sets such a six month restriction on pay increases "... whenever one or more eligibles shall have declined any appointment offered because of insufficient compensation" In practice, the all-inclusive wording of the County Personnel Rules phrase has operated so as to deny just increments to long time County Employees who have been promoted or to employees for whose positions examinations have not been held for years due to war conditions.

own employees these benefits which are now standard nationally.

40-Hour Week
(5) Extension Of Basic 40-Hour Week.
It is requested that the basic 40-hour work week established for the County Service by Act No. 46-1947 be extended to all departments, divisions and individuals now working a longer basic week and where it is necessary to continue such longer work week, that overtime payments be made for all hours more than forty worked each week.

5-Day Week
(6) Extension Of 5-Day Week.
It is requested that the 5-day week now generally standard throughout the County Service be extended to all departments, divisions and individuals still working a longer week, unless such departments and divisions are bound by statute to be open more than five days a week.

Annual Leave Rules
(8) Revision Of Annual Leave Rule.
(a) Intervening Holidays
It is requested that Rule 21 of the County Personnel Rules be amended to provide that holidays occurring during the vacation period of an employee shall not be counted as a vacation day but may be added to the normal working days off.

Supplemental Time Off
(b) Supplemental Time Off
It is requested that Rule 21 be further amended to provide that any employee may be allowed supplemental time off to the same extent that he "is required to work overtime, or under conditions involving hazards to health," and for which he is not otherwise compensated.

Statement:
Rule 21 arbitrarily restricts supplemental time off to 12 working days in any year, regardless of the amount of overtime which an employee may be required to work by the department and notwithstanding any lack of provision for cash payment for overtime which may be required in excess of 12 days in any year.

(c) Observance Of Religious Holidays
It is requested that Rule 21 be further amended to provide for leave with pay for employees who are communicants of the different faiths for the period necessary to make the required observance of religious days ordained by their faiths.

Statement:
The right of an employee who is a regular religious communicant to time off with pay for the observance of required religious duties is generally recognized and orders establishing such a County policy were issued by the Personnel Officer in 1945. Due to the annual confusion over the policy to be followed, this provision

(Continued on Page 8)

Shopping Guide

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New Tests on Way For State Jobs as Typist and Steno

Special to The LEADER
ALBANY, Aug. 30—A critical shortage of stenographers and typists in all levels of State government has led State Civil Service Department officials to prepare plans for another open-competitive examination to be held this fall.

As recently as March, hundreds of candidates for stenographer and typist were examined throughout the State, but the examination failed to provide a sufficient number of eligibles to fill all vacancies.

Few Passed
Out of 3,100 applicants only 649 passed the tests for stenographer, while 923 qualified for appointment as typist out of 4,509 applicants.

Following the stenographer examination, Civil Service officials announced the department would investigate the standards set in the tests.

A spokesman for the department indicated because of the heavy demand for stenographers in State service a study of standards used in grading the examinations was planned to determine whether the tests were too difficult and whether standards should be lowered in order to obtain additional personnel.

Lower Standards
As a result of the department investigation, it is expected that the new stenographer examination, planned for this fall, will involve dictation at 80 words per minute instead of the former requirement of 100 words a minute.

In addition, the standard requirement for typists is expected to be set at 35 words a minute. Starting salary for both positions is \$1,840 a year and the department recruiting campaign for candidates, slated to get underway in September, is expected to stress "advantages of working for the State" such as vacations with pay, sick leave and other benefits.

Plans are underway, according to one State official, to conduct one of the most extensive recruiting campaigns in state history to obtain candidates.

Because of the importance attached to the recruiting drive, it is expected that the first State-wide "recruiting broadside" will be fired shortly after schools open in September. At that time filing dates for applications and the number of vacancies will be made public.

Westchester Workers Ask Comprehensive Study

(Continued from Page 7)
increased such allowance to employees from 6c to 7c per mile.

Staff Relations
(11) Staff Relations Board. It is requested that a Staff Relations Board be set up to provide for employee representation in discussions and decisions on County personnel matters; to consist of the County Executive, Chairman of the Board of Supervisors, Chairman of the Budget Committee, Budget Director, Personnel Officer and two Employee Representatives appointed by the County Executive in accordance with recommendations of the Association.

Statement:
In these days of enlightened personnel practices it is hardly necessary to argue the great desirability, if not the necessity, for free and adequate employee participation with the established authorities in the discussion and settlement of matters affecting the body of employees; if the greatest cooperation and satisfaction is to be achieved and the cordial and friendly relationship attained which is the goal of modern and progressive business, industry and government. The entire path of present business administration is in this direction and the most eminent employing authorities consistently stress the necessity for such joint participation, in their writings on the subject for technical publications which are readily available. The Association earnestly reiterates its recommendation of previous years for the establishment of this Board.

(10) Increase Of Mileage Allowance. It is requested that the Mileage Allowance made to employees who use their own automobiles on County business be increased from the present 6c per mile to 7c per mile.

Statement:
The necessity for such an increase has long been known and has recently been made official by a national survey indicating average driving cost of 7c to 8½c per mile. In conformity with the findings of this survey the State of New York has more recently

Auto License Examiner Test

(Continued from Page 1)
of candidates will jump the gun" and swamp State and local offices with inquiries and requests for applications.

The position is in salary Grade 11 of the State Service, \$2,640 to \$3,240 a year.

The number of vacancies during the life of the eligible list resulting from this test will run high into hundreds. The LEADER learns, too, that new legislation is now in preparation by a State legislation committee which, if enacted, increase substantially the number of positions to become available.

Sample Questions
Beginning next week The LEADER will publish serially a 100-question sample test for Motor Vehicle License Examiner. This week an introductory specimen of sample questions is given. All questions will carry key answers.

KEY ANSWERS
1. D; 2. B; 3. C.

EXAMS FOR PUBLIC JOBS

U. S.

109. Agricultural Research Scientist, \$3,727 to \$8,509. Positions in various agricultural fields, located in Washington, D. C. and throughout the country. **Requirements:** College study and research experience in appropriate field. No written test. (No closing date.)

114. Elevator Mechanic, \$2,950 to \$3,024. Jobs are in Washington, D. C. and vicinity. **Requirements:** Appropriate training and/or experience. No written test. (Closes September 14).

11. Elevator Operator, \$1.10 an hour; \$2,020 and \$2,152 a year. Only persons entitled to veteran preference may apply. Jobs are in Washington, D. C., and vicinity. **Requirements:** 3 or 6 months of experience (depending on grade of position) in the operation of passenger or freight elevators. No age limits. No written test. (No closing date.)

111. Engineer, \$2,974. Positions are in Washington, D. C. and vicinity. **Requirements:** Appropriate college study and/or technical engineering experience. Age limits: 18 to 35 years. No written test. (No closing date.)

113. Miscellaneous Office Machine Operator, \$2,086 to \$3,727. (most positions pay \$2,086 to \$2,498).—For operators of: Addressing, Billing, Bookkeeping, Calculating, Card Punch, Graphotype, and Listing Machines, and Miscellaneous Duplicating Equipment, Miscellaneous Office Appliances, Multith Press, Sorting Machines, and Tabulating Machines and Equipment. Positions are in Washington, D. C., and vicinity. **Requirements:** Eligibility in written test plus appropriate experience. (Closes September 21).

110. Printer's Assistant, \$1.10 an hour.—For duty in the Bureau of Engraving and Printing in Washington, D. C. **Requirements:** Eligibility in a written test. Age limits: 18 to 45 years. (Closes September 7).

115. Mining Engineer, \$3,727 to \$6,235. Positions in the Department of Interior, Washington, D. C., and throughout the U.S., mainly in the field service of the Bureau of Mines and the Geological Survey. Apply to U.S. Civil Service Commission, Washington 25, D. C., by September 21, 1948, for positions to be filled immediately. No written test. (Closes June 30, 1949).

106. Medical Officer, \$4,479 to \$6,235. For duty in Washington, D. C., throughout the United States, and the Panama Canal Zone. **Requirements:** Graduation from medical school; current medical and surgical license (waived for certain persons and positions); for two lower grades, full internship, either general rotating or in a specialty (waived for certain positions); for two highest grades, professional medical experience. Maximum age for Panama Canal Service, 45 years; for Indian Service, 50 years; for other agencies, 62 years. 44- and 50-year age limits waived to 62 years, and 62-year age limit waived without limitation for persons entitled to veteran preference. No written test. (Open until further notice.)

Where Apply

The following are the places to apply for Federal, State and NYC government jobs unless otherwise directed:
U. S.—641 Washington Street, New York 14, N. Y. (Manhattan)
State—Room 2301 at 270 Broadway, Albany, N. Y., or at State Office Building, Albany, N. Y.
NYC—96 Duane Street, New York 13, N. Y.
NYC Education—110 Livingston Street, New York 13, N. Y.
New Jersey—Civil Service Commission, 1060 Broad Street, Newark, N. J.
Promotion exams are open to those already in government employ, usually in particular detail.

STATE Open-Competitive

8231. Associate Architect, (o.c.) State Departments, \$7,400 total. There are five annual salary increases of \$275. Fee \$5. At present, eight vacancies exist in the Executive Department, Division of Housing, NYC. A promotion examination for the position will be held at the same time. Although the law requires that the promotion list be used first, it is expected that there will be a sufficient number of appointments so that the open-competitive list will be used also. Exam date, October 23. (Closes Friday, September 17).

8232.—Junior Electric Engineer, (o.c.) State departments, \$3,450. In addition, there are five annual salary increases of \$132. Fee \$2. One vacancy exists in the Public Service Commission. Exam date, October 23. (Closes Friday, Sept. 17).

8233. Senior Draftsman (Engineering), (o.c.) State Departments, \$2,898. There are five annual salary increases of \$120. Fee \$2. One vacancy exists in the Niagara Frontier State Park Commission, in the Department of Conservation. Exam October 23. (Closes Friday, Sept. 17).

8234. Electric Inspector, (o.c.) State Departments, \$2,622. There are five annual salary increases of \$120. Fee \$2. One vacancy exists in the Albany office of the Public Service Commission. Exam date, October 23. (Closes Friday, September 17).

8235. Marketing Specialist (Co-operatives), (o.c.) \$3,714. Fee, \$3. Exam date, October 23. (Closes Friday, September 17).

8236 Marketing Specialist (Market Facilities), (o.c.) \$3,714. Fee,

Special Rules Govern Senior Account Clerk Test

The Senior Account Clerk promotion examination, No. 7122, applications for which will be received up to Monday, September 27, will be used to fill all vacancies for two years, excepting that existing promotion lists will be used until they are two years old.

A preference system for certifications has been established. Other rules gave this examination a character all its own.

The official announcement of the State Civil Service Department sets forth:

7122. Senior Account Clerk, (Prom.) State Departments and Institutions. Entrance salary \$2,644 which includes a cost-of-living bonus of \$324. In addition, there are five annual salary increases of \$120. Application fee \$2.

The lists resulting from this examination will be used to fill all vacancies for Senior Account Clerk now existing or developing during the two year life of these lists, except that lists resulting from previous promotion examinations will be used until they are two years old or exhausted. All employees interested in promotion to Senior Account Clerk in the next two years are urged to file for this examination so that they may receive the greatest possible consideration for promotion.

Use of Lists
The existing promotion units will not be changed in any way by

interdepartmental appointments from the interdepartmental list shall be for a probationary term of three months:

(a) During the three month probationary term of an employee promoted to another department from the interdepartmental list, his permanent position shall be held open for his possible return and may be filled only on a temporary basis.

(b) If the services of the probationer are satisfactory and he is retained beyond the probationary term, his promotion shall be permanent as of the date of promotion from the interdepartmental list.

(c) If the services of the probationer are unsatisfactory, he shall be returned to his permanent position at the end of the probationary term.

(d) The probationer may elect at any time during the probationary term, to return to his former position.

Qualifications
Note: Candidates who filed the following examinations do not file another application:
7007. Senior Account Clerk, Public Service Commission.
7009. Senior Account Clerk, Albany Office, Department of Labor.
7011. Senior Account Clerk, Albany Office, Department of Labor.
7015. Senior Account Clerk, under general supervision, perform difficult and responsi-

Exam to Open Sept. 15 For \$52 Investigator Job

The NYC Civil Service Commission will issue application blanks and receive filled-in forms for the Investigator examination (No. 5623) from 9 a.m. to 4 p.m., Wednesday, September 15 to Thursday, September 30. The positions are mostly in the Finance Department, but the Commission itself and other departments expect vacancies. The Commission, for instance, has 10 temporaries, not off any list, but on a 60- or 90-day authorization from Budget Director Thomas J. Patterson. When the list comes out, if permanent budget lines are obtained, permanent appointments will be made of eligibles.

The official notice of examination, which follows, gives the salary as \$2,480 total, but the \$250 raise has been allowed in this title, so the pay will be \$2,710, or at the rate of \$52.11 a week.

The official exam notice:

NYC Education

31-48. Supervisor for Classes for Children with Retarded Mental Development. Salary, \$5,500 per annum. Age 25 to 40 years. Candidates must have a baccalaureate degree or equivalent preparation plus 30 semester hours in approved graduate courses. Candidates must have five years of teaching mentally retarded pupils in day schools on a per annum salary. There will be a written, an interview, supervision, teaching, physical and medical tests. Application fee, \$11. Applications may be obtained in person or by mail from the Board of Examiners, Board of Education of New York City, 110 Livingston Street, Brooklyn 2, N. Y. (Closes October 24).

34-48. Teacher of Sewing and Dressmaking in the Evening Elementary Schools. (Women only). Salary: \$620 per evening. The date for the written test will be October 11. Age 18 to 40 years. Application fee is \$2. Candidates must be graduates from an approved four-year course in economics of college grade; or a satisfactory general education, five years practical experience in the subject to be taught, and the completion of a professional course of sixty hours in methods of teaching the subject. There will be written, oral English and performance tests. There will be an appraisal of record and a physical and medical examination. Applications and further information should be addressed to the Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. (Closes September 17).

29-48. Teachers for Classes of the Blind in Elementary Schools. \$2,500 to \$5,125 in sixteen salary steps. Application fee is \$5. Age 21 to 40. There will be a written, oral English interview, teaching, appraisal record, and a physical and medical test. (Closes November 22).

7135. Principal Public Health Physician (Venereal Disease Control), (Prom.) Department of Health (exclusive of the Institutions and the Division of Laboratories and Research). Entrance salary \$6,538 total. In addition there are 5 annual salary increases of \$300. Fee \$5. A vacancy exists in the Albany Office. (Closes Friday, September 17).

8246. Disease Control Veterinarian, (o.c.) Department of Agriculture and Markets, \$3,846. Five annual salary increases of \$132. Fee \$3. Five vacancies. Exam October 23. (Closes Friday, September 17).

8247. Bacteriologist, (o.c.) State Departments and Institutions, \$3,450. Five annual salary increases of \$132. Fee \$2. One vacancy exists at Mount Morris Tuberculosis Hospital, Department of Health. Exam October 23. (Closes Friday, September 17).

8248. Milk Control Investigator, (o.c.) Division of Milk Control, Department of Agriculture and Markets, \$3,036. Five annual salary increases of \$120. Fee \$2. One vacancy in the Niagara Frontier Milk Marketing Area, and one in the Division of Milk Control in NYC. Exam October 23. (Closes Friday, September 17).

7131. Administrative Assistant, (Prom.) Department of Health (exclusive of the Division of Laboratories and Research and the Institutions). Entrance salary \$4,242 total. In addition there are five annual salary increases of \$180. Fee \$3. Two vacancies exist in Albany. (Closes Thursday, September 2).

7133. Principal Compensation Examining Physician, (Prom.) Workmen's Compensation Board, Department of Labor. Entrance salary \$8,538 total. In addition, there are five annual salary increases of \$300. Fee \$5. One vacancy exists. (Closes Friday, September 17).

7134. Senior Hydro-Electric Operator, (Prom.) Department-Wide, Department of Public Works. Entrance salary \$3,060 total. In addition there are five annual salary increases of \$120. Fee \$2. One vacancy exists in Albany, District No. 1. (Closes Friday, September 17).

7132. Associate Sanitary Engineer, (Prom.) Division of Water Power and Control, Conservation Department. Entrance salary \$6,700 total. In addition there are five annual salary increases of \$275. Fee \$5. A vacancy exists

Agricultural Research Jobs Are Offered by U. S.

(Continued from Page 1)
facturing operations involved in processing milk and its by-products.

Entomologist. Will study control measures against insects affecting crops.

Wide Range of Specialties
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Microanalyst. Will make microscopic tests of fibres, yarns, cords and fabrics, of cotton and competitive fibres.

Mycologist. Will plan and conduct research with fungi.

Parasitologist. Will conduct research on occurrence of parasites.

Plant Pathologist. Will investigate nature of diseases attacking economic plants.

Plant Physiologist. Will plan and conduct experiments to determine environmental factors upon plant growth.

Poultry Husbandman. Will investigate nutrition as related to poultry.

Poultry Physiologist. Will study reproduction and development in the domestic fowl.

Soil Scientist. Will plan and conduct soil research.

How to Apply
1. Card Form 5001-ABC.
2. Form 14, with the documentary proof required therein, if you are claiming veteran preference.
3. Form 57. Be sure to show the title of the position for which you are applying, the number of this announcement (No. 109), and the lowest salary you are willing to accept.

Because of the importance of these positions and the need for full information for rating purposes, you are urged to submit with your Form 57 detailed statements concerning your experience which you consider qualifying. In describing your professional work, give complete information on research projects on which you have worked. In each case state clearly your part in the program: What responsibility did you have for the results of the project? What technical supervision did you receive? How much did they contribute to your part of the project? Please be specific in making statements, using the personal pronoun freely. For example, "I was in direct charge of three research assistants," etc.

If you have published articles, books, or pamphlets, list them, using standard bibliographical notations, submit at least one example of your best writings. For major writings in your field of specialization, give a brief and concise digest of the contents with date of completion or publication. If you are co-author, your exact individual contribution must be indicated. This material will become a part of your application and will not be returned.

The forms listed above may be obtained from any first or second-class post office, except New York, N. Y., or at U. S. Civil Service Regional Office at 641 Washington Street, New York 14, N. Y., in person or by mail. Forms may also be obtained from the U. S. Civil Service Commission, Washington, 25, D. C.

Send applications to the U. S. Civil Service Commission, Washington 25, D. C.

CLOSED ALL DAY LABOR DAY, Monday, Sept. 6th

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FEDERAL NEWS

17,000 More on Payroll

Special to The LEADER
WASHINGTON, Aug. 30—At the beginning of August 1948, a total of 1,877,000 civilian employees were in the executive departments and agencies of the Federal Government in continental United States, according to preliminary figures announced by the U. S. Civil Service Commission. Compared with a month ago, this represents an increase of about 17,000 employees.

In the entire executive branch of the Government, including persons outside the continental United States, the number of civilian employees totaled 2,105,700, an increase of about 15,000 employees during July. The largest increases occurred in the Departments of the Army, Navy, and Air Force, Post Office, Agriculture, Interior, and Veterans Administration. The principal decreases from last month occurred in the War Assets Administration, Bureau of Internal Revenue, State Department, Labor Department, and the Maritime Commission.

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First Meteorologist Test In Three Years Is Open

A Meteorologist examination has been announced for positions with beginning salaries from \$3,727 to \$6,235 a year. This is the first U. S. exam for meteorologist positions at these salaries since the end of the war.

principally in the United States Weather Bureau in Washington, D. C., and throughout the United States. A few Weather Bureau positions located in Territories and possessions of the United States and in foreign countries may also be filled.

An estimated 350 positions will be filled through this examination, Apply to U. S. Civil Service Commission, Washington 25, D. C.

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Business and Foreign Service
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NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimating in Manhattan, 55 W. 42nd Street LA 4-2929. In Brooklyn, 60 Clinton St., (Boro Hall). TR 5-1911. In New Jersey, 116 Newark Ave., BErgen 4-2250.

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FEDERAL NEWS

Better Promotion Methods Are Needed, Says Flemming

By ARTHUR S. FLEMMING
U. S. Civil Service Commissioner

Some of the things which must be done if government is to serve this generation to ensure continued confidence on the part of our citizens in the democratic way of life are the following:

We must strengthen the foundations on which our career service rests.

We need to spend more time, energy and resources on selecting citizens for posts in the career service.

We need to do an infinitely better job than we have done of letting the people of this nation know that in their civil service there are men and women who, without thought of self, are rendering the maximum of service to their fellow human beings.

doing, we need to raise our salary ceiling for career civil servants to at least \$15,000.

We need to obtain a far better acceptance than we have up to now of the fact that it is the responsibility of political office holders at the heads of agencies, and not that of career civil servants, to defend the policies and actions of those departments before Congressional Committees. There is no other way of developing a career service which will be accepted as a career service that is capable of putting into effect any policy irrespective of the party that may be in power.

Better Quality of Administration

We must improve the quality of administration and supervision.

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who will help their employees reach the agreed upon standards of performance. Also we need administrators and supervisors who will see to it that employees who reach the agreed-upon standards of performance receive adequate recognition; and who have sufficient fortitude to take the employee who does not reach the agreed-upon standard of performance and either put him in a job where he can perform successfully or fire him.



At the national convention of the Disabled American Veterans, civil service regulations affecting veterans were discussed by Bruce Stubblefield, Chief of the Veterans Section of the U. S. Civil Service Commission (left), Robert I. Queen, past County Commander of The Bronx, and Vivian D. Corbly, DAV National Adjutant. Mr. Stubblefield was the author of the article in last week's LEADER on new U. S. laws affecting veterans in civil service

\$800 Postal Raise Urged on Convention

Special to The LEADER
MIAMI, Fla., Aug. 30—A delegation of seven members representing the NYC Federation of Post Office Clerks arrived here to attend the convention of the

National Federation of Post Office Clerks.

The delegates from NYC are unanimously mandated by the postal clerks of the New York Post Office to urge the national organization to seek a pay increase of at least \$800. Postal clerks maintain that their existing salary is almost \$1,000 short of the purchasing power in 1939-1940. Also the delegates carry a unanimous mandate to bind the national organization to seek a merit promotion system.

It is contended by the NYC group Clerks that promotions to supervisory positions are not based on merit.

The NYC delegation is headed by Ephraim Handman, President, and Patrick J. Fitzgerald, Secretary.

Flemming Quits Job With Commission Sept. 1

WASHINGTON, Aug. 30.—Arthur S. Flemming, U. S. Civil Service Commission, said good-bye to friends and co-workers. He is leaving the Commission to become president of Ohio Wesleyan University on September 1. He retains Federal advisory positions, including a post on the Hoover Reorganization Committee.

F. D. PHILLIPS RE-APPOINTED

Forrest D. Phillips has been re-appointed to membership on the Dutchess County Civil Service Commission in N. Y. State.

High Speed Pitman Shorthand

Classes in Shorthand Reporting (Pitman) will be conducted by John P. Cassidy, C.S.R. at Hunter College, 68 Street & Park Avenue, beginning the week of September 20th, 1948. Registration week of Sept. 13th at Hunter College. Speeds range from 150 to 200 words per minute. Courses, designated at e19.277 and e19.378 in the college catalogue. APPROVED FOR VETERANS, will meet Tuesday and Thursday evenings. Specialized preparation for civil service examinations and forthcoming examinations for positions of Senior Hearing Stenographer with the N. Y. State Government. For further information, write Hunter College, or Mr. Cassidy, 23-37 31 Avenue, L. I. City, 2, N. Y.

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NEW YORK CITY NEWS

Curious Ways Employees Are Assigned Jobs

Below is continued the series of articles concerning the "mess" of New York City's classification system. The LEADER advocates that the requirements of efficient government compel a complete study—and change—in this setup.

What Makes a Supervisor?

The head of a Police Department unit is a clerk, grade 5. His chief assistant, who is in charge during his absence, is a clerk, grade 4. Yet, there are two other clerks, grade 5 in the office. The latter pair have passed a civil service promotion examination which is the lawful prerequisite to being promoted to the next level of responsibility. Actually, their salaries have been increased, but they have not been promoted.

Similarly, in a Department of Public Works unit, a telephone operator, grade 2 supervises a telephone operator, grade 3 and four telephone operators, grade 1.

The departments studied frequently assign members of their uniformed forces to supervisory duties which bear no relation to the work for which they were examined by the Civil Service Commission. Assignments of this type

usually extend over periods of years.

The following are some illustrations in the Police Department:

A sergeant (acting lieutenant) supervises two comptometer operators, grade 2, and one clerk, grade 4.

A patrolman (acting sergeant) supervises five telephone operators, grade 1, and three clerks, grade 3, one clerk, grade 2, and one stenographer, grade 3.

In the Fire Department:

A fireman supervises four firemen and two clerks, grade 2.

A clerk, grade 4, supervises one inspector of blasting, grade 2, one inspector of blasting, grade 3, and eight firemen.

In the Department of Correction:

A correction officer supervises one clerk, grade 3 and two clerks, grade 2.

A correction officer supervises two auto mechanics, an auto engine-man (chauffeur) and a clerk, grade 3.

If it were found desirable to use employees in clerical titles directly in a police precinct or in a fire house, or in an operation inseparably related to police or fire duty, then there would be justification for having a uniformed police or fire officer supervise them. However, in all the cases listed, no such relation exists. The functions of the Office of the Chief Clerk, the Bookkeeper's Office, the Division of Licenses, the Office of the

Board of Trustees, the Cashier's Office, the Central Stenographic Pool or the Division of Fire Prevention and Combustibles are not on the "fighting fronts" of the Fire and Police Departments.

Analysis shows that the preponderant majority of the uniformed employees doing the supervision referred to, are not light duty men. Their assignments were given to them for other reasons.

Supervisory assignments made without regard to the nature of the work or the functions of the unit result in lowering employee morale, selecting supervisory staff without regard to merit and fitness and destroying opportunities for promotion.

Mechanics of Administration

Under a properly maintained classification plan, a set of duties and responsibilities requiring the employment of one person is called a position. To fill the position, the Civil Service Commission requires applicants to meet certain eligibility requirements and to pass certain tests in order to determine their ability to do the work. The names of successful applicants are finally submitted to the employing department, so that one may be hired, in accordance with law, to do the work for which he was examined. When an employee is assigned to duties other than those for which he was hired, he is said to be working "out-of-title."

The Commission is responsible under the Civil Service Law for certifying that persons paid from City funds were appointed in accordance with the law and perform the duties of the positions which they hold. The Commission meets the letter of the law by its Rule III, Section II, Paragraph 1, which states: "The Commission shall not certify payrolls unless the departments submitting them shall certify to the Commission that the persons named therein . . . have at no time during the period covered by such payroll been assigned to the performance of duties pertaining to any other title."

The Commission exercises no control over out-of-title work because it depends on the statement by the department that no one has worked out-of-title. In view of the illustrations presented below, the departmental certification is meaningless. They sign because otherwise no one could get paid.

There is a substantial amount of out-of-title work which can be subdivided into three major types. In the following pages are cited a few of the hundreds of examples we found in the five departments studied. The uniformed men stud-

ied are in almost all cases able-bodied.

Who Is Who?

The first major type of out-of-title work occurs where employees of different grades of the same title do the same work. Two typical examples from the Police Department:

Stenographer, grade 2 and stenographer, grade 4 both spend most of their time transcribing minutes of disciplinary trials from cylinders, dictated by a hearing stenographer.

Clerk, grade 2, clerk, grade 3, and clerk, grade 5 all do the same routine clerical work related to license issuance—the clerk, grade 2 working on cabaret licenses, the clerk, grade 3 on permits for dance halls and catering establishments, and the clerk, grade 5 on public dance permits.

Who Is What?

The second major type of out-of-title work occurs when different titles on the same or different levels do the same work. A few examples follow:

In the Police Department: Clerk, grade 4, clerk, grade 2, telephone operator, grade 1 and patrolman all spend about one-third of their time in checking various items of payroll data and the remaining time assembling, posting and checking various payroll records.

In the Fire Department: Three firemen, five typists, grade 2, five clerks grade 2, and one stenographer, grade 2 all do the same typing of orders (letters of notification ordering that violations found must be removed), form letters, copies of material, and other routine work.

In the Department of Correction: An auto mechanic, an engine-man (the City's title for chauffeur), and a clerk, grade 4 all do preventive maintenance and repair work on automotive equipment.

What Is Who?

The third major type of out-of-title work is the filling of positions with employees whose titles are not related to the work they do. The evidence shows this to be widespread practice.

In the Police Department:

A telephone operator, grade 2 spends about two-thirds of his time sorting, recording and filing incoming mail, and about one-third in checking various payroll totals. It is the work of a clerk.

A patrolman types letters to railroad and bus companies requesting cards for use by force authorizing transportation on their lines, and issues and records these cards. He receives certain items turned in by men separated from the force. The rest of his time is spent preparing payroll summaries. He is a regular duty man permanently assigned to this work for the last 15 years. It is the work of a clerk.

Three patrolmen post pension payments to the individual accounts, prepare the pension payroll, assist in balancing pension accounts, and do incidental clerical work. One patrolman is a regular duty man permanently assigned for the past 12 years; the other two are regular duty men temporarily assigned for the past four years. The work is that of bookkeepers.

(Another instalment will be published next week.)

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Benjamin F. Hayes to Aid Charity at Country Auction

Benjamin F. Hayes, of 6730 Fleet St., Forest Hills, noted auctioneer, will appear at the Lash Hotel in Parkville, N. Y. on Friday evening, Sept. 10, to conduct a series of special sales for the benefit of charity.

Guests at the hotel will be asked to donate articles which will appear at the Lash Hotel in Parkville, N. Y. on Friday evening, Sept. 10, to conduct a series of special sales for the benefit of charity. Mr. Hayes, who is frequently utilized by the Police Department of N. Y., the Board of Estimate and the Board of Real Estate here to dispose of property of various kinds, will perform his 'entertainment auction' without revealing the particular articles in the packages which will be wrapped with an eye towards fooling the bidders who may try to guess the contents.

Charities to benefit will be both metropolitan area and local Sullivan county organizations.

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No Respector of Age
Editor, The LEADER:
The Attendant Grade 1 title has been declared appropriate for eight other titles; Labor, Competitive and non-competitive, graded and ungraded, but it's only for men and women between 18 and 69.

It is expected that the Attendant 1, medical-physical, which stresses the physical, (poor grandma and grandpa!) will be held in Van Cortlandt Park soon.

Now the old folk must consider veteran preference. The 69-year-old grandmother who gets a higher mark in the mental than her 19-year-old grandson, finds that her grandson gets a higher place on the list, because he is a veteran. This grandmother has been supporting the veteran by working as a provisional attendant. Can you blame her for hollering bloody murder when she gets a notice that her job is up?

DAVID A. OWENS,
President, Civil Service Watchmen's Council.

Pass Mark Disputed

Editor, The LEADER:
It looks as if the NYC Civil Service Commission has added another court case to its list. The Sergeant's (P.D.) exam again. It allowed 61 questions to pass, in other words lowered the passing mark to 69.3 per cent. When will the commission start abiding by its examination requirements?
EDMUND H. LEWIS
Patrolman, 25th Precinct

Activity In Retirement Found to Extend Life

Making advance preparation for retirement activities to be engaged in during retirement may add at least 10 years to the average life span, Dr. Anthony J. Lanza, Director, Institute of Industrial Medicine, of the New York University-Bellevue Medical Center, said.

The fear of being unable to adjust oneself to permanent retirement, which is a mental hazard to many executives and workers, could be prevented if new endeavors are planned after 65 years of age, he explained.

"Hobbies and other supplemental interests, if developed early, can sustain the mental and physical pace set by long business activity," he added. "With the acknowledged twentieth-century increase in the life span, business and industry are now putting as much emphasis on planning after-retirement activities as they do in giving youth a start."

Called to Officials' Attention

About a year ago The LEADER called the attention of President Truman, Governor Dewey and Mayor O'Dwyer of NYC to the

need of well-advanced preparation for keeping pensioners' minds and hands busy during their retirement, to increase their life span. The President referred the LEADER'S communication to the U.S. Civil Service Commission, whose Retirement Division is studying the subject. Governor Dewey similarly referred the problem to the State Civil Service Commission. Mayor O'Dwyer is believed to have referred the matter to the Retirement Division of the Board of Estimate. However, all the Commissions and Retirement Divisions are short-handed and have been so hard-pressed by work that they report they have had no time yet to give the subject the consideration that it deserves.

Actual examples of prospective pensioners who reached an optional retirement age but who feared to retire lest they would find life quite empty, and of pensioners who have gone through the motions of performing their former duties, as retired Patrolmen who walk the beat with active cops, had come to the LEADER'S attention.

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NEW YORK CITY NEWS

Inside Story of NYC Exams

By H. J. BERNARD

President Joseph A. McNamara and Director of Examinations Samuel H. Galston conferred on the advisability of holding a patrolman (P.D.) examination next year. They agreed that no final decision could be made until more nearly complete information is at hand on appointment prospects. They concurred that all eligibles on the present Patrolman list will receive job offers and that the new examination will certainly be held in 1950, unless reasons arise for holding it in 1949.

President McNamara admitted that the Commission would prefer to hold the examination in 1950, but added quickly that it is ready to proceed in 1949, if necessary.

The same general schedule would apply in either instance. The written test would be held in the spring, followed as soon as possible by the medicals, with the physicals held in Van Cortlandt park in the summer. That would make the period for the receipt of applications open in January.

Small Police Lieutenant List

President McNamara said that the Police Lieutenant eligible list would be out soon after Labor Day. He commented that some Sergeants had failed to take the examination because, as non-veterans, they feared that they would have little likelihood of being reached for promotion. At least one Sergeant retired on a pension, for the same reason. He now regrets his action.

The eligible list will be very small. Everybody on it will be promoted.

The Police Sergeant list will be out late in September. This is sooner than the Commission had expected, Mr. McNamara admitted. It is believed that urging from the Police Department, as well as from eligibles, caused the speed-up.

The Sergeant list was delayed by a court proceeding in which eligibles successfully protested against multiple correct answers. In the official key, although the examination paper called for the "best" answer to each question. They contended that there could be only one "best" answer.

A telegram was received by President McNamara from one of the petitioners in that case, stating that unless the Commission took off the list those who got less than 70 per cent, even if they got more than 69 per cent, there would be another court case. He is putting the telegram on file. He believes that the Commission has full authority to make 69.1 the substantial pass mark, where the literal pass mark is 70, and cites a provision of its Rules.

Progress Report on Tests

The following listing is based on information supplied by President McNamara:

Clerk, Grade 5—Fourteen examiners are rating the papers. The work will be finished right after Labor Day and failure notices will be sent out without delay.

Clerk, Grade 3, Welfare Department—This was the lone promotion list in this title not to be published, the delay being caused by trouble over service ratings. The list will be out this week, probably Tuesday afternoon.

Fireman—There have been a lot of postponements and while the Commission has been liberal about these it may adopt a stricter policy in the future. It is believed that candidates have overdone the privilege of asking for postponements. A possibility is that the former rule against any postponements may be re-established in all examinations.

Attendant; Clerk, Grade 2—The promulgation of these lists has been held up because the medical tests could not be conducted. The Fireman examination practically exhausted all facilities, and the triple examination has to come next, for Transit Patrolman, Bridge and Tunnel Officer and Correction Officer. The fact that there's been only one rainy day in the Fireman physicals favors early promulgation of these two lists.

Transit Patrolman—The physicals should be held early in October for this and the two companion titles in the same examination.

Typist, Grade 2; Stenographer,

Grade 2—The rating of the written papers has been completed. The papers are now in the computing room. The lists should be published within two weeks.

Auto Engineman—The rating has been completed and the list should be published in a few weeks. The examination papers are now in the computing room.

Survey to Decide Exams

President McNamara revealed also exclusively to The LEADER that he had instructed John Curran, chief of the payroll division, to canvass titles in which provisionals are serving, except titles for which lists are ready or are soon to be ready. The President explained that that was the only way to ascertain just what examinations should attain precedence. The request was made in line with the prospective new date of December 31, 1948, by which all war-time provisionals

must be replaced by eligibles. The new resolution to extend the June 30, 1948 date to December 31 was adopted by the Commission unanimously and sent to Mayor William O'Dwyer for signature. He asked Budget Director Thomas J. Patterson to pass on it. Mr. Patterson will approve it, the Mayor will sign it and the State Civil Service Commission will then sanction it, making it a law.

The examinations, when their identities are known, will be processed in the order of the number of provisionals in the titles.

Good Fortune for Two More

Two more Fire Lieutenants who had been put back as Firemen because they did not have a Veterans Administration certificate showing at least 10 per cent disability, have obtained the necessary certificate and will be returned to their Lieutenant jobs.

One man had previously obtained a certificate of 10 per cent or greater disability, so of the original seven, four are still left in the cold, but there are expectations that they, too, may get good news from the Veterans Administration.

Regrading Conference Held

The plan to change the civil service grades to conform to the new basic wages paid to NYC employees, because of the \$250 increase in permanent pay, has been under discussion again with Budget Director Patterson's office. The matter is still in the preliminary stages. The Commission feels that it is largely a budgetary matter and that the solution basically must come from the Budget Director's office.

Good probation officers for the Domestic Relations Court are hard to get, the Commission was

told, and an examination in this title has been postponed so that the salary could be raised high enough to attract the calibre of Probation Officers that the court desires. However, time is running out, and unless the increase is obtained through the Board of Estimate within a reasonable time, the examination will be held, said President McNamara.

"It's a question," he explained, "of how much longer we can afford to wait, especially as there are provisionals in some of the present positions."

Rightfully Liked

President McNamara has advised Corporation Counsel John P. McGrath that the Commission would be satisfied if no appeal were taken from the decision of Supreme Court Justice Henry Clay Greenberg, voiding the addition of five points to the scores of all candidates in the promotion examination for Assistant Train Dispatcher, Board of Transportation.

"I've always been opposed to re-scaling, as a matter of principle," declared President McNamara, "although there are instances when it is necessary to increase the number of eligibles so that the City's recruitment needs can be speedily fulfilled.

"I thought the decision was fair and just and see no reason to favor appealing from it. The candidates who originally passed, on the 'raw score,' would constitute the eligible list.

"The Commission has rarely resorted to re-scaling and in the other instances the only effect it would have, even if challenged now, would be on seniority, although the statute of limitations has run against the others, so there is no hitch there. In the future we're unlikely to resort to re-scaling."

The other examinations in which rescaling was practiced were Patrolman (P.D.) and Auto Mechanic.

Rescaling has been resorted to in an effort to avoid holding another examination soon after one in the same title has been finished. Therefore, without and rescaling aid, examinations at short intervals in the same title do occur. The President revealed that, although the Commission only recently promulgated lists for housing jobs, more housing examinations will be held in the same titles, Housing Manager and Housing Assistant among them. He hoped that further news on the prospects of the housing examinations would be ready within a few weeks.

Training of Employees Aids Transportation Board To Cut Accidents in Half

This is the first of a series of articles on the extensive work being done continuously by the Board of Transportation to safeguard life and limb. The following article deals with the work of the Safety Department.

The reduction of accidents from 50 per million passengers per year to 25, attained in two years, is a record of which the Board of Transportation is proud. It has an extensive training program for its employees so that they will know what to do to help one another in case they get hurt, and to share with the public at large the benefits of accident prevention.

The Department of Safety of the Board of Transportation is headed by M. E. Sternburgh, Supervisor of Safety. He has full charge of safety work for the entire system, including both the surface and rapid transit branches.

New Employees Trained

One of the chief duties of the Safety Department is in connection with new operators. Provisionals who had been carefully trained are now being replaced by competitive eligibles, who will receive an even more intensive training course. The men's skill is developed in performance courses and tests are given for aptitude and medical-physical fitness. Vision required is 20-30 uncorrected, or binocular vision of 20-20. The trainees are paid an hourly wage scale and the duration of the training is 30 days for motormen and 21 days for bus operators.

The number of trainees runs into the thousands, and additional thousands are being given instruction in the use of fire extinguishing equipment, a new undertaking. The equipment always existed, but many of the employees do not know how to use it effectively. When the fire prevention program is a little farther advanced, Fire Commissioner Frank J. Quayle will be requested to bring in the expert knowledge of the Fire Department to complement the special knowledge of the Board of Transportation experts.

Aid from Police Department

In addition, the Police Department is cooperating closely with the Board of Transportation in accident prevention. At every monthly meeting of the safety

staff of the Board, a police precinct representative attends and the Board of Transportation therefore gets the benefit of the long experience of the Police Department in highway safety. The rapid transit system which comprises the subway and the elevated trains, has the world's best record of safety of operation. This has been true for many years, even though train cars operated in rush hours under 90-second headway.

Eternal vigilance of employees and supervisors accounts mostly for the outstanding record of improved safety, though the number of passengers carried increases. Daily 7,000,000 ride the rapid transit lines, 1,900,000 the surface lines.

Accident Density Mapped

One of the problems concerns the operation of trolley routes which are on a par with that of other forms of surface operation, including buses. The intensity of the problem largely results from the fact that the public, in automobiles and on foot, uses the highways, and especially at the traffic congested points, which are sources of a large percentage of accidents. The Safety Department has a large map on which it puts a pin every time there is an accident, so that it can see at a glance the accident density in all parts of the city. It concentrates on a solution of the problem at these points, sending out special investigators. Every accident, large or small, is investigated. Reports on them follow a uniform method of presentation. Scenic drawings of the accident are made, when useful. Often these are circulated as warnings of the need of constant vigilance.

Praise for Jerry Daly

Bringing the public to realize the need for a more serious regard of its own conduct, to reduce the number of accidents, is one of the most difficult tasks, and in this William Jerome Daly, Secretary to the Board, plays a prominent part. He is the one who prepares the advertising cards that you see in the NYC transit lines. Also, he can spot the psychological and dramatic values that will strike home in the public mind—a task that an engineer is less

likely to accomplish. Mr. Sternburgh, an electrical engineer himself, makes no bones about it.

"Give Jerry Daly a lot of credit for the advances that have been made in safety of transportation," said the Safety Supervisor. "Without him we'd have had a most difficult time."

Besides, Mr. Daly edits the technical articles written by the Board's experts and which are published in specialized magazines. As a result the articles may lose some of their technicalities, but Mr. Sternburgh admits that when Jerry gets finished editing the article it has attained increased interest, punchy terseness and rings the bell of purpose for which it was written.

Courses to Be Resumed

First-aid courses are given to employees in conjunction with the Red Cross. Already 2,028 have completed this course. Safety training is taught exclusively by the Board's experts. Next month training courses of both types, discontinued during the summer because of vacations, will be resumed.

PHYSICIST JOB OPEN

There is an opening for a Physicist (electronics background desired), at \$4,479.60 at the Naval Clothing Depot, Brooklyn. This civil service position is in the Depot's Textile Development Division. Persons interested should apply to the Industrial Relations Office, Naval Clothing Depot, 29th Street and 3rd Avenue, Brooklyn, 32, N. Y.

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NEW YORK CITY NEWS

EDITORIAL

Skimping on Salaries Proves To Be a Dangerous Practice

HOWEVER reluctant government, in any branch, may be to meet the going wage of private industry, it finds out from ultimate experience that it must fall in line.

In NYC, the classification of positions is a hopeless jumble which soon will have to be straightened out if the City is to continue to hold up its head in personnel matters.

NYC has not been ungenerous with its employees on the whole, although it should have incorporated all bonuses in permanent pay; but it has permitted isolated cases of underpayment to persist, and if this course is not stopped, the City will be rightly accused of being a wage cutter.

19 Are Promoted Provisionally by Board of Transportation

Provisional promotions have been given to 19 employees by the Board of Transportation, pending the promulgation of eligible lists. The promotions:

From Maintainer's Helper (Group C to Power Maintainer (Group B)—Charles R. Groth, Louis S. Venturelli and Raffaele Tombasco.

From Power Cable Maintainer to Foreman Power Cables—James Savage, John Townsend and Martin H. Scully.

From Power Maintainer (Group B) to Foreman (Electrical Power)—George P. Grimes.

From Conductor to Motorman—Charles Abbott, Chauncey A. Cox, Earl R. Davis, Daniel Finucane, Lucius A. Hendrix, Fred A. Hughley, Hyman Kugler, Michael Martin, Hugh Moohan, Vernon Pinn, Leo D. Silzer and Robert L. Thornton.

DAILEY HEADS BOARD

Organization of the Glen Cove Civil Service Commission has been changed by election of Frank J. Dailey as Chairman. John E. Chayne, former Chairman, whose term expires May 31, 1954, will continue as a member.

NYC to Open 34 Tests on Sept. 15

Thirty-four NYC examinations will be open for issuance of application blanks and receipt of filled-in forms, from Wednesday, September 15 to Thursday September 30.

Do not attempt to apply before September 15.

The Application Division of the NYC Civil Service Commission is at 97 Duane street, opposite The LEADER office. No applications can be obtained or filed by mail.

There are 22 open-competitive and 12 promotion tests. The list, with dates of tests, follows:

OPEN-COMPETITIVE

5548. Assistant Director of Laboratory (Bacteriology); Oct. 27. 5598. Assistant Medical Examiner, Grade 4; to be set.

5557. Auto Mechanic (Diesel); Nov. 13.

5378. Bridge Painter; to be set.

5563. Director of Bureau of Tuberculosis, Grade 4; to be set.

5611. Director, Psychiatric Division, Grade 4; to be set.

5586. Dockbuilder; Nov. 6.

5568. Electrician (Automobile); Nov. 20.

5567. Inspector of Blasting, Grade 3; Nov. 9.

5623. Investigator; to be set.

5601. Junior Civil Engineer; Nov. 6.

5541. Junior Civil Engineer (Sanitary); Nov. 23.

5600. Junior Electrical Engineer; Dec. 4.

5599. Junior Mechanical Engineer; Nov. 13.

5300. Lineman's Helper; to be set.

5603. Mechanical Engineering Draftsman; Nov. 20.

5618. Neuropathologist, Grade 4; to be set.

5616. Pathologist; to be set.

5573. Pharmacist, Grade 1; Nov. 20.

5542. Psychiatrist, Grade 4; to be set.

5420. Stationary Engineer; Nov. 20.

5558. Welder (Electric); Dec. 4.

PROMOTION

P9544. Assistant Director of Stores, Dept. Purchase; Dec. 9.

5572. Bridge Operator, Public Works; Dec. 18.

5587. Bridge & Tunnel Maintainer, Tri. Bridge & Tunnel Auth; Dec. 13.

5528. Chlorinator Operator,

Transit Eligibles Ask Jobs in Home Borough

Thomas Fitzpatrick, Democratic candidate for Assembly in the 11th Assembly District, Queens, conferred in Jamaica with Thomas Conneely, President of Local 1056 of the Amalgamated Association of Street, Electric Railways and Motor Coach Employees, AFL, relative to pending proposals to solve the problems arising when civil service eligibles in the City's transportation system decline appointment because of the location of the position.

Eligibles at the time of appointment would be permitted to choose the borough in which they wish to work and the location of the job would be accepted as a legitimate reason to decline appointment. However, they could be transferred to other boroughs if the needs of the service required it.

The local, which is composed of the employees of the former North Shore Bus Co., is vitally concerned about eligibles having to take jobs remote from their homes to avoid being stricken from the list.

Health Dept. Needs Stenotypist and 15 Stenos

The Department of Health has one vacancy of Stenotypist at \$2,460. Total speed of 175 words a minute is required.

Also vacancies exist on 15 Stenographers at \$2100, speed 110 words per minute. Apply to the Bureau of Personnel, Room 342, at 125 Worth Street, Manhattan.

FINNERTY NAMED IN KINGSTON

Thomas J. Finnerty has been appointed a member of the Kingston Civil Service Commission to replace Roderick Binch. Mr. Finnerty's term expires May 31, 1954.

Water Supply, Gas & Elec; Nov. 15.

5062. Electrical Inspector, Grade 4, Water Supply, Gas & Elec, Public Works; Nov. 13.

5621. Examiner (Law Dept.), Grade 3, Law; Nov. 24.

5540. Inspector of Textiles, Grade 3, Comptroller; Oct. 26.

5657. Medical Superintendent, Hospitals; Nov. 18.

5739. Medical Superintendent Tuberculosis & Communicable Dis.; Nov. 18.

5605. Register, Office of the City Register; Dec. 22.

5413. Stationary Engineer (General), Sixteen depts.; Nov. 20.

P9644. Senior Storekeeper, Purchase; Dec. 9.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, 52 Chambers Street, Borough of Manhattan, City of New York, on the 25th day of August, 1948

PRESENT HON. LOUIS J. CAPPOZZOLI Justice.

In the Matter of the Application of DORIS GREENTHAL for leave to change her name to DOREE GREENE.

Upon reading and filing the petition of DORIS GREENTHAL, duly verified the 25th day of August 1948, praying for leave to assume the name of DOREE GREENE, in place and stead of her present name, and the COURT being satisfied thereby that the averments contained in said petition are true and that there is no reasonable objection to the change of name proposed, and that the interests of the petitioners will be promoted thereby NOW, on motion of LAWRENCE ISAACS, attorney for the petitioner, it is ORDERED that DORIS GREENTHAL, be and she hereby is authorized to assume the name of DOREE GREENE, on and after October 4th, 1948, upon condition, however, that the said petitioner shall comply with the further provisions of this order, and it is further

ORDERED, that this order and the aforementioned petition be entered and filed within ten days from the date hereof, in the Office of the Clerk of this Court, and that a copy of this order shall, within ten days from the entry thereof, be published one in the Civil Service Leader a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, proof of such publication thereof shall be filed with the clerk of the City Court of the City of New York in the County of New York, and it is further

ORDERED, that following the filing of the petition and order as hereinbefore directed and the publication of such an order and the filing of proof of publication thereof, that on and after October 4th 1948, DORIS GREENTHAL shall be known as and by the name of DOREE GREENE and by no other name.

ENTER J. L. C. Justice of the City Court of the City of New York.

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NEW YORK CITY NEWS

Addition of 5 Points To Candidates' Marks Voided by Court Order

Supreme Court Justice Henry Clay Greenberg voided the addition of five points to the scores of the candidates in a NYC promotion examination, whereby the Civil Service Commission sought to increase the number of eligibles, and ordered the list promulgated on the basis of the original percentages. He held that adding five points made it theoretically possible for a candidate to get 105 per cent, and that a rule of the Commission requires a 75 per cent pass mark in examinations for technical, scientific and professional positions. The examination was for promotion to Assistant Train Dispatcher, NYC Transit System, which position, the court held, was in that category.

Robert H. Schaffer, of 135 William Street, former Acting Corporation Counsel, was attorney for the petitioners, who were headed by Jean V. Jacoby and James F. Mullahy.

The advertised pass mark was attained by 175 candidates; 154 names were added because of the five-point "gratuity", although one of the 154 was disqualified for character reasons. The court ordered the 154 names removed from the eligible list.

Preference Implications
The case has veteran preference implications, because the short list gives better promotion opportunities to non-veterans. Disabled and non-disabled veterans among the 153 "added starters" would jump all non-veterans.

The examination was advertised with a 75 percent pass mark for the written test, weight 50; and a 70 percent pass mark for record and seniority, weight 50. Messrs. Jacoby and Mullahy passed both parts.

The examination paper contained the following notice to candidates:

"Written Test—Weight 50. 75% Required. * * * This booklet of 13 consecutively numbered pages contains all the questions for this test. There are 100 items, all of equal weight. After the signal to begin work, examine your booklet to be sure it is not defective in any way. You are responsible for obtaining a complete booklet."

Only the 175 answered 75 or more of the questions correctly.

Court's Opinion
"It appears, however," says the court's opinion, "that the commission thereupon increased the percentage received by all candidates in the examination by five points. The effect of this gratuitous addition of five points to the mark received by each candidate in the examination was to transform 153 candidates, who had answered less than seventy-five questions correctly, into successful candidates, comprising fourteen disabled veterans, seventy-eight non-disabled veterans and sixty-one non-veterans. The respondents' return states, 'These candidates were placed on the list as a result of the 5-point addition.'"

"The petitioners allege that the action of the commission was illegal and void and in violation of the Civil Service Law and the rules of the Commission in increasing the grades or percentage marks of all candidates by five per cent, as aforementioned, and by adding to the list of successful candidates in the written examination the aforesaid 153 persons who had answered less than seventy-five questions correctly. The petitioners further allege that these candidates who had failed the examination were illegally awarded passing marks, were thereupon jumped over petitioners and others on the resulting eligible list and have been illegally and unlawfully given places upon said list superior to those of the petitioners. Petitioners further aver that this proceeding is brought by them individually and on behalf of the Assistant Train Dispatcher Eligibles, an unincorporated association, their membership consisting of candidates in said examination who answered 75 or more questions correctly upon the written part of the test.

"Petitioners contend that the commission's action in granting a flat five-point increase was arbitrary and in violation of its rules and cite Rule V, Section V, subdivision 1, and Rule V, Section III, subdivision 3, and rely strongly

ly on Matter of Poss v. Kern (263 App. Div., 320). "Rule V, Section V, subdivision 1, provides: 'Each subject shall be rated by two examiners. They shall then affix to each paper a mark expressing the average of their judgment, attested by their respective signatures or initials. The rating shall be strictly comparative and according to such standards of proficiency as the needs of the service may require. Each subject shall be rated upon a scale of 100, which shall represent the maximum possible attainment.'"

Board's Rules Cited
"Rule V, Section III, subdivision 3, requires that candidates for positions of a scientific, professional or technical character must obtain a rating of 75 per cent in each technical subject.' Where rules have the full force and effect of law, and the commission is bound thereby, they may be amended only in the manner provided by statute (Civil Service Law, sec. 11, sub-div. 2; Matter of Poss v. Kern, supra).

"Rule V, Section V, subdivision 1, makes it mandatory that each subject shall be rated upon a scale of 100, which represents the maximum possible attainment. This was broken here under the five-point addition procedure, since a candidate who correctly answered the 100 questions, all of equal weight, would have been entitled to a mark of 105.

"Respondents (Commissioners) argue that this contention has no weight since the highest number of questions answered by any candidate on the examination was 92.

"The court is unpersuaded by this argument. The point of concern is whether the rating was in conformity with and in compliance with the mandatory requirement of the rule, and it was not, in the view of this court."

The court ruled that the examination was for a technical position.

"It is stated, the opinion continues," that as a result of the difficulty of the examination and to correct this situation and also to meet the needs of the transit service, it was decided to increase what is termed the 'raw scores' of all candidates by five points, thus giving them a higher percentage of rating, thereby adding to the list of those passing an additional 153 candidates, and that the procedure followed in this case was in accord with a practice of the Commission for the past ten years.

"In so far as the respondents seek to justify their action to meet the needs of the transit service it is unimpressive. The respondents' advertisement states that there are at present 55 existing vacancies, whereas when the examination papers were rated it was found that 175 candidates had answered 75 or more questions correctly, representing more than three times as many candidates as would be needed to fill the existing vacancies.

"As to the claim that the procedure followed was in accord with a practice of ten years' standing, such a practice cannot override law. The rules of the commission have the force of law.

In short, as said in Matter of Poss v. Kern, 'The Commission, as a master of convenience, chose to ignore its own regulation in order to provide more candidates to meet the needs of the service. This it may not do. The rules of the Municipal Civil Service Commission, having the force and effect of law, must be respected to the same degree.'"

In the leading case of Poss v. Kern the petitioner's attorneys were Curran and Stim. The head of the law firm is Thomas J. Curran, Secretary of State for N. Y. State. Menchan Stim was of counsel and H. J. Bernard was with him on the brief.

The addition of a flat percentage credit was held illegal by the court, as was the creation of a pass mark that artificially exceeded the required 75 percent, for the 153 candidates. But the court did not hold that all rescaling was illegal.

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FIRE LINES

ON HIS return from vacation this week Fire Commissioner Frank J. Quayle will renew his efforts to obtain the approval of Budget Director Thomas J. Patterson of his proposal to increase the number of Fire Lieutenants by 112.

This project which has been hanging fire a long while, is on the verge of being approved, and the only thing that is holding it up is the question of the absolute necessity of the 112 additions, to enable the Commissioner to improve the officers' hours, on a par with the hours now worked by Firemen.

The officers have been on the burdensome duty for two years beyond the cessation of such examinations for Firemen. Commissioner Quayle made a point of getting hours corrected as fast as possible, succeeded quickly in regard to Firemen and is now working on the officers' project.

Praise for O'Dwyer and Quayle
The Uniformed Fire Officers Association is intensely interested in getting the full 112, as it agrees with Commissioner Quayle that that represents the minimum number necessary to achieve parity of hours with those of the Firemen, and is supporting him to the utmost.

The members of the UFOA highly praised Mayor William O'Dwyer and Commissioner Quayle for his enlightened personnel practices, his fine improvement of hours and morale in the department, and his sympathetic interest in having the officers share the deserved benefits so that they can resume leading normal lives. The members recognize fully the support that the Mayor is giving to the Fire Commissioner in this respect and were heartened in anticipation of the success of a project so valiantly fought for by Commissioner Quayle and formidably backed from City Hall.

The total cost of the change would be \$475,000 including the cost of salaries of Firemen to be appointed to fill the vacancies created when the 112 Firemen are promoted to Lieutenant.

What the Hours Are
The officers work 56 hours a week—24 hours on and 48 hours off. Firemen work 45.6 hours a week.

Instrument Maker Exam

An examination for instrument maker positions in the Washington, D. C. area with beginning salaries from \$2,498 to \$4,479 is open. Positions to be filled through this examination will be in the fields of mechanical design and development, scientific laboratory glass-blowing, and general scientific equipment. The glass-blowing positions are in the National Bureau of Standards and the other types of instrument maker positions are in various Federal agencies in the Washington area.

Apply to U. S. Civil Service Commission, Washington 25, D. C.

VAN DERWERKEN STAYS
Cornelius L. VanDerwerken has been reappointed to the Johnstown Civil Service Commission.

VAN KLEECK RESIGNS POST
Frederick B. Van Kleeck has resigned as a member and president of the White Plains Civil Service Commission.

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- *10. Fireman (Fire Dept.) \$1.50
- *88. G-Man (F.B.I.)..... \$2.00
- 11. General Test Guide to Civil Service Jobs.. \$1.50
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- 12. Hospital Attendant \$1.50
- *95. Insurance Agent and Broker \$3.00
- 100. Investigator \$2.00
- *14. Junior Professional Assistant \$2.00
- *59. Law and Court Stenographer \$2.00
- *60. Librarian \$2.00
- 69. Liquor Investigator \$2.00
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- 80. Patrol Inspect. \$2.00
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NEW YORK CITY NEWS

Board Moves to Bar Communists From Holding NYC Govt. Jobs

There are no jobs in the NYC government for Communists, warned President Joseph A. McNamara in an interview with a LEADER reporter.

"Since Communists are opposed to our form of government, and seek to have it overthrown, whether by violence or otherwise, they should not be permitted to hold jobs in government, and NYC jobs are closed to them," said President McNamara.

"Communists are entitled to their basic rights, the same as other citizens, as guaranteed in the Bill of Rights and elsewhere in the Federal and State constitutions, but holding a public job is a privilege, not a right. This privilege must be denied to them because it was intended to be, and should be, for the enjoyment only of those who seek to uphold and maintain our form of government."

Watching Test Case

The President is watching with interest the case of a man who was appointed a Patrolman (P.D.), subject of investigation, and who was dismissed after the investigation disclosed that he had been

a member of the Communist party.

This is regarded as a test case of whether Communists can be excluded from NYC jobs under existing law.

The man's certification was revoked and thus he lost out, but he brought a proceeding under Article 78 of the Civil Practice Act for reinstatement. Supreme Court Justice Livingston ordered the case transferred for hearing directly by the Appellate Division, an option extended under one of the provisions of Article 78.

The man had been called before the Commission, before he was ruled out. He admitted that he had held a card in the Communist party, but explained that he had to be a Communist to make any headway as a waterfront worker, and that as soon as he got a different kind of a job he resigned that membership. The Commission was unmoved by his explanation. President McNamara commented at the time that one did not have to be a Communist to hold any job in these United States.

President McNamara's state-

ment of policy on Communists followed a declaration by Mayor William O'Dwyer that left-wingers in NYC patronage jobs were to be ousted.

"I want to see Communism and all else unholy that it stands for destroyed," said the Mayor, adding that the closest that Communists could get to City Hall would be on a picket line.

The disqualification of the Patrolman appointee on the ground that he was a member of the Communist party, and the declaration by President McNamara that Communists are not entitled to hold jobs in the NYC government, are intended to bring up for judicial decision the question whether such membership is disqualifying as a matter of law in competitive, non-competitive and labor class jobs. Holders of patronage jobs usually serve at the pleasure of the appointing officer.

Lawyers have different views on the civil service aspects regardless of whether they are liberals or conservatives. Those interviewed agreed that if it could be shown that the candidate or appointee personally advocated the overthrow of the government by force, or that the Communist party so advocated, and he was a member of that party, that barring NYC jobs to Communists would hold, as a matter of law. On the lesser score of mere past or present membership in the Communist party the legal experts differed.

What Law Provides

Three sections of the Civil Service Law have a bearing on the subject.

Section 12-a bars from appointment or retention in any office of the State or any civil division any person who "(a) By word of mouth or writing wilfully and deliberately advocates, advises or teaches the doctrine that the government of the United States or of any state or of any political subdivision thereof should be overthrown or overturned by force, violence or any unlawful means . . . (c) Organizes or helps to organize or becomes a member of any society or group of persons which teaches or advocates that the government of the United States or of any state or of any political subdivision thereof shall be overthrown by force or violence, or by any unlawful means."

One of the hitches always has been to prove that the Communist party advocates such overthrow. The other has been to prove that the accused is a Communist.

Subdivision (d) gives the person dismissed or declared ineligible the right to petition the Supreme Court for an order to show cause why a hearing should not be given him on any charge. "The hearing," the section provides, "shall consist of the taking of testimony in open court with opportunity for cross-examination. The burden of sustaining the validity of the order of dismissal or ineligibility by a fair preponderance of the credible evidence shall be upon the person making such dismissal or order of ineligibility."

The Other Provisions

The other relevant sections are 25 and 26-a.

Section 25, in relation to recommendations for appointment, provides that "No recommendation or question . . . shall relate to the political opinions or affiliations of any person whatever . . . and no appointment or selection to or removal from any office of employment . . . shall be in any

manner affected or influenced by such opinions or affiliations."

Section 26-a concerns inquiry into political affiliations. "No person shall directly or indirectly ask, indicate or transmit orally or in writing the political affiliations of any employee . . . or of any person

dependent upon or related to an employee as a test of fitness for holding office." The penalty is a fine of not less than \$100 more than \$500 or imprisonment for not less than 30 days nor more than six months, or to both a fine and imprisonment.

Clerk, Grade 4 Lists Are Issued

The Clerk, Grade 4 promotion lists for 61 departments were published by the NYC Civil Service Commission. The eligibles number 1,410.

The Board of Higher Education and the Department of Welfare lists were not included. They will be published in a few weeks. The Education list was held up on a technicality. The Welfare Department list was delayed because of objectionable service ratings sent in by supervisors, the same condition as obtained, according to the Commission, in the Clerk, Grade 3 promotion, the Welfare list for which is about to be issued.

When veteran preference claims are cleared, and all investigation completed, the Commission will promulgate the lists, whereupon they will be ready for certification of prospective promotees.

Patterson to Aid

Budget Director Thomas J. Patterson said that he would

all in his power to move the promotion lists, but that department heads would be rendering themselves a disservice if they try to get every eligible promotion right away whose name is on list.

"Merit promotions should be made, and a way will be found to accomplish them," he said. "The promotion of those on the list is to be encouraged. It's disheartening to have a promotion under your feet. The extent, on the condition of the city finances. All I can say is that the Budget Director's list will do all it can."

The Grade 4 Clerk lists published, may be inspected at the LEADER office, 96 D Street, two blocks north of Hall and just west of Broadway opposite the Commission's action division. Ask for Env. File No. 118.

McGrath Defines Military Leaves

The policy of the NYC administration on military leaves, based on the State law and an interpretation by Corporation Counsel John P. McGrath, is to grant the leaves for "ordered" military duty, but to regard that duty as voluntary where the employee is extended an option of going on active military duty. The 30-day paid leave is allowed on a liberal construction basis, but entitlement to the pay differential provisions of the State Military Law is strictly construed.

In an opinion Mr. McGrath stressed the fact that the difference in pay does not go to all reservists who are ordered to military duty, but that there is a critical date, April 1, 1942, on or before which the acquisition of guard, militia or reserve status must be attained, to entitle one to the excess beyond the 30 days. By construction, an employee not entitled to military leave, who takes it nevertheless, forfeits his job. This is the same condition as applies to State employees; in fact, the NYC policy and the State policy coincide throughout.

Wrote Mr. McGrath: "Prior to the enactment of Chapter 201, Laws of 1948, the Corporation Counsel and the Attorney General had consistently ruled that in order to be eligible for

the benefits of either section 43 or 245 Military Law, the duty performed by a city employee must be ordered and not voluntary. It is apparent, however, that as of March 12, 1948, the effective date of Chapter 201 of the Laws of 1948, these sections were amended so as to enable an employee, otherwise eligible, to absent himself for a 30-day leave of absence with full pay for the purpose of performing voluntary military duty. For periods of military duty in excess of 30 days, however, the duty performed must still be ordered and not voluntary . . .

"In this connection, it should be noted that for periods of ordered military duty in excess of 30 days, Military Law, Section 245, which section applies to public employees who acquired a guard, militia or reserve status on or before April 1, 1942, provides that a city employee shall be paid the excess, if any, of his city over his military pay. Military Law Section 43 which applies to public employees who acquire a guard, militia or reserve status after April 1, 1942, has no such provision for military differential—it merely provides for a continued leave of absence while the employee is on ordered military duty."

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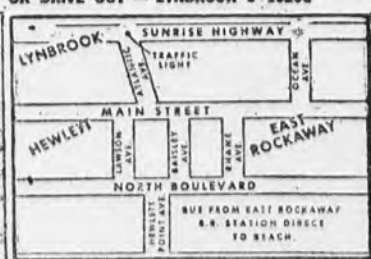


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REPAIRS PLANNED The State plans repairs in NYC: Repairs to incinerators, Building No. 60, Willowbrook State School, Staten Island; Refrigeration work involving the replacement of existing brine tank in the Storehouse and Storage Building, Creedmore State Hospital, Queens; Alterations to 7th floor, Department of Taxation and Finance, State Office Building, 80 Centre Street, Manhattan; Exterior painting, 8th Regiment Armory, 29 West Kingsbridge Road, Bronx. Installation of new window guards, 5th Regiment Armory, bridge Road, Bronx;