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# Civil Service LEADER

# NYC Sanitation Worker Exam Opens April 12

America's Largest Weekly for Public Employees  
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See Page 8

# SANITATION MAN LIST IN APPOINTMENT ORDER

## PAY, INCREMENTS UNDER NEW LAWS EXPLAINED BY STATE COMMISSION

### Departments Get Advice

ALBANY, April 5. — Salaries and increments for State employees in all categories — permanent, provisional, temporary — were explained this week by the State Civil Service Commission. The explanation interprets the situation under the laws enacted in 1948. A number of these laws affect the pay and increment status of State employees. Significant portions of the Commission's memorandum follow: The memorandum on salaries and increments was signed by Joseph Schechter, counsel to the State Civil Service Department, and addressed to all State appointing officers. Submitted "for your guidance," it recommended to appointing officers the following policy: "In determining whether an increment is due on April 1, 1948, (Continued on Page 7)

### Fireman Test May 15

The written test for Fireman (F. D.) will be held on Saturday, May 15. The pass mark will be 70. It is necessary to pass the written test in order to be permitted to take the physical. Each test will receive a weight of 50. It will be necessary to receive 70 in the physical also in order to pass. There will be 17,917 candidates who will be notified to appear for the examination. The medicals will be held probably in July and the physicals in August and September.

## Veterans Comprise 87 P.C. of Eligibles

Names of eligibles on the Sanitation Man, Class B, list are given exclusively today by The LEADER in the prospective order of appointment. The list was published by the NYC Civil Service Commission in the order of relative standing by percentages. As veteran preference changes that radically, the list by percentages gives no inkling of appointment prospects. (Continued on Page 12)

### Transit Police Test to be Held On April 10

The examination for Transit Patrolman, Bridge and Tunnel Officer and Correction Officer (Men) will be held on Saturday, April 10. This examination, originally scheduled for Saturday, March 27, was postponed because of the printing strike. It is estimated that there are 600 vacancies at present and that there will be more. Notices have been sent to 10,318 candidates to appear for the examination. They have been instructed to bring both their original notice and the post card mailed to them to the examination. The written test will receive a weight of 50. The pass mark will be 70. Candidates must receive a (Continued on Page 16)

## Workers Decry Budget That Denies NYC Raises

NYC employees receive no general pay raise in the 1948-9 executive budget as submitted to the Board of Estimate, neither is the bonus incorporated into base pay, but 5,760 new positions at an annual cost of \$11,866,915 are included, amounting to a little less than half of the request. Stress on the mounting cost of the city's contribution to pensions adds the prophecy that pension liberalization that would increase such cost will not receive a hearty welcome. City employees are holding meetings at which arrangements for protests, to be made at the Board of Estimate hearing on April 14, are being discussed. Excerpts from the budget message sent to the Board of Estimate by Acting Mayor Vincent R. Impellitteri, on the subject of additional personnel, follow: Borough Presidents—"The five borough offices will be required next year to operate with the same force as that now provided since the expansion in the Executive Budget is limited to but six new positions." Comptroller—"There is an increase of \$72,674 in personal service, including \$25,495 for mandatory increments, \$16,605 for salary (Continued on Page 13)

### List of New Jobs In NYC Budget

Boro. Pres. (5).....	8	\$18,000
Comptroller .....	10	29,980
Education .....	2091	3,500,000
Hospitals .....		
Nurses .....	1201	2,209,788
Others .....	288	399,611
Health .....	411	1,237,830
Welfare .....	616	1,455,751
Police .....	800	2,320,000
Sanitation .....	44	*110,000
Correction .....	92	225,000
Parks .....	103	151,955
Tax .....	8	*20,000
Public Works .....	75	144,000
Water, Gas, Elec... ..	15	*45,000
* Estimated	5760	\$11,866,415

## Raise of \$800 Approved for Postal Workers

WASHINGTON, April 5—The Senate Post Office and Civil Service Committee, of which Senator William Langer is chairman, approved a bill to increase the salaries of Federal employees who are under the Classification Act by an average of \$650 a year, and postal employees by \$800. The action followed hearings at which employee organizations asked for raises from \$800 to \$1,000 or more. The House Sub-committee of its Post Office and Civil Service Committee approved a different version. If the Upper and the Lower Houses pass different bills, the measures will be referred to a conference committee for a reconciliation. (Continued on Page 11)

## CIVIC GROUPS PROTEST NEGLECT OF EMPLOYEES IN BUDGET AS NYC SPLURGES ON WHALEN AFFAIR

The "remarkable neglect" of NYC public employees in the annual budget released on April 1 has activated a number of civic organizations to protest. These groups are pointing out that the City has adopted two totally contradictory policies: (a) extravagant treatment of employees; (b) extravagant expenditure on the projected Golden Jubilee (called "circus" by one civic group). The City's policy in this respect

was hit on a variety of fronts during the week. The Affiliated Young Democrats, the United Parents Association, the Citizens Union, and various employee groups all lambasted the budget, all asked better treatment of the employees, and all condemned extraneous expenditures during a time when employees get nothing. Harold R. Moskovit, State President of the Affiliated Young Democrats, called upon the Board of Estimate to appropriate, in this

so-called "austerity" budget, no more money for the Golden Anniversary celebration or any other non-municipal function; and to review the \$685,000 down-payment already made on the Jubilee. Raises More Important Stated Mr. Moskovit: "It is more important for the City of New York to use all City funds possible for increased salaries to public employees, a matter of top importance today with the high

cost of living. City employees have had no pay raise in two years. Also, more aid to schools is imperative; we cannot permit the City's educational plant to deteriorate while we spend money on publicity stunts the ends of which we cannot see. Moreover, additional funds should be first used for hospitals, health, the Fire Department, the Police Department, Sanitation Department, and all other municipal agencies which are badly in need of additional

funds. Employees must not be made to pay for questionable projects—and in effect this is precisely what happens when they are denied a raise in pay while a fanciful Jubilee project gets comparatively large funds. "The appearance of the budget on April 1 completely verified our feelings about this matter." Mr. Moskovit suggested that the Board of Estimate in the future release no funds to any non-municipal project. (Continued on Page 14)



# STATE AND COUNTY NEWS

## Armory Caretakers Ask Pension Coverage

More than 500 employees in armories and arsenals throughout the State, whose ranks in a matter of months will increase to 600, are not under any pension system whatever, because the Federal government holds that they are not U. S. employees and the N. Y. State government holds that they are not State employees.

Meanwhile, however, they do get paid from funds appropriated by Congress, under titles, salaries and working conditions established by the State, which hires and fires them. They do receive U. S. employee compensation benefits, if injured. They are under the direction of a State executive. What all that makes them out to be, they don't know, but they feel that for pension purposes they should be included under either State or Federal jurisdiction, preferably State, and have begun to organize for the objective.

The employees are Federal caretakers and maintenance men, performing their duties under specific State titles, and at salaries not greater than the maximum established by the Federal government, although in some instances less, since the State has that leeway. They feel they are the State employees rather than Federal ones, even though Federal funds pay

their salaries, and point to other instances of U. S. funds paying or helping to pay State salaries of admittedly State employees.

Being scattered throughout the State, the employees have had difficulty in bringing their grievance to book. All were residents of the State. But State Attorney General Nathaniel L. Goldstein has ruled that they are not State employees, just as U. S. Attorney General Tom Clark has held they're not U. S. employees. Also they are not employees of private industry and do not come under the benefits of the Social Security law, which would include old age and retirement aid.

Their object is to be brought under one pension system and are considering having a bill prepared for introduction in the next session of the State Legislature, and also one for introduction in Congress, as an alternative, so that if one fails the other may succeed. Their advisers have told them that they have "a meritorious proposition."

The group seeking pension coverage is to be distinguished from the State employees who work in armories, who are members of The Civil Service Employees Association and are under the State Retirement System.

## Critical Date for Vet Preference Is Argued Pro and Con by Experts

The State Civil Service Department joins with other government departments and groups in recommending that temporary war appointments "should be liquidated as soon as possible, even though they are still legal."

### Schechter's Opinion

Recently Joseph Schechter, Counsel to the State Civil Service Commission, rendered an opinion on the subject. He wrote:

"On December 31, 1946, the President (Truman) issued a proclamation terminating the period of hostilities of World War II as of 12:00 noon, December 31, 1946. In a statement issued by the President on such proclamation, the following appeared: 'It should be noted that the proclamation does not terminate the states of emergency declared by President Roosevelt on Sept. 9, 1939, and May 27, 1941. Nor does today's action have the effect of terminating the state of war itself. It terminates merely the period of hostilities. With respect to the termination of the national emergency and the state

of war, I shall make recommendations to the Congress in the near future.'

### Clear About State of War

"Under the above statement, it is clear that the President's proclamation did not have the effect of terminating the state of war which will technically exist until terminated by further presidential or congressional action.

"It should be noted that although there has been no official termination of the war, our Commission has been liquidating temporary war duration appointments as rapidly as possible by holding examinations for the positions held by such temporary war duration appointees.

"It should be further noted that in order to be eligible for veterans preference as a World War II veteran, the claimant for veterans' preference must have served between December 7, 1941 and September 2, 1945 inclusive. In other words, where a person entered the armed forces of the United States after September 2, 1945, he is not

eligible for veterans' preference. The part of Mr. Schechter's opinion holding that, because a statute, September 2, 1945, the last date to qualify one for veterans preference as a war veteran is to the same effect as an opinion by Attorney General Nathaniel L. Goldstein. It is also the same effect as an oral opinion by Sidney M. Stern, legal expert of the NYC Civil Service Commission. A contrary legal viewpoint was set forth, with supporting argument, by H. J. Bernard in last week's LEADER, issue of March 30 (P. 6). Mr. Bernard's argument, in the main, was that the preference amendment to the State constitution defines a veteran as "a member of the armed forces who served therein in time of war" (Art. V, Sec. 6). President Truman emphasized that his own executive proclamation "terminating the period of hostilities" does not have "the effect of terminating the state of war itself." Mr. Bernard argued that the Legislature has not power to amend the constitution.

## Court Refuses to Vacate Order Tying Up 2 Lists

Special to The LEADER

ALBANY, April 5—Supreme Court Justice Isidor Bookstein has refused to vacate the stay granted by Justice Pierce H. Russell, of the Appellate Division, against the making of any appointments from the eligible lists for Veteran Counselor and Senior Veteran Counselor, from dismissing any of the employees now in those titles and from paying anybody who might have been previously appointed from the list. Justice Bookstein said that he wanted to study the petition and briefs before deciding about the stay, which was directed against the State Civil Service Commission and the State Comptroller.

Assistant Attorney General Edward Ryan, representing the Commission and the Comptroller, made a cross-motion in which he asked that the stay be vacated as a violation of Section 879 of the Civil Practice Act, which provides that an order can't be obtained against the State ex-parte but only on notice; that the petition be dismissed as a matter of law; that the proceeding is barred by the four-months status of limitations in Article 78; that allegations in the petition were not relevant; that much of the petition should have been more definite and certain, and that if these requests were denied, that additional time be given for submitting briefs on the question of vacating the stay.

### Argument by Resnicoff

Samuel Resnicoff, of 280 Broadway, NYC, attorney for the 47 petitioners, said that the time limitation in Article 78 and in Section 879 must be read together, which permitted issuance of a stay with out notice; and cited the case of Sealed Dairy vs. Ten Eyck, 248 A. D. 352. On the score of laches, or delay, he said that the motion to dismiss was in effect an admission of the proprieties of time, and besides time only begins to run after an act is final and binding, citing Morgan vs. Halloran, 245 A. P. 79; and that finality occurred on March 1 last, when the lists were promulgated; also that violation of the constitutional provi-

sion for competitive examinations was charged, and that every word and act of the commission each day constituted a new offense, and hence the last legal day to act is still being continuously postponed by the Commission.

### Charges in Petition

The legal objections to the examinations, raised by Mr. Resnicoff in his petition, are that the questions were framed largely by an outsider, a Veteran Administration executive; five of the questions were submitted for the Counselor examination by one of the candidates who took both tests; that many knew what the questions would be; that the examinations were not competitive, because they weighted experience and training at 60, and knowledge and ability to perform the duties at only 40; that the Senior examination should be promotional and that many questions asked did not pertain to the duties of the positions.

The petition asks that a new open-competitive or qualifying examination be held for State Veteran Counselor and a promotion examination for Senior State Veteran Counselor.

The State was given until April 2 to submit briefs and Mr. Resnicoff until April 9.

## The Watchdogs Of Ogdensburg

This interesting little store appeared in the Ogdensburg Advance-News:

"It cost the taxpayers \$121.02 to send Messrs. Morse and Ingram (City Treasurer and Corporation Counsel, respectively) to Schenectady to fight the first round in the legal battle to prevent the City Hall janitor collecting a \$300 cost-of-living bonus he claimed was illegally withheld from him last year. The janitor is backed by The Civil Service Employees Association, which will fight the case to the bitter end, it is said. The Council Wednesday night passed the bill presented by the two watchdogs of the Treasury, with Alderman Benton dissenting."

Among the items listed by the two watchdogs of the Ogdensburg treasury, during their two-day jaunt to Schenectady to prevent the janitor—a veteran—from receiving his \$300 annual cost-of-living bonus are these: \$39 for food; \$20 for taxis.

### HOLLISTER AIDS CHAPTER

Laurence J. Hollister was in NYC, aiding the building fund and membership drives of The Civil Service Employees Association.

## Woman Is Dined On Retirement From State Job

A dinner was given at the Gramercy Park Hotel, NYC, in honor of Mary J. Johnsen, by her friends and colleagues in the New York State Department of Social Welfare.



Miss Johnsen is retiring after 35 years of service for the blind in New York State. She is well known to institutions and agencies in that field and to thousands of blind people throughout the State.

### Many Contributions

Since passage of the Social Security Act, which included assistance to the blind, she has been Supervisor of Blind Assistance in the NYC Area Office of the State Department of Social Welfare. Her contributions in the field are widely recognized and her retirement occasioned a flood of letters and testimonials from agencies and individuals that have been collected into a volume and was presented to her at the dinner.

Sixty-five persons from all over New York State assembled to do Miss Johnsen honor, including Lee C. Dowling, First Deputy Commissioner, and representatives from Albany.

A wrist watch and corsage of orchids were presented to Miss Johnsen by her colleagues.

### Active Retirement

Miss Johnsen is planning an active retirement utilizing her rich experience in the field hitherto barred from her due to her professional duties, particularly in translating books into braille for the New York Public Library for the Blind at 137 West 25th Street, New York City and in such time as she can spare in writing her memoirs.

She is giving up her home at 355 East 5th Street, Brooklyn and will live with her cousins, Mr. and Mrs. C. G. Holmberg, at 560 North Chestnut Street, Westfield, N.J.

## Armory Employees Thank Association

The Armory Employees Chapter, Metropolitan Area, thanked The Civil Service Employees Association, Inc., for sponsoring bills before the Legislature, and also legislators who supported the bills.

## Central Conference To Sit On Outstanding Problems

BINGHAMTON, April 5.—The Central Conference of The Civil Service Employees Association will meet on April 24 for discussion of outstanding problems confronting State employees. Among the speakers will be Joe Lochner, Bill McDonough, and Jack Holt-Harris, all of Association headquarters in Albany. The meeting promises to be momentous and important, says Ernest L. Conlon, head of the Conference, and he strongly urges all eligible chapters in the area to attend. "Every effort will be made," Conlon reports, "to assure that this Conference will be of utmost value to the employees." Chapters of the Conference area, and their Presidents:

Binghamton, Ernest L. Conlon; Ithaca, Mrs. Mabel Ford; Oneonta, Mrs. Gladys Butts; Syracuse, Doris Le Fever; Utica, Edw. J. Riverkamp; Auburn Prison, Carmen Colella; Clinton Prison, Reginald L. Stark; Dannemora State Hospital, Howard St. Clair; Elmira Reformatory and Reception Center, Edward J. Looney; State College, Helen B. Musto; N. Y.

State Armory Employees of Syracuse and Vicinity, James P. Fullong; Mid-State Armory Employees, Byron A. Chrisman; Rensselaer Chapter, Emmett J. Durn; Marcy Chapter, Charles D. Meinhart; Fort Stanwix Chapter of Rome State School, Herbert Jones; Lawrence State Hospital, Morris Pierce; Syracuse State School, Frederick J. Krumman; Utica State Hospital, Margaret Penk; Willard State Hospital, Edward N. Limner; Public Works District No. 2, John R. Roszykiewicz; St. Lawrence State Public, Philip Bernhardt; Oxford, Mrs. Margaret Dutcher.

## Letchworth Chapter To Dine on April 27

The annual dinner meeting of the Letchworth Village chapter of the Civil Service Employees Association is scheduled for Saturday, April 27. The place is Cedarrest on Route 9W. William F. McDonough, Executive Representative, will speak.

1948

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# STATE AND COUNTY NEWS

## Tax Dept. Employees Run Smooth-Working Chapter

## The Public Employee



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

### NO RETREAT

IT FREQUENTLY happens that the State loses by default or by delay the best fruits of its few progressive experiments in better personnel relations.

I wrote last week of service record ratings. For several years the Civil Service Commission made real progress in administering a service record plan. When I say it made real progress, I do not mean that either the plan or the administration of the plan was 100 per cent or even 60 per cent perfect. I mean that it was getting better rather than standing still or getting worse.

It is my impression that it was getting better principally for three reasons:

- (1) It had the real backing of the then Civil Service Commission;
- (2) The plan was under constant and constructive appraisal and review;
- (3) The Department Personnel Boards were ever encouraged to develop better methods and more impartial judgments within a single statewide rating system.

### Why Not Revive Top Rating Office?

The top rating office in the Civil Service was, in a degree, a war casualty. Perhaps this was unavoidable, but why was it not resurrected and strengthened after V-J Day? Why was the experience of the prewar years largely forgotten or neglected in the recent administration of the civil service law requiring service record ratings? Why do we fumble so much when many of the proper signals are known and can be called?

Another important advance made by the Commission some years ago was the appointment of civil service investigators or field representatives to check on the qualifications of applicants, among other duties. This was not wholly untried ground, for the Federal Civil Service, among others, had long found such a service useful and even essential. There are still two senior investigators in the Civil Service Department, but this limited number is manifestly insufficient to do a complete and thorough job of investigation. We understand the expansion plans call for additional investigators, possibly three. It would not be fair, therefore, to charge the present Commission with sabotage of the experiment, but we may in fairness ask why progress has been so slow and we may, I think, properly urge that further delay be avoided.

It would seem to me that the Commission should hold a bit faster to that which is good in its past history and strive for whatever is better as well. There is no contradiction involved, for the better always springs from the good.

which 500 turned up. It is planned to hold two such events each year. In the tentative stage is a plan for a similar event in the fall.

### Interest Is Strong

Interest of members in chapter activities runs high. And the interest spills over into a desire to build social contacts through the chapter. There is talk of a department dramatic club, summer picnics, a golf tournament, softball and bowling teams, possibly a clambake. "And," grins Henry LeBarba, of the Publicity Committee, "we're loaded down with photography experts." A photo contest is in prospect.

How valuable are these social events?

A little interviewing in the Tax Department reveals that they have accomplished the purpose of bringing the employees more closely together, improving morale, arousing interest in more basic employee problems. Many employees of the department didn't know one another; now they are good friends.

### Educational Force

The chapter has been a major educational force in the lives of Tax Department employees, aiding them in understanding the relations between employees and administration, in accumulating a proper knowledge of legislative matters involving civil service and budget, retirement, and related matters.

It was the Tax Department chapter which drew up a resolution to provide proper parking facilities for employees working in the State Office Building. The chapter supported the program of the Civil Service Employees Association with letters, telegrams and personal contact with legislators.

### Present Problem

Among the present problems which the chapter is considering are these:

**Retirement:** Tax Department employees feel that major changes are needed in the Retirement System. One of the most important is the need for a decent living minimum pension. Too many retired employees, the chapter feels, are living in poverty after having given over their adult lives to working for the State.

**In-Service Training:** Employees would like to see the establishment of training courses to aid them in preparing for promotions and enlarging their knowledge of the job. It is even possible that the chapter itself may go into such a program, bringing in experts to lecture to the employees on various phases of their work.

One of the interesting functions of the bureau representatives is that of answering questions. They encourage questions, invite employees to come to them with unsolved problems. And when the representative doesn't know the answer, he'll get it.

### Officers

The officers and committees, in addition to Hayes, Wise, Vella, and Schelde, are:

- Executive Committee**  
Administration Bureau, Henry LaBarba.  
Corporation Tax Bureau, John Haggerty.  
Executive Bureau, Anne McConville.  
Income Tax Bureau, Collection, Vivian Quarfordt.  
Income Tax, Files, Margaret Hussey.  
Income Tax, Audit, Matthew Dempsey.  
Income Tax, Audit, Edward Conroy.  
Income Tax, George Walsh.  
Local Assessment Bureau, Alice Allen.  
Miscellaneous Tax Bureau, Gerald Ryan.  
Research & Statistics Bureau, Agnes Sullivan.  
Traffic Commission, Frances Kavanaugh.  
Transfer Tax, Thomas Fealey.  
Unemployment Benefits, Martin McNulty.  
Veterans Bonus Bureau, Rita Lemieux.  
Law, Hilda Strissower.  
Division of the Treasury, Irma Philpot.

### Committees

- Social:** Vincent Campbell, Chairman; Rita Lemieux, Jane Lawrence, Donald McCullough, William McConville.  
**Auditing:** Joseph Feily, Chairman; Robert Malcomb, John Haggerty.  
**Publicity:** Thomas Flynn, Chairman; Henry LaBarba.  
**Legislative:** Sol Knee, Chairman.

## Governor Vetoes Bill Giving Civil Service Commission Power To Reinstate Dismissed Employee, Despite Strong Plea

Special to The LEADER  
ALBANY, April 5. — Should the Civil Service Commission have the power to reinstate an employee dismissed by his department head? Governor Dewey has vetoed a bill which would have granted this power. (Manning, Senate Int. 404.)

It is understood that the Civil Service Commission was not anxious to have this bill passed. As matters stand now, many employees who feel they have been unjustly dismissed appeal to the Civil Service Commission for review of their cases, without realizing that the Commission cannot actually reverse the action of their department heads.

How this works out in practice is evident in a letter which John T. DeGraff, Counsel of The Civil Service Employees Association, wrote to Charles D. Breitler, Counsel to the Governor, urging that the bill be approved.

Wrote Mr. DeGraff, in part (citing a case discussed in detail elsewhere in this issue):

**Unjust Charges**  
"A Supervising Attendant, who has 25 years of service in one of our Mental Hygiene institutions,

was served with charges. I have examined the charges and the answer, and I have talked with officers of our local chapter who advise me that the employees at the institution are in agreement that the charges are unjustified and that they arise out of a personal antagonism between this employee and another employee who has recently been designated as her superior. It is quite evident, from an examination of the charges and the answer, that this analysis of the situation is probably correct. The Supervising Attendant, against whom the charges are brought, 'broke in' the employee who has now become her superior. The fault may lie with one or with both of these employees, but it is obviously unfair to dismiss an employee with 25 years of service under circumstances of this kind, when the problem can be solved in a very simple fashion by transferring one or the other of the employees to a different ward or a different building in the same institution.

**Present Law Inadequate**  
"It is in circumstances like this that the present law is wholly inadequate. When an employee, under such circumstances, is dismissed after a long period of service, an appeal to the courts is, as a practical matter, futile. The courts, frankly, do not want to be bothered with Civil Service dismissal cases, and unless the charges on their face are outrageous, the courts will take no action.

**No Perfect Solution**  
"While a perfect solution of the dismissal problem would be difficult to formulate, I think we are in agreement that the objective

should be to perfect some effective procedure for an administrative review. The present administrative review is completely inadequate because, if the Civil Service Commission finds that the dismissal was unjustified, it is powerless to do anything except transfer the employee to another department or put his name on a preferred list. There are serious defects in this limitation.

"1. Employees appeal to the Civil Service Commission for a review without realizing that this limitation exists, and find to their sorrow that the Civil Service Commission is powerless to reverse the

determination under review, and furthermore, that, having appealed to the Civil Service Commission, they are barred from any review in the courts.

"2. The Civil Service Commission has no power to persuade the department that a wrong has been done and that the situation can be cured by reinstating the employee and assigning him to other duties within the same department, institution or division. This power of persuasion is, to my mind, one of the most important features of the bill. I can well imagine that the Civil Service Commission would hesitate to formally reverse another department. On the other hand, I can see many cases where the Civil Service Commission, upon reviewing the facts, might be able to sit down with the head of the department in question, and persuade him that the employee might be reinstated. This power of persuasion is illusory unless the Commission has, by statute, the power to reinstate.

**Settlement Possible**  
"In a case such as I have outlined, the Commission would be powerless, under the present law, to do anything effective on review. If, however, the law were amended, as this bill proposes, to give the Commission the power to reverse or to reinstate, I believe that the Commission could make an administrative settlement of this matter without actually invoking the power which the law would confer upon it. If it could not arrive at such an administrative settlement, it would be justified in directing reinstatement, and should have the power to do so.

"I realize that the Civil Service Commission is not anxious to have such power conferred upon it, and that it is not enthusiastic about this bill. Nevertheless, I think simple justice requires that such an amendment be incorporated in the Civil Service Law. Since judicial reviews are largely ineffectual, I think sound government requires that the administrative agency which is empowered to review disciplinary actions, be empowered to make such determination as the justice of the case may require."

Because employees throughout the State feel their rights against unjustified dismissals are not fully protected, spokesmen at The Civil Service Employees Association said that a similar bill would be introduced at next year's session of the Legislature.

### Brooklyn State Holds Dance on April 9

The Brooklyn State Chapter of The Civil Service Employers Association will hold its fifth annual spring dance on Friday, April 9 at 9 p.m. at the Brooklyn State Assembly Hall, 681 Clarkson Avenue, Brooklyn, N. Y. The committee is composed of the following people: C. Sullivan, Chairman; J. Martinez, Vice-Chairman; Mrs. J. Thompson, Treasurer; C. McDermott, Secretary; Mrs. M. Perry; Mrs. O. Cox; Mrs. J. Cotton; Mrs. Ira Brown; Mrs. A. Robinson; Mrs. N. Gould; J. Droque, Charge of Decorations; D. Callaghan; C. Bailey; C. Waters; W. Montivillo; J. Dart; W. Farrel, Ex-Officio.



John T. DeGraff, Association Counsel (left), and Budget Director John E. Burten.

**Rockland State Dinner To Be Held April 10**  
The Rockland State Hospital chapter of The Civil Service Employees Association will hold its annual dinner on Saturday, April 10. Larry Hollister, Association representative, will be present. Emil M. R. Bollman, chapter vice-president, is chairman of the committee arranging the event.



# STATE AND COUNTY NEWS

## Occupational Hazard Sick Leave Is Liberalized by Amended Rule

ALBANY, April 5—The text of the amendments to both the institutional and departmental rules on sick leave due to injury or disease incurred in the performance of duty was released by The Civil Service Employees Association. The changes were approved by Governor Thomas E. Dewey and are effective as of November 26, 1947. They grant leave up to six months at full pay, with accumulated sick leave credits and other time credits additional, and also a non-paid sick leave of an additional 11 months. Workmen's Compensation benefits redound to the State for the period of sick leave with pay. The six-months period gives absolute protection, eliminating deductions previously applicable, subject to department head approval of the occupational hazard leave.

Section 10, Rule II of the Attendance Rules for State Departments and the same subdivision and rule number of the Attendance Rules for Institutional Employees and reads identically for both: "10. Leave Due to Injury or Disease Incurred in the Performance of Duty.

"Any officer or employee who is necessarily absent from duty because of occupational injury or disease, as defined by the Workmen's Compensation Law, may, pending adjudication of his case and while his disability renders him unable to perform the duties of his position, be granted leave with full pay for a period not to exceed 6 months (exclusive of accumulated sick leave credit and other time credits), on approval of the department head, after full consideration of all the facts involved. Should the disability per-

sist beyond this period, plus accumulated sick leave credits and other time credits, such officer or employee may be placed on leave without pay for a further period not to exceed 11 months. When such officer or employee has been awarded by the Workmen's Compensation Board compensation for the period of his leave with pay, such officer or employee has been credited to the State.

"AND BE IT FURTHER  
"RESOLVED: That, the above amendments be and hereby are effective as of November 26, 1947." The principal difference between the old rules and the new is that the employee keeps the full amount of pay, instead of only two-thirds of that much, as usually obtains in Workmen's Compensation awards. The other third he had to refund to the State formerly.

## Honor Scroll Will List Names Of Building Fund Workers

Special to The LEADER

ALBANY, April 5—Strong sentiment exists in circles of The Civil Service Employees Association for a permanent honor roll listing the names of individuals who have been actively engaged in advancing the building fund drive. One suggestion is for an illuminated scroll, listing the names of members and their chapters.

This week Joe Lochner, Executive Secretary of the Association, issued another appeal asking for increased activity among chapters and members, to assure that the building fund drive will be an overwhelming success.

"The kind of building the Association members have will depend on how thoroughly they get back of this drive," Joe says. "There isn't too much time left."

He asked chapter heads to activate their members, and make certain that everyone is doing his best.

### Building Examined

In the meantime, Association officials have examined various building locations in Albany, but so far have come to no decisions. Dr. Tolman points out that a final decision will have to await the job which the Association members themselves perform in the building fund drive.

### Admission \$1.50

Plans continued all last week for arrangements for the big ball celebrating the building fund drive to be held on May 22, at the Albany Armory. Charles Brind, former Association president, is negotiating with Tony Pastor's band. There will be at least 4 solid hours of dancing. The admission charge will be \$1.50.

Below is a listing of additional building fund committees. The first group appeared in last week's issue:

**Buffalo State Hospital:** Harry B. Schwartz, Joseph Kieta, Marion Spellman, Fred Newland, Vincent Roarke, Margaret Crowley, Marie Donovan, Bertha Gannon, Leon Lewandowski, Katherine McGowan, Thomas Loughlin, Anthony J. Mahoney, Fred Conley, Reba Golden, Mary L. Brown, Helen Taravella, Mary T. McNella.

**Central Islip State Hospital:** Frank Walsh, Lynn Dickson, Minerva Delaney, Mabel Gilmartin, Georgina Wood, Hannah Donlon, Lovetta Shaughnessy, Marie McAdam, Alvira Bartells, Michael Convery, Michael Brennan, Sam McMinn, Donald Bellefeuille, William Leach, James Fraser, Elizabeth Murphy, Elizabeth Reilly, Andrew Morrow, Henry Schneider, Kathryn Ely, William Meech, Patrick Murphy.

**Craig Colony:** J. Walter Manix, George Northrup, B. Bedford, Glenn Green, Sam Cippola, Willard Brooks, Helen Carr, Bill York, J. F. Chichester, J. F. Buerlein, John Hughes, Claudia McCarthy, Louise Little, Lucille Mackey, Emma O'Brien, Margaret Duffy, Helen M. Hurlley, Nellie Zukaitis, C. M. Jones, Laurens Andrews, Thomas Bolton, Irwin Tucker, Warren Shamp.

**Harlem Valley State Hospital:** Mrs. Anna Bessette, Laurence Rourke, Paul Becker, Irene Mason, Willis Markel, Pauline Woodin, Evelyn Parsons, Gordon Carlile, Rita Vogel, William Rice, Marvin Angel, Bessie Smith, Lucy Cutolo, Victor Campbell, Beatrice Mc-

Grail, John Rice Helen Murphy, Mildred Sloan, John Polulich, Hudson River State Hospital: Mae E. McCarthy, Howard R. Chase, Dr. Albert Lafleur, Grace de Cordova, Mary Jane Free, Sally Galbraith, Louise Garrison, C. G. Nuhu, Theresa Bouye, Mary O'Donnell, Elizabeth V. Ryan, Dave Jones, Johanna Williams, Ada Smith, John Burke, Wilson Burke, Arthur Burke, Katherine Keyes, Alice Doernick, Russell Murphy, Frank Cox, Victor Burgiel, A. Eitzen, James Dingman, Aaron Decker, Edward Britt, Donald Holden, Charles Veith, George Magee, John Whalen, Julia Beck, Ruth Van Anden, George Brown, George Beam, Editha Chase.

**Kings Park State Hospital:** Walter McNair, Constance Fox, Patrick O'Rourke, Francis Ward, Speirs, Robert Steenson, William Fanny Lule, John McNair, Janet Reilly, Mary Reynolds, Bartholomew Montefusco, Theresa Fritz, Paul Morin, William Barnes, Josephine Hoover, Charles Meury, John Hoover, Richard Gilmer, Elwood De Graw, Irene Sullivan, Emma Medwig, Edward Douglas, Leon Zawelski, Carroll Brown, Mary Reynolds, Samuel McDaniels, Martha Wray, Mary E. Dougherty, Frances Moten, Charles Carroll, Edward Foley, Anna McVeigh, Mary Lee Munro.

**Letchworth Village:** Hiram Phillips, Roy Roby, John Harris, Jean Slinn, Mina Hardt, Mary Hackett, Mary Perini, Lillian Bodnar, Emilienne Ellsworth, Lois Fraser, Henry Sikorski, Lillian Babcock, Mildred Abrams, Doris Rose, Mary Niedzwiecki, C. Philip Clouet, Arnold Hadden, Ellen Lillico, Lyda Blanton, Mabel Badgett, Harvey B. Hammond, Louise Spicer, Lela Leonard, Rudolf Hommel, Arva Marvel, Russell Charles, Ernest Babcock, Dorothy Thiers, Nan D. Scales, Margaret Babcock, Barbara Ricker, Ruby De Baun, Virginia Simmons, Charles K. Markle, Armand Arpin, Bertha Wright, Caroline Gaghan, Sadie Henderson, Luella Conlon, Florence Foster, Hazel Smith, Opal Thrasher, Martha Harris, Ada Gallagher, Frances Trought, Marie Comeau, Anna Cox, Grace Wureschke, Agnes McKenzie, Helene Hogg, Helen Grant, Myrtle McGregor, Ambrose Margiotta, John Bonnett, Ellen Farrell, Gladys Davis, Robert Phillips, Daniel McNulty.

**Marcy State Hospital:** Edna Golden, Winifred Moffatt, William Jackson, Donald Pultz, Howard Austin, Stuart Coultrip, Kenneth Livingston, Richard Buck, Glenn T. Brennan, Fred Conroy, Roger Eurich, Alma Steinbacher, Florence Truas, Walter Kerr, Albert Cahill, George H. Enos, Frank Pizer, Michael Zdeb, Frank Wojcieowski, Richard Leonard, Jack Owens, William H. Lawrence, Joseph Mezza, Paul Rhodes, Geo. Murphy.

**Newark State School:** Merton Wilson, Melanie Purdy, Eva Welch, Edna Van De Velde, Bernice McCaffry, Albert Martin, Elmer Hartnagle, Glenn Fitzgerald, Lois Tolner, Alice Walsh, Floyd Fitchpatrick, Charles Harding, Benn Townley, William Verbridge, Mary Popeck, Etheleen Hannagan.

**Rome State School—Fort Stanwix:** N. Fifield, T. Sampico, G. Kritzer, D. Wendt, M. Fairbrother, L. Pardee, L. LaDuke, S. Diskin, J. McLaughlin, H. Smith, I. Patterson, I. German, J. Levinson, H. Hicock, L. Brown, A. Johnson, M. Coe, G. Regner, P. Earwaker, Dr. Ralph L. Swanson, H. Shachoy, E. Anson.

## NEWS ABOUT STATE AND LOCAL EMPLOYEES

**MARCY** — The Marcy State Hospital Chapter held a reorganization meeting in Edgewood Hall. A new set of By-laws was adopted.

An Executive Council was formed, with delegates from each building and department becoming a part of the Council. This Council will be the governing body of the chapter in all of its legislative and social functions.

Discussions followed on the bill for extra compensation for hazardous and arduous duties. Pending more information, the discussion was tabled until the next regular monthly meeting in April. Also discussed was the meal ticket plan. Many suggestions were offered, and after consolidating all information, it will be forwarded to the Association Headquarters.

Plans were made for an active

year for the members of the chapter, with a long range view for the promoting of suitable activities to affect all employees in some form of social gatherings. Several dances and a clambake were planned for the coming season.

The membership of the Executive Council is as follows:

Charles D. Methe, Anne M. Goldne, Dorris Peck Blust, Richard Buck, Glenn Brennan, as the Executive Committee, and the following employees as delegates from their departments: A Bldg. Richard Leonard, Mildred Potter; B Bldg. Frances V. Amo, Alma Steinbacher; D Bldg. William Jackson, Donald Pultz; E Bldg. Winifred Moffatt, Helen Bergen; F Bldg. Walter Kerr, Evelyn Huss; G Bldg. Joseph Mezza, William Murphy; Morningside, John Golden, William Morgan; Farm Colony, Arthur Walsh, Howard Wilkes; Farm, Harry Chapman, Fred Conroy; Maintenance, Richard Buck, Frank Jones; Adm. Bldg. Howard Austin, Arthur Cole; Outside Maintenance, Albert Cahill, Robert Williams; Stores, Bradley Peckins, George Murphy; Occupational Therapy, Thelma Petersen, Kenneth Livingston; Technical Services, George Enos, Daniel Dienhofer; Food Services, Jack Owens, Oswald Williams, Edna Goldne, Winifred Schultz; Sewing Room, Florence Truax; Industrial Shop, Roy Bergen; Powerhouse, Michael Szdeb; Laundry, Frank Pizer, Michael Prendergast; Garage, Carl Robert, Robert W. Williams; Professional Service, Dr. John A. Howard; Housekeepers, Florence Spring and Mary Haley.

**FORT STANWIX**—The Chapter installed new officers at a dinner in the Savoy Restaurant.

They are Herb Jones, President; O. W. Jones, Vice-president; Mrs. Ruth Steadman, Treasurer, and Mrs. Ruth Mahoney, Secretary. Installation was made by Howard Van Scoy, past President.

Employees of the Rome State School comprise the association. Among the dinner speakers were State Senator Robert C. Groben, Utica; Clarence Stott, Binghamton, Chairman of the Central New York Conference; Joseph D. Lochner, Albany, Executive Secretary of The Civil Service Employees Association, and Henry Emmer, Rome State School Business officer.

Both Senator Groben and Mr. Lochner discussed legislation affecting civil service officers, including bills passed and those defeated. Mr. Lochner also touched plans for a headquarters building the association will erect in Albany.

Mr. Emmer dealt with the relations between the school's administration and the association.

Guests included Margaret Fenk and John Kauth, President and Vice-president, respectively, of the Utica State Hospital chapter, and Harold Martin, President of the Rome City Municipal Chapter.

Anthony Badolato led community singing and dancing followed dinner.

Mrs. Irma German, arrange-

ments chairman, was assisted by Leo Burke, Mrs. Doris Wendt, Mrs. Evelyn Patterson and Fran Ettinger.

**WESTFIELD** — New officers of the Westfield State Farm Chapter, Bedford Hills, for the coming year are Everett H. Quinn, President; Anne Gage Allen, Vice-president; Harriet C. Sier, Secretary; Thelma J. Osterhoudt, Treasurer, Ford Hall, Delegate, and Mrs. Kate Wasserscheid, Alternate Delegate.

Mrs. Kate Wasserscheid has returned to work after a recent accident. She was knocked down by an automobile on her way from work. She was President of the Westfield State Farm Chapter of The Civil Service Employees Association for the past two years and represented the matrons in their request for reclassification. Others who have returned to work after being on the sick list are Mrs. Harriet C. Sier, Mrs. Florence B. Peller and Thomas McGrath.

The Rev. Charles McCabe, who was Catholic Chaplain at Westfield since January 1, 1945, has been transferred to Our Lady Queen of Peace Parish, New Dorp, Staten Island. His successor is the Rev. John J. Dalton, formerly of The Bronx.

Dr. Morris Kaminsky, formerly of Schenectady, has taken over the full time duties of Dentist. He succeeds Dr. Alvin W. Underkoffler who continues his private practice in Bedford Village, New York.

Hugh C. Vaughan, Clerk, who left for Ireland in January to visit his sick mother, is expected to return by the end of March.

Mr. Lockland and Mr. Chamberlain, of Elmira Reformatory, attended the meeting of the Westfield Chapter. Mr. Lockland spoke about the employees' cafeteria managed and operated by the employees at Elmira for a number of years. There was a large attendance, and many questions were "fired" at Mr. Lockland on every phase of the venture. Refreshments were served by Kathryn Randolph and her committee. An informal discussion followed.

## News Briefs of Rochester Activities

**Social Welfare Dept.** Katherine Dromazos vacationed a month in Clearwater, Fla., and Edith Hillman flew to Los Angeles with stopovers at Tucson and the Grand Canyon—Airplaning.

**Tax Dept.** Twelve members of the Albany office are in the Rochester office preparing tax returns. Hearing Commissioner Larry Hoban and Lillian Gore's husband (Chester) are recovering from recent operations. Leon Hawley is also now on the mend after a serious illness. The passing of cigars (no candy) by Victor Lupo, Motor Vehicle Inspector, announced the arrival of a baby girl. Fose Nicoletta has been welcomed back to the department, where she was temporarily employed during the war.

**Division of Placement.** Illness stalks this division. Frank Hayden has been absent since Christmas, Elizabeth Schminke since January

5, and Caroline Polizze for the past several weeks, but in the same quarterly period Billy Wilson made a three weeks' trip to California on vacation, and Sylvia Field departed for a three months' tour of Europe with her doctor husband.

**Unemployment Insurance.** Mary Deper Baker moved into her new home at 44 Hathaway Road. Helen Rice's new home on Manitou Road is in the making. A dinner party was held for Roberta Kiefer on her birthday, at the Triton Hotel. Three former Insurance employees have returned to the fold: Trudi Cole, Al Sortino and Henrietta Olsen.

**Rehabilitation.** Irene Kohls left the Dept. to return to private industry. A farewell party was given her at the home of Elizabeth Wise. Promotions have come to Melba Binn, now an Interviewer, and to Alease Dennis, now a Senior Stenographer.

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# STATE AND COUNTY NEWS

## State Plans Campus-Type Gov't Offices in Albany

Special to The LEADER  
ALBANY, April 5—Big subject of conversation last week among State employees in Albany was the proposed new "campus-type Government center."

Announcement of the plan came from the Public Works Department, which released the information that the State was at last taking measures to do something about its bulging crowded buildings. At present, State offices exist in a variety of buildings in the business sections of Albany.

One comment heard from employees was: "Why is the new center so far from the capitol and State office building?"

The 400-acre site is situated in the western portion of the city of Albany on both sides of Washington Avenue.

One tract, approximately 330 acres in size, extends from Washington Avenue to Western Avenue and from Brevator Street northwesterly to property owned by the Albany Country Club. The second tract, located on the northern side of Washington Avenue and bounded by Tremont Street, Tudor Road and the 13th ward line comprises the remaining area to be acquired by the State. Included in the two tracts are approximately 500 individual lots owned by some 200 persons.

**Money Appropriated.**  
Acquisition of the site was authorized by the 1947 Legislature which appropriated \$350,000 as the initial outlay for the cost of land

appropriation. An additional \$360,000 was also appropriated by the 1948 Legislature in order to provide sufficient funds for all lands to be obtained.

Office buildings will be constructed on the site to house departments now assigned to cramped quarters in the Capitol, State Office Building and in various leased structures in and around the city to form the first State Government Center of its type in the nation.

The main tract will extend from Washington Avenue southwesterly along Brevator Street to the rear of Western Avenue properties now occupied by dwelling. An irregular boundary line along the rear of such properties will be followed to Lewis Street and between Tremont and Hawley Streets.

Between Lewis and Tremont Streets and from Hawley Street westerly for about 600 feet the State will take land right to Western Avenue. At a point midway between Hawley Street and Oxford Road the line will extend northeasterly for about 1,000 feet to Rugby Road from which point it will extend northwesterly to a point 900 feet beyond Tudor Road where it will again swing northeasterly to the Madison Avenue extension which it will follow northwesterly for another 1,500 feet, turning again northeasterly to continue to Washington Avenue which it will follow southeasterly to Brevator Street.

## NON-MEMBERS MAY NOW JOIN ASSN. AT HALF ANNUAL DUES

Special to The LEADER  
ALBANY, April 5. — New members may join The Civil Service Employees Association, with all rights and privileges, at half the annual dues.

This was announced last week by Association headquarters in Albany, and is in effect as of Tuesday, April 1.

It means that all new members who are employees of the State may come into the Association with the payment of \$1.50 in dues. Annual dues in the State Division is \$3. The dues is of course prorated.

Employees of counties may en-

ter the Association by payment of \$3, which is one-half the annual county dues of \$6.

A statement issued by the Association said:

"Every informed State employee realizes that he has been benefited by the work of the Association as to salaries, hours of work, retirement, sick leave, promotional rights, tenure, and other working conditions. Every fair-minded State employee should join with the over-40,000 present Association members and support its work, program and services."

Although the County Division is new, employees of several counties have already received substantial benefits through the work of the Association.

The Association urged members to call the pro-rated dues to the attention of their non-member friends.

## Supervisors Seek Higher Salaries

ALBANY, April 5. — The titles Stock Transfer Tax Administrative Supervisor and Assistant Director of Motor Fuel Tax came under scrutiny of the Salary Standardization Board on Friday, April 2. The men holding the titles are asking higher salary allocations. There was no indication when a decision would be forthcoming.

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**Metropolitan Conference Meets April 10**

The Metropolitan New York Conference will meet Saturday, April 10, at the 71st Regiment Armory, 34th Street and Park Avenue, New York City, 3 p.m. Guests invited include Dr. Frank L. Tolman, President of Civil Service Employees Association, J. Earl Kelley, Director of Classification; John E. Holt Harris, Jr., Assistant Counsel of the Association; Captain Middlebrook of the Adjutant General's office, Vice-President of the Association and Chairman of two neighboring conferences.

The keynote of the Conference is "Better Personnel-Administration Relations in New York State Government." The Conference feels it is in the best position to harmonize thinking and to inspire improvement in the relations between State employees and the Administration representatives. All of the leaders of Association affairs aim at accomplishing this purpose.

**Agenda Given**

The agenda for the Conference will include consideration of the results accomplished in the recent session of the legislature, possible increase in Association dues, classification technicalities and problems, programs of other Conferences, the progress of the Building Fund Drive, By-Laws revision or addition for the Conference, appointment of a nominating committee for the June election of the Conference, and a host of other questions that are being brought by the Delegates.

It was at first contemplated to have an open and pleasurable dinner and evening with dancing. But the business of the delegates is expected to run too far into the evening to permit such a departure. However, the annual meeting facilities has been spoken for and is to be underwritten by the Long Island Inter County State Parks Chapter which will entertain delegates and guests at Jones Beach, Long Island, after the business of the meeting is completed. The Annual Meeting is tentatively set to be held June 26th. Victor J. Paltsis is Chairman of the Conference.

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## A THOUGHT FOR THE WEEK

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# Civil Service LEADER

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TUESDAY, APRIL 6, 1948

## So—It's a Budget Born Of Necessity for NYC?

THE EXPENSE bill for 1948-9 that Acting Mayor Vincent R. Impellitteri handed to the Board of Estimate and called "a budget of necessity" certainly is not one that pays the slightest regard to the necessity of granting city employees a general raise. Employees not receiving enough pay to enable them to live properly have no alternative save resignation or bankruptcy. Is this the way the proud City of New York meets its obligations as an employer? Not if the employees themselves can stop it, as they will attempt to do at a public hearing before the Board of Estimate on April 14. Then the Board will be made to understand, as it should have understood from the start, that a raise for City employees is first on the agenda of necessities, instead of first on the list of non-essentials. The unjust refusal of a just request can not be permitted to stand.

### 'Budget Born of Necessity'

"The budget as presented," said Mr. Impellitteri in his message to the Board, "is a budget born of necessity" and despite an increase of more than \$105,000,000 over last year's budget, he added, "does not provide adequately for the essential services of this city."

He might have added that the City does provide more than adequately for non-essential services, such as the Golden Anniversary Celebration, for which \$560,000 already has been appropriated, to the chagrin of the Citizens Union, the United Parents Association, various City employee organizations and the public generally. Shall City employees whose larders are thin and meagre and whose clothes are shiny, reap their reward for faithful and efficient service by standing under gonfalons on Fifth Avenue while city officials in silk hats ride by in limousines to fancy functions celebrating the city's achievements in the past half-century? Is abdication of responsibility by the City to its employees to be included among those achievements?

The City has no bottomless barrel from which to obtain the funds to furnish all possible services, but who has? Does not the City, through its Division of Labor Relations, sit in on the labor problems of private industry and help settle disputes in which pay raises are a controlling factor? When it sits in on its own problem, can it arrive at a different result on the same general state of facts? Only by evasion of responsibility and unwillingness to recognize the existence of a prime necessity.

### Still Time to Succeed

The City budget is a product of "who gets how much." The raising of money is in part a matter of inclination. The budget can be changed to permit pay raises; and additional money can be raised, if any is needed. The Legislature made this possible by permitting an increase in the subway fare, if the Mayor will avail himself of the power. The Legislature might have done more. It didn't. But that is no reason why employees must go in hock to money-lenders and work out their tired evening hours on part-time outside jobs to make ends meet.

If, then, it is possible to grant raises, who would make it impossible? Certainly not the press, which is unitedly supporting a pay raise. Certainly not the civic organizations (even the conservative ones like the Citizens Budget Commission), which are asking that the City's employees be better treated. Certainly not the general public, whose interests aren't served by underpaid, unhappy municipal workers.

The fight is by no means lost. United effort by City employees, strong and fearless insistence, will constitute a strength great enough to change even the most stubborn mind.

## Religious Holidays

DURING THIS SEASON of religious holidays, it has again become clear — as it does every year — that the provisions for observance of religious holidays need reconsideration. State employees point out constantly that present rules are not functioning well, that they make for friction, and that "something must be done about it."

So far, the State Civil Service Commission hasn't come to grips with the problem.

One suggestion is this: that employees be granted three days, added to vacation time, to be used as they see fit for the purpose of religious observances.

Perhaps there are better suggestions. Certainly the Civil Service Commission should explore the matter more thoroughly than it has done up till now.

## Sidelights

THE Transport Workers Union is discounting any possibility of an 8-cent subway fare during the present term of William O'Dwyer as NYC Mayor, and the union's pay question strategy has changed accordingly. O'Dwyer's last statement on fare has mired the whole question back into politics and he has put the Democratic party in a spot where it can not do anything but support the lower fare. O'Dwyer's GOP opposition next year probably will be Newbold Morris, already committed to a 5-cent fare. . . . If you think there are squawks from employees about this year's budget, just wait until next year — a Mayoralty election year!

## Comment

### NYC Pay Raise Needed

Editor, The LEADER:

Never in the history of the NYC civil service has the morale of the faithful civil service employees been any lower. Frustration and bitterness accentuate the worried and burdened faces of the employees of the greatest city in the world.

The brutal reality is that it is costing the employee money to work for the city. To put it more plainly, 90 per cent of the employees are in hock. Their salaries are mortgaged.

Hoping against hope that the urgent need for raises would be now definitely adjusted, we have again become the victims of political footballing. How can a good job be expected of us, when we are again victimized into a status-quo position, which actually means less and less of a purchasing dollar in these inflationary times? How are we to exist? The Federal Government and Governor Dewey have seen the need for adjustments. Means must be found for us unfortunates in the city service.

WORRIED CIVIL SERVANT.

### State Training Plan

Editor, The LEADER:

According to an article appearing in The LEADER for February 17, the State is experiencing great difficulty in recruiting qualified personnel for positions classified under the general title of Administrative Analysts. It is also stated that these positions deal with methods and procedures and are concerned with streamlining operations. Also described is a proposed method of filling these positions from within by selecting for special training certain employees who appear to be qualified by virtue of the results of aptitude tests. This seems to be a slow process.

Many employees are attending schools and colleges on their own time and at great sacrifice and expense to themselves in the belief that this additional training opens broader vistas of opportunity in the State service. It is obvious that this group comprises a potential reservoir of leadership material which should be recognized in the interests of cultivating employee morale.

Isn't it logical to assume that this group includes many who would welcome the opportunity of entering upon fields wherein new-found skills might be applied? By its self-initiated program of improvement, hasn't this group given evidence of its worthiness on due consideration in any new recruiting scheme to fill these better jobs?

No final decision should be made as to the manner of recruitment for these administrative posts without prior investigation of the potentialities of the sources above mentioned.

JOHN F. TOTH,  
Asst. Civil Engineer,  
Grade Separation Bureau,  
Public Service Commission.

### Police Pay Bill Backed

The PBA-Schick Bill providing full pay for Police in three years has been assured support by the Council. The bill was introduced by Councilman Schick at the request of the Patrolman's Benevolent Association.

At present, it is necessary for policemen to wait five years before receiving maximum pay. The Committee on Civil Employees and Veterans will consider the bill.

## Merit Man



HAROLD L. COWIN

WHEN Harold L. Cowin appears in court for the City of New York, the judge, the jury, and opposing counsel may be certain of only one thing—that what they expect is unlikely to happen. Mr. Cowin is a new Assistant Corporation Counsel, assigned to the tough task of defending the City's interests in negligence cases. These are the cases in which persons hit by a city truck, or injured on city property or hurt by ice on the streets, sue. They are difficult cases to oppose and the City gets lots of them. Cowin was appointed to the post last week by Corporation Counsel John P. McGrath.

Mr. Cowin has a reputation among lawyers of working up unusual defenses, sometimes extremely simple in texture — the kind that have opposing attorneys tearing their hair and the judge scratching his chin. For recreation, he applies the same tactics in his hobby—which is, of all things, finding ways to extend civil liberties.

### Man in a Jam

There was the time a fellow named Scotti was accused of passing phony \$10 bills. He could not afford counsel or raise bail. Several attorneys advised him to plead guilty. Scotti steadfastly refused. The judge phoned Mr. Cowin, who agreed he'd handle the case. In jail, Scotti told him "I'm just a bum. I was standing on a corner, when a guy came over, gave me ten bucks, and asked me to get him a pack of cigarettes. I did it, figuring I'd get a tip out of the change."

It worked the first time; but when Scotti went into a second store with a second \$10 bill, the proprietor spotted it as counterfeit, quietly phoned the cops.

"Is there anybody who will vouch for your good character?" Cowin asked.

There wasn't.

"Where have you worked?"

It came out that years back the man had worked in the U.S. Customs Service.

Mr. Cowin phoned the Customs Service, located two agents who remembered Scotti and who agreed to testify that he had been honest.

When the Government made its case at the trial, it looked black for Scotti.

Then Mr. Cowin brought on his two witnesses, in their uniforms as Customs officials. A man who had a record of honesty in the Custom Service is certainly honest. At any rate, the impression made by Mr. Cowin's witnesses outweighed all the evidence marshaled by the Government attorney. The jury found Scotti not guilty.

As Scotti was leaving the courtroom, he turned to Mr. Cowin and pleaded: "Say, bub, will you lend me two bucks?"

### Wears Battle Star

There was the time Cowin defended two Negro girls charged

with having in their possession checks stolen from the mails. He succeeded in having the case dismissed by pointing out that the checks were not Government obligations, that the indictment failed to charge actual rifling of the mails but only possession of the checks—and that therefore no crime was alleged against the Government.

Mr. Cowin doesn't meet every case head-on. He searches out weaknesses, seeks "angles" the opposition has missed, finds obscure points of law that help him win cases.

### Extravert

By no means a "bookish" man, Harold Cowin is a roaring extrovert. He doesn't run away from a fight. During service as a CPO in the Coast Guard, he constantly sought action where action was heavy. He helped protect convoys in the Mediterranean and the Atlantic, loaded dynamite and high explosives, took dangerous enemies to points of detention. A Coast Guard Commando service was formed for men over 6 feet tall. Cowin was the only one in it under that height—and how much under! He's only 5 feet 6½ inches. But big men who've tangled with him haven't done it a second time.

### Excelled in Athletics

Wiry and tough, he looks much younger than his years. At high school and college (New York University) he played baseball, la crosse, and soccer. He was a member of a winning track team. He once held a boxing crown in the 115-pound class. These days, when he has time, he likes to go pack-tripping in the Rockies. Before enlisting in the Coast Guard, he was a captain in the New York Guard.

Mr. Cowin took his law degree at Columbia. Upon graduation he became law secretary to the late U.S. District Court Judge Grover Moscovitz.

In 1930, he was appointed an associate counsel in the probe of the notorious Brooklyn ambulance-chasing racket, serving under Harold Kennedy, now a U.S. District Court Judge. He earned a compliment from the Appellate Division for his work in this probe.

Some years later, he received another Appellate Division appointment to participate in a probe of the Richmond County bar. And in 1938 he was appointed special counsel to represent the Superintendent of the State Insurance Department in certain matters.

### Champion of Civil Rights

Through these years he has, together with his twin brother, William and others developed an active law firm, Cowin and Whitehorn, at 225 Broadway, in lower Manhattan.

Mr. Cowin's activities in the field of civil rights have been quiet but impressive. He talks with desperate seriousness about the necessity of preserving and extending the concepts of freedom. He has been in the struggle for a Fair Employment Practices Committee. "When a Buick comes off an assembly line, do you know whether black hands or white hands assembled it?" he inquires. He hates restrictive covenants, is worried by their growth in recent years. He wants to see colleges open to all on an equal basis. He speaks eloquently against "law at the end of a rope." His idea of a man who fully understood the concept of civil liberty is Thomas Jefferson.

Not a "joiner," Mr. Cowin nevertheless is active in several organizations: American Legion, American Veterans Committee, Federation of Jewish Charities, B'nai B'rith, Brooklyn Bar Association, National Lawyers Guild, Brooklyn Lawyers Club. He is married, and the father of one child. He is a resident of Kings County.

### Increments for Temps Extended for Year

ALBANY, April 5 — The Lup-ton bill (Assembly Intro. 1460), to give increment credit for temporary service, is now Chapter 272 of the Laws of 1948. Governor Dewey signed the bill without comment. It was drafted by and introduced at the request of The Civil Service Employees Association. Before introduction, the bill was submitted to and approved by the Civil Service Department and the Division of the Budget.

In urging enactment, John T. DeGraff, Association counsel, wrote Charles D. Breitel, the Governor's counsel, that the bill extends for another year the provi-

sions of a special act passed last year which gives the employees increment credit for temporary service when they receive a permanent appointment to the same or similar position.

"We consider this an extremely important measure," wrote Mr. DeGraff, "because, if the provisions of the present law were not extended, employees who have served for several years under war duration or other types of temporary appointments, would be required to take substantial salary cuts upon receiving permanent appointments to the same position."



STATE AND COUNTY NEWS

REPORT OF DEWEY'S ACTION ON BILLS

Numbers before signed bills are Chapter numbers, Laws of 1948. The other numbers are Introductory numbers.

Signed

SENATE

573, by Mr. Becker (A. 2232), retirement of Garden City police at age 60. 996. MITCHELL—Provides that public employees holding positions by appointment, who as members of pension or retirement systems applied for retirement while on military duty and retired pursuant thereto and were thereafter reappointed and applied for membership in retirement system, shall be deemed to have had continuous membership with all benefit rights. Pensions Com. Military Law, §246.

ASSEMBLY

596. BUDGET BILL — Strikes out provision that employees may be allowed additional pay when work is more hazardous or arduous than normally performed by employees with same title, subject to approval of budget director. Civil Service Law, §42.

595. NOONAN — Strikes out provision limiting to July 1, 1948, time for municipal police and firemen who are members of state employees' retirement system to elect to contribute for retirement after 25 years of service. Civil Service Law, §88.

495. NOONAN — Authorizes state comptroller to pay members of state employees' retirement system, benefits pending determination of their rights to workmen's compensation, and to be reimbursed out of unpaid installments of workmen's compensation due. Civil Service Law, §85.

575. SULLIVAN — Provides for reclassification of titles of positions of employees under jurisdiction of Buffalo civil service commission.

635. TOOMEY — Permits members of state employees' retirement system employed by Westchester Co. whose retirement contributions before March 31, 1947, have been determined, to elect to have contributions computed on basis of gross pay established before March 31, 1947.

519. WILEN — Strikes out provision that salaries of county officers or employees shall not be increased or diminished during term and that board of supervisors may not fix salaries of members. County Law, §12.

Rules Committee Bill 584. Increases from \$11,000 to \$12,000 maximum limitation for emergency compensation for state officers and employees.

Vetoed

SENATE

1878. ANDERSON. Pay of revolving fund employees of Public Service Commission.

1628, to amend the executive law, in relation to review of the determination of superintendent of state police removing a member. Attorney General Goldstein wrote Governor Dewey: "The above bill does no more than to add to Section 94 (2) of the Executive Law a specific provision that the determination of the Superintendent removing a State policeman may be reviewed under Article 78 of the Civil Practice Act. Inasmuch as such a review is already available under the existing statutes, which provide greater protection to members of the State Police who are not veterans or volunteer firemen than exists in the case of civil service employees generally, it is difficult to see what purpose will be served by the proposed amendment or that any change in the law will be accomplished thereby."

1309. FINO—Authorizes elected municipal officers who receive less salary than fixed by law, because of deficiency in appropriations, to

recover difference between amount fixed and amount paid by filing claim within one year.

2454. NOONAN — Includes sheriffs, under sheriffs and deputy sheriffs engaged in law enforcement in provisions for optional retirement allowed firemen and policemen as members of state employees' retirement system, after 25 years of service. Civil Service Law, §88.

ASSEMBLY

2274, to amend the military law, in relation to reinstatement of public employees. The State Civil Service Commission wrote Governor Dewey: "There appear to be no compelling reasons for the amendment contained in this bill. The purpose of adding subdivision 2b to Section 246 of the Military Law in 1947 was to take care of public employees who resigned from the public service during military duty or in anticipation of being called to military duty in ignorance of the loss of rights entailed thereby. This purpose has now been accomplished. The broadening of the provision of subdivision 2b to cover persons who resigned more than six months

and within 12 months prior to entrance into military service is not warranted. Furthermore, this bill grants eligibility for reinstatement for one year after the bill is approved although more than two years has already elapsed since cessation of hostilities."

1435. CIOFFI—Provides that persons passing examination for competitive classified civil service positions and prevented from taking physical examination because of service in U. S. armed forces and thereafter passing examination and having names placed on eligible list, shall be entitled to credit for service in U. S. armed forces as if names originally been placed on list, and had been reached in regular order for appointment. Military Law, §246.

1494. STRONG—Allows members of state employees' retirement system entitled to ordinary disability retirement after 25 years of total service, pension which with member's annuity shall equal 90 per cent of 1-5th of final average salary multiplied by number of years of total service credit. Civil Service Law, §78.

2647. MORRISSEY — Provides for payment of special death bene-

fits to surviving widows of members of N. Y. City retirement system who died after Nov. 1, 1936, and before March 31, 1945, after 40 years' city service and over 60 years of age.

after Dec. 31, 1950, and until Dec. 31, 1955, war veterans shall be entitled to preference after disabled

veterans for civil service positions only as to appointment and not for promotion. Constitution, Art. 5, §6.

2370. MITCHELL—Changes provisions relating to appointments and promotions in state and municipal civil service by instituting a point system of preference for veterans. Constitution, Art. 5, §6 repeal; §6 new.

Pay and Increment Laws Explained

(Continued from Page 1)

the following procedure is suggested: Determine the compensation which the employee would be entitled to receive on April 1, 1948, had he received the salary and increments which correspond to his years of service-in-the-position. If the employee's present salary equals or exceeds this figure, he is not entitled to an increment on April 1, 1948. If such figure exceeds his present salary by one increment or more, the employee should receive only one increment on April 1, 1948. If such figure exceeds his present salary by less than one increment, the employee should receive on April 1, 1948, such portion of an increment as will bring his compensation up to such figure.

The rule for permanent employees whose positions are allocated to grades, under Section 40 of the Civil Service law, Mr. Schechter explains, is if they were promoted,

appointed or reinstated, and have more than 6 months of satisfactory service during the past fiscal year, and the required number of years in service, they are entitled to an increment as of April 1, 1948. The fiscal year referred to is April 1, 1947 through March 31, 1948. There are four exceptions to the rule. (These will appear in the full text to be published next week—Editor.)

Salaries are to be the minimum for the grade, plus the total of increments for the years of service in the position, but not to bring pay above grade maximum.

"However," warns Mr. Schechter, "where an employee occupying such a position is receiving a salary which is less than the minimum plus increments for the number of years of service-in-the-position, he can only be advanced to the salary to which he is entitled by one annual increment at a time."

(Full Text Next Week)

State Eligible Lists

SR. MAIL AND SUPPLY CLERK DPUI, PROMOTIONS

- Chas. Marinan Non-Vets Non-disab. Vets H. McDonald B. Shuman Herman Gold Joseph Riley E. Teitelman Pat. Brescia Thos. Hurley Richard Jones Jos. Elliott Hyman Iklar Henry Bell Aug. Torelio Wm. Solodow Ed. Chambers Daniel Klepak M. Halloran Harry Miller Thos. Turley S. Honigsberg James Dineen

SENIOR CLERK DPUI

- F. Greenberg A. Cafiero B. Friedman Harry Ciaschi John Sarsfield Robt. Quirk Elmer Forsfall John Cutlar Sidney Marshak Hyman Iklar J. Williams Wm. Eckhardt George Poyer J. A. Cummings Chas. Marinan C. R. Wenk Non-disab. Vets Andrew Biglow M. Kurzmack Ed. Guzouskas Isidor Ganfies Philip Rocco Bernard Shuman Robt. Bucher Joseph King Thos. Doyle Harry Foley Edward Hart Joseph Blase Peter Smith Vincent Lauri Ed. Chambers Edward Murphy Robert Daly Richard Jones Francis Smith Carl Sawyer Wm. Gracon Donald Marcus Mary McCarthy M. Bologna Minnie Taxon H. McCullough Thos. Turley A. Pinkerton Helen Rogovin Jos. Riley A. Lawrence H. Barnes John Lennon A. Hurwitz M. Halloran E. Rothman Marie Dolan Pat. Brescia Joseph Torre S. Sacksman A. Mullaney John Lowery A. Curthoys Wm. Burns

SR. FILE CLERK DPUI, PROMOTION (Concluded)

- Non-Vets M. Shapiro M. Shapero Jos. Gancher Yetta Leier Clare Fagan E. Packer Sidney Tannen Helen Day Mary Brunet B. Lemieux I. Tannenbaum M. Sullivan Ed. Silberg Rita O'Connell Mary Rando R. Broderick Helen Chase M. Holoboski Alex. Barraco E. Storck Edna Lavender Hugh McDonald Herman Gold M. Rescott Norman Gillis Adele Hogan Edna Starr N. Arcangeli Abraham Staff Ruth Muck Rose Levine Marion Murhy Frank Carey Jos. Barrie

- John Wolff Cathryn Owens J. Cavanaugh Mildred Savio Irene Schacher Ruth Finch S. Cunningham Violet Filkins Vir. Hartman B. Somerville Edna Hill D. Thompson Arlene Kemp Reve Smith Ken. Duryea Thos. Fealey Wm. Garvey Frances Pisarri Fanny Abeel Marie Weiss Sarah Lehto Thelma Holder C. Vanorder M. McCormack Janet Bremer Emelia Orbacz Eileen Marlow Emily Wylie Eliz. Doocey Ruth Rickman Jane Pignors Zelta Cohen Margaret Jones Joseph Elliott E. Kaufman M. Degroat Helen Buss G. Thomas Molloy Crystal Henry Bell Jane Masterson Margaret Fellows Dorothy Winter Muriel Benoit Santella Long Thomas Parker Harry Abrams Mary Ghezzi Julia Gramack C. Lagace O. Macaughy Sylvia Cohen Lydia Rutolo Ruth Breiner John McHugh Marcia Berry Raymon Cox Arla Heinrichs E. O'Sullivan Carrie Parker A. Haspela Vir. Halacy Cath. Gaucas

GETTING MARRIED?



THEN LET US WORRY ABOUT THE PHOTOGRAPHS LEN-BUR PHOTOGRAPHERS 509 Fifth Ave., New York 17, N. Y. YANDERS/BLT 6-0970

Shopping Guide

Wholesalers Outlet, 101 Fifth Avenue (at 17th Street) have some excellent buys in 100 per cent wool slacks, as well as sport jackets. Be sure to see their gabardine trench coats at \$11.95. Ask for Mr. Tarshus, he'll give you special attention if you mention The Leader.

Hair getting a little thin on top? The Hamilton Beauty Shop, 549 92 Street, Brooklyn, is reserving Wednesday for service to men only. Scalp treatments to save the remaining hair, and encourage new growth. Call them at SH. 5-8339.

Brush up on your rhumba and Samba for vacation dancing — Donna Dance Studio invite you to their beautiful ballroom at 107 West 44th Street, N.Y. The first lesson is free! The course rates are very low, and hours are from 1 to 9 for your convenience. Look for their unique sign of the dancing couple, and register now!

Up to 35% DISCOUNT On Standard Watches OTHER TREMENDOUS SAVINGS On Radios, Refrigerators, Furniture, Electric Appliances, Gifts, Television Sets, Washing Machines, etc. Men's Wrist Watches (7 jewels) \$7.95 Electric Broilers (2 speeds complete) 4.49 Automatic pop-up Toaster 14.50 Credit Arranged Open Saturday 9-6 CIVIL SERVICE MART 64 Lafayette St. WA 5-9834 (Worth St. Sta. IRT, Lex. Line)

ATTENTION LADIES! Spring Toppers & Suits DIRECT FROM FACTORY Only \$15 Made to retail for \$35 G & S COAT CO. 2151 DAVIDSON AVENUE (Cor. 181st St., Bronx, N. Y.)

Wholesaler's Clearance Sale \$22.95 DRESSES FOR \$8.75 Or money refunded. Sizes 9-52. Gorgeous prints & solid colors in every imaginable fabric! We permit trying on \$32.95 TOPPERS FOR \$16.75 Or money refunded. Sizes 9-20

B. ROBERTS IN NYC 552 7th Ave. (40 St.) 2d fl. 50 W. 28th St. (Nr. 6th Av.) 2d fl. 2801 Bway. (Nr. 108th St.) 533 W. 207 St. (Nr. Sherman) IN BKLYN 30 Newkirk Plaza (Brighton line BMT to Newkirk Station).

We Carry a Complete Line of Pressure Cookers, Radios, Heaters, Aluminum Ware, Vacuum Cleaners, Electric Irons, Lamps, Refrigerators, Washing Machines, and 1,000 other items. Gulko Products Co. 1165 BROADWAY (cor. 37th St.—5th Fl.) New York Room 507

MEN-Buy DIRECT 100% ALL-WOOL TOP COATS \$17.95 Carefully tailored High quality. All colors, Regulars, Jongs, shorts. Reg. \$35 Value. 100% ALL-WOOL SLACKS \$6.95 to \$12.95 Guaranteed money back in 5 days

WHOLESALE OUTLET 101 FIFTH AVE. (5th Floor) at 17th Daily & Saturday, 9 A. M. to 6 P. M. OPEN THURSDAYS 'TIL 8 P. M. A COMPLETE "Optical Service Plan" Eyes Examined — Prescriptions Filled Special Rates to Civil Employees I. L. HELLMAN, Opt. 6 CORTLANDT STREET, N. Y. Telephone: Cortlandt 7-4823

RESTYLE - REMODEL your old fur coat to the New Look, \$25 Storage Free JUDLU FURS 134 W. 29th. 10th fl., Rm. 1010 LA. 4-8829

Wholesaler's Sell Out FOR HIGH QUALITY SWISS WATCHES, WATCH BANDS, WEDDING AND EMBLEM RINGS At 20-50% below retail prices Come to BUCHMAN JEWELRY Room 1907 220 W. 42nd St.

Oscar's Inc. 176 Greenwich St. N. Y. 7, N. Y. BARELAY 7-2205 SPECIAL DISCOUNT CIVIL SERVICE EMPLOYEES We carry a complete line of all household items, electrical appliances, radios, television sets, as well as typewriters, jewelry, etc.

INVEST CALL MU 6-8924 MU 6-8953 20% DISCOUNT ON ALL GIFTS AND HOUSEHOLD APPLIANCES

MERIT BOARD MAKES ANOTHER AWARD ALBANY, April 5—The Merit Award Board granted a cash award of \$20 and a Certificate of Merit to Harry J. Lenihan, of Albany, an employee of the Bureau of Motor Vehicles. Through the Employees' Suggestion Program, he suggested a procedure of checking to prevent the issuance of duplicate certificates of registration for motor vehicles in response to fraudulent re-

quests. Implementation of the proposed plan should make it next to impossible for other than the lawful owner of a vehicle to secure a duplicate certificate of registration. This is but one more example of an employee's idea processed through the Merit Award Board that will lead to increased efficiency in government and improved service to the public.



# Eligible Lists Issued by State

**1 TO 45 Disabled Vets**  
Harvey, Shirley, NYC  
Friedman, B., Bklyn.  
Non-disab. Vets  
Geddis, A., Amster.  
Redmond, Jane, Utica  
Non-veterans  
Fanning, M., NYC  
Friedenberg, F., NYC  
Shapiro, C., Schidy,  
Dubin, Rose, Bklyn.  
Bloom, R., NYC  
Weiss, Marie, Bronx  
Lawrence, M., Albany

**1 TO 18 Disabled Vet.**  
Freiman, A., Lynbrook  
Non-disab. Vets  
Mead, E., Gildland  
McCullough, H., Alby.  
Sacksman, S., Bronx

**1 TO 28 Disabled Vets**  
Klepak, D., Albany  
Solodow, Wm., Albany  
Dineen, J., Troy  
Miller, Harry, Hudson  
Hornigsberg, S., Albany  
Frone, S., Albany  
Non-disab. Vets  
Foley, H., Albany

**151 to 173**  
L. Gardner  
Martin Prager  
Betty Conen  
Goldwater  
Marjorie orn  
Esther Atun  
Francis Howes  
Hevesh  
Francis Rourke  
Clements  
Louie Wilson  
Tobey  
Weintraub  
Stovall  
Gursky  
John Heidrich  
Sadie Leder  
Leona Keadin  
Gibbons  
Doshinsky  
Karpelowsky  
K. P. Hough  
John Gallagher  
C. Wright  
Hyman Katz  
Sidney Schwartz  
Richard O'Brien  
John Hincley  
Fred. C. Elze  
H. W. Bredin  
Sam Mittleman  
L. Rosenbaum  
D. Blumenkrantz  
J. Miller  
Barbara Howe  
Helen Hyman  
Geo. Motisber  
Wm. Birenberg  
A. Silverman  
Stratton Lee  
Martin Rutter  
Jacob Miller  
Simon Maslan  
Joanne Palmer  
Chas. Lieberman  
H. Charlesworth  
Wayne Arnold  
Irwin Grossman  
Sal. Pergola  
Arnold Heart  
Ed. Brener  
James Clinton  
Lucy Wilder  
G. Weinstaub  
Ruth Anderson  
A. Sarcoena  
V. Ledman  
Sidney Meyer  
Margaret Cory  
Irma Stieve  
Portia Tietel  
Robt. Isaacs  
Anna Chavis  
Melvin Weiss  
D. Weinerman  
Rosenblatt  
Franklin Perry  
Norman Gillis  
Cecile Pollack  
P. M. Pennessy  
Eliz. Barwis  
H. Zeronda  
Vivian Majors  
Selma Malles  
Flora Jackson  
R. Israelwitz  
Martha Charles  
Florence Ausubel  
M. Kantowitz  
L. Friedman  
G. Pergola

## State Eligible Lists Open to Inspection

The following State eligible lists resulting from open-competitive examinations may be inspected at the LEADER office, 97 Duane Street two blocks north of City Hall Park and just west of Broadway, in addition to those listed last week:  
Water Supt., Village Lakewood.  
Road Maintenance Foreman, Sullivan County.  
Associate Cancer Urologist, Health.  
Sewer Works Superintendent, Village Lakewood.  
Internal Account Clerk and Steno, Greenburgh.  
Draftsman, Planning Commission, Westchester County.  
The following State Promotion list is also available for inspection at the LEADER office.  
Account Clerk and Bookkeeping Machine Operator Comptroller's Office, Erie County.  
**SANITATION (C) LIST**  
The Municipal Civil Service Commission has announced that the promotion list for Sanitation Man, Class, C, will be released this week. The list will consist of approximately 1,000 names. There are 468 openings.

# Exams for Permanent Public Jobs On State Tests

**NYC Open-competitive**  
5131. Medical Social Worker, Grade 2, \$3,170 to \$3,650. Fee, \$2. Vacancies: From time to time. Requirements: Must have baccalaureate degree and (a) must have graduated from graduate school of social work with field work in the medical social work or (b) must have graduated from graduate school of social work and in addition must have six months full time paid experience in past six years in medical social work in agency adhering to acceptable standards or (c) two years full time paid experience within past six years in medical social work in agency adhering to acceptable standards. Written test, weight 50; Training and experience, weight 25; Oral, weight 25. (Opens Monday, April 12; Closes Tuesday, April 27).

**NYC Education**  
1-48. Teacher of the Deaf and Hard of Hearing in the Elementary Schools (men and women); At present, holders of licenses to teach physically handicapped children in elementary schools are also assignable to same type of classes in junior high schools. \$2,500 to \$5,125 in 16 salary steps. Persons who offer thirty semester hours of approved courses beyond a baccalaureate degree entitled to differential of \$200 at each step. Apply to Samuel Streicher, Board of Education, 110 Livingston Street, Brooklyn 2. (Closes Monday, November 22).

**STATISTICS CLERK DPUL, Promotion Non-Vets**  
Newman L., Albany  
Holmes, T., Albany  
Wernau, C., Albany  
Wolf, J., Albany  
Beames, R., Albany  
Cavanaugh, J., Cohoes  
Galvin, M., Albany  
Buss, Helen, Albany

**STATISTICS CLERK DPUL, Promotion Non-Vets**  
Staff, A., Albany  
Arcangeli, N., W. Glen  
Harris, H., NYC  
O'Connell, Rita, NYC  
Rachmilowitz, M., AL  
McDonald, H., Albany  
Benneci, A., L.I. City  
Murray, M., Albany  
Teitelman, E., Bklyn  
Fealey, Thos., Albany

**STATISTICS CLERK DPUL, Promotion Non-Vets**  
Edna Allen  
Harry Smith  
Edna Crawford  
Joseph Seiden  
Clara Richter  
Maud Rumford  
Doris Fischer  
F. Feinold  
Seymour Blitz  
M. Nichols  
Samuel Murray

**STATISTICS CLERK DPUL, Promotion Non-Vets**  
D. Blanchette  
Barnet Sclar  
Herbert Wolff  
M. Deutchman  
Eleazar Casar  
Elaine Bailey  
E. Rynkowski  
Shirley Schwab  
Agnes Smith  
Lionel Gadsby  
Mary Osmer  
Freeman Allen  
Ann Binder  
E. Acherio  
Elsie Archibald  
Shirley Brandt  
Laura Berkowitz  
Rose Wiener  
Emma Yengel  
M. Munster  
Rose Ogulnick  
Margaret Koch  
Frieda Shapiro  
K. Tierney  
Randolph Jacobs

## Promotion

5552. Medical Social Worker, Grade 2 (Prom.). \$3,170 to \$3,650. Fee, \$2. Vacancies: From time to time. Open to permanent employees of Department of Public Works who are employed as Furniture Maintainer's Helpers. One vacancy at present; others from time to time. Record and Seniority, weight 50; performance test, weight 50. Performance test, June 8. (Opens Monday, April 12; Closes Tuesday, April 27).

5553. Furniture Maintainer (Helpers), (Prom.). \$1,700 to \$2,000. Fee, \$1. Open only to permanent employees of the Department of Public Works who are employed as Furniture Maintainer's Helpers. One vacancy at present; others from time to time. Record and Seniority, weight 50; performance test, weight 50. Performance test, June 8. (Opens Monday, April 12; Closes Tuesday, April 27).

5555. Claim Examiner (Torts), Grade 2 (Prom.). \$1,801 to \$2,400. Open to permanent employees of Board of Transportation who

## Where to Apply for Tests

The following are the County and NYC government offices where applications should be made:  
U. S.—641 Washington St., Room 2301 at State Office Building, Albany County jobs.  
NYC—96 Duane Street, opposite Civil Service LEADER, NYC Education—110 Livingston Street, Brooklyn 2.  
New Jersey—Civil Service, 1060 Broad Street, Newark, State agencies.  
Promotion exams are open every day, except on Saturdays from 9 a.m. to noon. The U. S. exams are open every day from 8:30 a.m. to 5 p.m., except on Saturdays, May 22.

**NYC Education**  
1-48. Teacher of the Deaf and Hard of Hearing in the Elementary Schools (men and women); At present, holders of licenses to teach physically handicapped children in elementary schools are also assignable to same type of classes in junior high schools. \$2,500 to \$5,125 in 16 salary steps. Persons who offer thirty semester hours of approved courses beyond a baccalaureate degree entitled to differential of \$200 at each step. Apply to Samuel Streicher, Board of Education, 110 Livingston Street, Brooklyn 2. (Closes Monday, November 22).

**NYC Education**  
1-48. Teacher of the Deaf and Hard of Hearing in the Elementary Schools (men and women); At present, holders of licenses to teach physically handicapped children in elementary schools are also assignable to same type of classes in junior high schools. \$2,500 to \$5,208 to \$6,588 by 6 annual increments. Apply to Harold Fields, Board of Education, 110 Livingston Street, Brooklyn 2. (Closes Monday, May 3).

## STATE Open-competitive

8070. Parole Officer, Division of Parole, Executive Department, \$3,582 total. Five annual increases of \$132. Fee, \$3. Openings: One in central office, 19 in NYC, 2 in Albany, and 3 in Buffalo district offices. Age—21 to 60. Written tests, weight 4; Training and experience, weight 6. Written, Saturday, May 22. (Closes Monday, April 26).

8068. Bacteriologist (Virology), Division of Laboratories and Research, Department of Health, \$3,450 total. Five annual increases of \$132. Fee, \$2. One vacancy. Written exam, weight 4; Training and experience, weight 6. Written, Saturday, May 22. (Closes Monday, April 26).

8071. Senior Social Worker, Department of Correction, \$3,450 total. Five annual increases of \$132. Fee, \$2. One vacancy at Elmira Reformatory. Appointment of male expected since males are majority of inmates. Written exam, weight 4; Training and experience, weight 6. Written, Saturday, May 22. (Closes Monday, April 26).

8072. Social Worker (Youth Parole), New York State Training Schools, Department of Social Welfare, \$3,174 total. Five annual increases of \$120. Fee, \$2. 32 appointments expected to reside in field positions at New York Training School for Girls, Hudson and Brooklyn; the New York Training School for Boys, Warwick; and the New York State Agricultural and Industrial School, Industry. Written examination, weight 4; Training and experience, weight 6. Written, Saturday, May 22. (Closes Monday, April 26).

8065. Correction Institution Vocational Instructor (Carpentry), Department of Correction, \$2,898 total. Five annual increases of \$120. Fee, \$2. One vacancy at West Coxsack. No written examination. (Closes Saturday, May 22).

8073. Senior Social Worker (Youth Parole), New York State Training Schools, Department of Social Welfare, \$3,846 total. Five annual increases of \$132. Fee, \$3. Five appointments expected to reside in field positions at New York State Training School for Girls, Hudson and Brooklyn; the New York State Training School for Boys, Warwick; the New York State Agricultural and Industrial School, Industry; and the Annex of State Training Schools for Boys, New Hampton. Promotion examination to be held at same time. Written examination, weight 4; Training and experience, weight

## Where to Apply for Tests

The following are the County and NYC government offices where applications should be made:  
U. S.—641 Washington St., Room 2301 at State Office Building, Albany County jobs.  
NYC—96 Duane Street, opposite Civil Service LEADER, NYC Education—110 Livingston Street, Brooklyn 2.  
New Jersey—Civil Service, 1060 Broad Street, Newark, State agencies.  
Promotion exams are open every day, except on Saturdays from 9 a.m. to noon. The U. S. exams are open every day from 8:30 a.m. to 5 p.m., except on Saturdays, May 22.

**NYC Education**  
1-48. Teacher of the Deaf and Hard of Hearing in the Elementary Schools (men and women); At present, holders of licenses to teach physically handicapped children in elementary schools are also assignable to same type of classes in junior high schools. \$2,500 to \$5,208 to \$6,588 by 6 annual increments. Apply to Harold Fields, Board of Education, 110 Livingston Street, Brooklyn 2. (Closes Monday, May 3).

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# Progress Report On State Tests

The following completes the report on State progress, begun last week, when the code was given.  
**Open-competitive**  
6093. Employment Assistant for the Blind. V  
6122. Senior Examiner of Methods and Procedures. LP  
6094. Gas Inspector, held 9/20/47. DV  
6095. Guidance Supervisor. WC, TEP  
6097. Institution Fireman. CW  
6098. Institution Patrolman. WC, TEP  
6099. Instructor of Nursing. WC  
6084. Assistant Librarian. LP  
6106. Library Assistant. WC, TEP  
6155. Probation Officer, Kings County. V  
6081. Probation Officer, New York County. V  
6126. Senior Psychiatrist. V  
6130. Sergeant, Park Patrol. WC, TEC, MP  
6131. Social Worker. W.C.B.V.  
6127. Senior Social Worker. W.C.B.V.  
6129. Senior Statistician. WP  
6132. Steam Fireman, held 9/20/47. WC, TEC, CW  
6134. Supervisor of Roadside Improvement. LP  
6128. Supervisor of Social Work (Psychiatric). WP  
6136. Telephone Operator. V  
6137. Title Examiner. WP  
6089. Dietitian. WP  
6116. Senior Dietitian. WP  
6110. Occupational Therapist. V  
6248. Assistant Accountant. WC, TEP

6278. Assistant Building Structural Engineer. V  
6277. Junior Civil Engineer (Airport Development). V  
6287. Compensation Claims Investigator. S.I.P.—RSP  
6262. Senior Laboratory Technician (Clinical Pathology). WP  
6261. Junior Laboratory Technician. WP  
6263. Senior Laboratory Technician (Serology). WP  
6270. Social Worker (Medical). WP  
6272. Associate State Publicity Agent (Radio). WP  
6273. Principal State Publicity Agent (Radio). WP  
6271. Senior State Publicity Agent (Radio). WP  
6281. Assistant Architectural Estimator. WP  
6279. Senior Building Construction Engineer. WP  
6253. Community Recreation Advisor. WP  
6280. Court Attendant, 1st and 2nd Judicial District, Rsp  
6275. Director of Publications and Public Relations. WP  
6293. Factory Inspector. WP  
6288. Industrial Investigator. WP  
6284. Motor Vehicle Inspector. WP  
6259. Occupational Instructor. WP  
6265. Assistant Superintendent of Training School. WP  
6307. Floating Plant Supervisor. WP  
6289. Labor Relations Examiner. WP  
6308. Assistant Mechanical Construction Engineer. WP

6272. Associate State Publicity Agent (Radio). WP  
6273. Principal State Publicity Agent (Radio). WP  
6271. Senior State Publicity Agent (Radio). WP  
6281. Assistant Architectural Estimator. WP  
6279. Senior Building Construction Engineer. WP  
6253. Community Recreation Advisor. WP  
6280. Court Attendant, 1st and 2nd Judicial District, Rsp  
6275. Director of Publications and Public Relations. WP  
6293. Factory Inspector. WP  
6288. Industrial Investigator. WP  
6284. Motor Vehicle Inspector. WP  
6259. Occupational Instructor. WP  
6265. Assistant Superintendent of Training School. WP  
6307. Floating Plant Supervisor. WP  
6289. Labor Relations Examiner. WP  
6308. Assistant Mechanical Construction Engineer. WP

94. Chemist, \$3,397 to \$5,905. Optional Branches: Analytical, Biochemistry, Inorganic, Organic, Physical. For departmental and field positions located in Washington, D. C.; Alexandria, Va.; Arlington County, Va.; Prince Georges County, Md.; and Montgomery County, Md. to be filled. Positions in Potomac River Naval Command not to be filled from this examination. Limited number of vacancies in field service of Nutrition Section of Public Health Service, throughout country, to be filled. No written test. File Form 57, Form 14 (if you are claiming veteran preference and if form is required in your case), and Form 5001-ABC with U. S. Civil Service Commission, Washington 25, D. C. Persons interested in immediate positions should file by Thursday, April 22. (Closes Friday, December 31).

93. Physicist, \$3,397 to \$5,905. Optional Branches: Electricity and Magnetism, Heat, Light, Mechanics, Modern Physics, Sound. For departmental and field positions located in Washington, D. C.; Alexandria, Va.; Arlington County, Va.; Prince Georges County, Md.; and Montgomery County, Md. to be filled. Positions in Potomac River Naval Command not to be filled from this examination. No written test. Duties include collection, examination, and interpretation of scientific data and require a working professional knowledge of the laws, principles, and concepts of physics and ability to apply in laboratory. File Form 57, Card Form 5001-ABC, and Form 14 (if claiming preference and if required in your case). Send applications to U. S. Civil Service Commission, Washington 25, D. C. Persons interested in being considered for immediate positions should apply not later than Thursday, April 15. (Closes Friday, December 31).

Assistant Fleet Superintendent, Fleet Captain, Fleet Engineer, Fleet Electrician, Shipkeeper (Deck), Shipkeeper (Engine), Assistant Shipkeeper (Deck), Assistant Shipkeeper (Engine), and Fleet Steward Positions, \$4,149.60 to \$5,905.20. Positions in U. S. Maritime Commission Reserve Fleet at Tompkins Cove (40 miles from NYC on Hudson River). Applications accepted only from those veterans and disabled from NYC who are entitled to veteran preference benefits. Applicants who have had 12 months experience as licensed 3rd Mates or 3rd Engineers on ocean, coastwise or Great Lakes vessels of 5000 or more gross tons, or 1 year active sea service in U. S. Navy or Coast-guard as Chief Boatswain's Mate, Chief Quartermaster, Chief Mate, Chief Steward, Chief Watchtender, or better on vessels of at least 1000 gross tons may qualify. Apply to Executive Secretary, U. S. Maritime Commission, 45 Broad Street, New York 6, N. Y. (Closes Tuesday, April 13).

7010. Principal Clerk, Albany Office, Department of Agriculture and Markets, \$2,898 total. Five annual increases of \$120. Fee, \$2. One vacancy in Bureau of Animal Industry. Must be permanently employed in Albany Office of Department of Agriculture and Markets. Written examination, weight 4; Service record rating, weight 2; Seniority, weight 1; Training and experience, weight 3. (Closes Tuesday, April 20).

7011. Senior Account Clerk, New York Office, Department of Labor, \$2,484 total. Five annual increases of \$120. Fee, \$2. Must be permanently employed in New York Office of Department of Labor. Written examination, weight 3; Service Record Rating, weight 3; Seniority, weight 1; Training and experience, weight 3. (Closes Tuesday, April 20).

7012. Chief Clerk, Grade 5, Probation Department, Court of General Sessions, New York County, \$3,000 to \$3,600. Fee, \$3. Must be permanently employed in Probation Department of New York County Court of General Sessions. Written examination, weight 3; Service record rating, weight 3; Seniority, weight 1; Training and experience, weight 3. (Closes Tuesday, April 20).



# FEDERAL NEWS

## House Group OKs 25,200 New Jobs

Special to The LEADER  
 WASHINGTON, April 5—The prospects of a better break for Veterans Administration employees, present and former, 14,000 new hospital jobs and 8,200 thousand new U. S. jobs in other U. S. Departments, rose as the House Appropriations Committee approved funds that would make that possible. A deficiency appropriation bill was approved by the committee. The good news:

**Post Office**—About 6,000 new Clerks and Carriers.

**VA**—3,000 of the 8,500 layoffs would be neutralized by retiring or new hiring. Recalls are expected. Also, 14,000 new employees in hospitals, after July 1. VA total, 17,000.

**State Dept.**—600 new employees for the Voice of America Division.

**Commerce**—300 more employees in the Office of Export Controls and for the voluntary anti-inflation program.

**Maritime**—300 new workers.

**PENSION LAW ANALYSIS**  
 The concluding instalment of the official analysis of the new U.S. pension law will be published in The LEADER next week.

## Foreign Jobs Listed In Federal Booklet

The U. S. Civil Service Commission has issued Pamphlet 29, entitled "Federal Jobs Outside the Continental United States." It is an informational pamphlet regarding opportunities for employment in foreign areas and in the territories and possessions of the United States.

mostly accountants, auditors and inventory clerks.  
 The total is 25,200.

## Shapiro Is Made Supervisor; Lepper Heads Letter-carrier Group

Abraham C. Shapiro, who has been a Letter Carrier for twenty years and during recent years President of the Empire Branch 36, National Association of Letter Carriers, AFL, the largest branch in the union, has been promoted by Postmaster Albert Goldman to be a Supervisor. Mr. Shapiro had been assigned to the Williamsbridge station. In his new capacity he is at the concentration center in L. I. City.

Mr. Shapiro made many friends by his tireless activity on behalf of postal workers and his friendliness, both as head of the Branch and previously as President of the Joint Conference of Affiliated Postal Employees. His organization, legislative and promotion work on behalf of the letter carriers was considered outstanding. So deep was organization in his blood that no sooner was he promoted to Supervisor than he joined the Na-

tional Association of Postal Supervisors.

Succeeding Mr. Shapiro to the Presidency of Branch 36 is Philip Lepper, who for years has fought valiantly for gains for Letter Carriers. Mr. Lepper was Vice-president. The vacancy in the Vice-presidency is filled by Max Rosen, of the Knickerbocker station. Mr. Lepper hails from Gracie station.

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- LEARN TO DRIVE** under G. I. Bill. Lachs Auto School (Lic. N. Y. State.) Exp. Instructions. 239 E. Kingsbridge E., Bronx. (Opp. Poe Park) LU. 4-3400.
- BARBER SCHOOL**  
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- Business Schools**
- ARISTA BUSINESS SCHOOL**, 749 B'way (8th St.) Typing, bookkeeping, comptometer shorthand, individual preparation for civil service exams. Complete courses, time limit, \$25. Stenotypy including free machine \$99.50. GR. 3-3553.
- WASHINGTON BUSINESS INST.**, 2105—7th Ave. (cor. 125th St.). Secretarial and civil service training. Moderate cost. MO. 2-8086.
- MANHATTAN BUSINESS INSTITUTE** 147 West 42nd St.—Secretarial and bookkeeping. Typing. Comptometer Oper. Shorthand Stenotypy. BR. 9-4181. Open evenings.
- MERCHANT & BANKERS**. Co-ed 57th Year—220 East 42nd St., New York City. MU. 2-0986.
- HEFFLEY & BROWNE SECRETARIAL SCHOOL**, 7 Lafayette Ave. cor. Flatbush Brooklyn 17. NEvins 8-2941. Day and evening. Veterans Eligible.
- MONROE SCHOOL OF BUSINESS**. Secretarial, Accounting, Stenotypy. Approved train veterans under G. I. Bill Day and evening. Bulletin C. 177th St. Boro. Road (R. K. O. Chester Theatre Bldg.) DA. 3-7800-1.
- ROYAL BUSINESS SCHOOL**, 1695 B'way cor. 48th—CI 7-6796—Sec'l. Steno, Typing, Bkpg., Comptometry, Shorthand, Acctg. Budget Plan. Free Placement.
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- NATIONAL TECHNICAL INSTITUTE**—Mechanical, Architectural, job estimating. 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

## Commission Report Asks Classification Act Changes

The following is the second installment of the 64th annual report of the U. S. Civil Service Commission, containing thirteen recommendations approved by President Truman. The first installment was published last week, in the March 30 issue of The LEADER.

The Classification Act of 1923 should be completely revised (a) to provide for the establishment of compensation schedules for grades only instead of by both grades and grades, (b) so as to place upon the Civil Service Commission the responsibility for the development of standards under which jobs are to be classified, and the requirement that the heads of departments and agencies must classify their jobs in accordance with these standards, subject to post audit by the Commission, and (c) so as to clearly set forth the factors which are to be taken into consideration in classifying jobs.

The time has come when, in the judgment of the Civil Service Commission, definite steps should be taken to bring the Classification Act of 1923, as amended, up to date. When this is done, the Commission believes that the progress should give consideration to placing under the Act at least some of the salaried positions (i.e., where the employees are paid an annual salary) which are not now subject to the Act.

### Establishing Compensation Schedules by Grades Only

The Commission believes that working out a general revision of salary schedules substantial progress can be made in simplifying the administration of the Classification Act by establishing compensation schedules by grades only instead of by both services and grades.

Section 13 of the Classification Act of 1923, as amended, establishes five sets of compensation schedules or "services." These five services are Professional and Scientific; Subprofessional; Clerical, Administrative and Fiscal; Crafts, Protective and Custodial; and Clerical-Mechanical. A separate compensation schedule is provided for each one of these services. The Professional and Scientific Service, for example, is made up of eight grades ranging from a minimum salary for the first grade of \$2,644.80 to a maximum salary of \$10,000 for the eighth grade, whereas the Clerical, Administrative and Fiscal Service consists of fifteen grades ranging from a minimum salary of \$1,756 for the first grade to a maximum salary of \$10,000 for the eighth grade.

No useful purpose is served by the existence of these five services and forty-five grades that cannot be achieved in other ways. The Commission recommends, therefore, that in the interest of sound salary administration, and the establishment of proper rela-

tionships between grades, and in the interest of simplification and economy of operation these five separate compensation schedules be condensed into one schedule which would have the effect of reducing the number of grades from forty-five to approximately eleven.

### Development of New Salary Schedules

Consideration has been and is being given to the possibility of providing Federal employees with increases in basic salaries.

The President in his budget message for 1949 stated that he was not, at that time, recommending cost-of-living increases in pay for civilian governmental personnel, but he invited attention to the fact that he had proposed to the Congress enactment of a comprehensive program to hold living costs down because such a program would give relief not only to Federal personnel but to our citizens generally. He stated further that in the event the Congress does not provide controls adequate for this purpose he may have to recommend further adjustments in pay rates.

If the time comes when some upward adjustment should be made in pay rates, the Commission is strongly of the opinion that this should not be brought about by giving flat increases either in terms of percentages or of particular amounts. If the matter is approached in this manner, it will serve to further disrupt an already unsatisfactory salary schedule.

The Commission feels that any upward adjustments should be worked out within a single schedule and in the light of changes which have taken place in salary structures, both in and out of public employment, since 1930, the date on which the last fundamental adjustments were made in the Federal salary structure. The Federal Employees Pay Acts of 1945 and 1946 simply provided for percentage increases in the basic salaries which were established in 1930.

### SICK LEAVE ABUSES STUDIED

WASHINGTON, April 5 — A report on sick and annual leave in the Federal government service has been made by an Appropriations subcommittee headed by Senator Ball (R-Minn.) Among their recommendations were a review of the regulations and an attempt to eliminate sick leave abuses.

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## House Group Approves Raise Bill

(Continued from Page 1)

The House group considered crease proposals, including a graduated scale, the House Subcommittee on Post Office and Civil Service approved a bill for a \$585 flat increase for U. S. Civil Service and postal workers. The main committee must now consider the project. Meanwhile, also, the Senate Post Office and Civil Service Committee is considering approving a bill, but of what nature could not be learned.

The House sub-committee bill would provide the additional pay for the period from April 1, 1948 to July 1, 1949, when the new fiscal year begins. The measure would affect 1,200,000 employees and, it is estimated, cost \$600,000,000 for the 15 months, or at the rate of \$400,000,000 for a fiscal year which would bring it within the ceiling set at conferences of the leaders of Republican majorities of both Houses.

**Postal Workers Seek \$1,000**  
Senator Styles Bridges, Chair-

### Chest X-Rays Start

The NYC Department of Health, with the cooperation of the New York, N.Y. Post Office, is providing a free chest x-ray for postal employees in Manhattan, The Bronx and the Postal Concentration Center in Long Island City, in the program to prevent the spread of tuberculosis.

Postmaster Albert Goldman urges all post office workers to get a free chest x-ray during working hours.

He inaugurated the x-ray service by being the first person to be examined Friday at the General Post Office. The x-ray facilities will continue to be extended to postal employees during April.

The Department of Health will arrange to bring this service direct to postal employees at the General Post Office, Church Street Station, Grand Central Station, Bronx Central Station, and Grand Concourse, and the Long Island City center.

**Pension Analysis Next Week**  
The conclusion of the U. S. pension law analysis will be published next week.

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man of the Senate Committee on Appropriations, appeared before the Senate Post Office and Civil Service Committee recently and urged that the over-all cost of the proposed salary increase for postal and Federal employees be kept below \$500,000,000. It was also reported that Senator Bridges told the Committee that he recognized the need for legislation to increase salaries, but that he felt the possibility of tremendous emergency expenses in connection with foreign affairs, should be kept in mind, when other measures involving large outlay of money are under consideration.

A delegation of officials from the New York Joint Conference of Affiliated Postal Employees, visiting Washington, investigated the effect of his proposal as other members of the Senate and concluded that prospects of a favorable Senate Committee report on any postal salary increase bill providing more than \$500 were gravely endangered.

When the Joint Conference report was conveyed to President Ephraim Handman, of the New York Federation of P. O. Clerks, he immediately called on all postal employees of the Greater New York Area to wire Senators Robert F. Wagner and Irving M. Ives to intercede with the Senate Post Office and Civil Service Committee for substantially higher raise than \$500. In response to Mr. Handman's appeal, 1,000 telegrams and night letters were sent to Washington.

Mr. Handman also made a last-minute appeal to the House Civil Service Committee to report favorably on a \$1,000 salary increase. He also asked that the salary increase be made effective as of January 1, 1948.

The House subcommittee's bill, drawn by Chairman Ed Rees, of the Post Office and Civil Service Committee, would provide raises for the following groups:

In Classification Act titles, \$800,-000.

Postal employees, \$450,000.

Dist. Columbia employees, \$10,-000.

Most legislative and judicial employees and some others, \$40,000.

Total employees, \$1,300,000.

In addition, per diem workers covered by the Classification Act would be increase 25 cents an hour.

The raise would be temporary, would not be subject to deductions for retirement purposes, hence would not increase annuity or involve increased pension.

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# NEW YORK CITY NEWS

## Sanitation Man List

(Continued from Page 1)  
The total list consists of 4,959, comprised as follows:

Group	No.	P.C.
Disabled veterans	659	13
Non-disabled veterans	3663	74
Non-veterans	637	13

**TOTALS** ..... 4959 100  
As the number of expected vacancies is 2,500 during the four-year maximum legal life of the eligible list, and since the veterans of both groups constitute 4,322 eligibles (87 per cent of the list), the appointment prospects of the non-veterans appear to be zero. There will be declinations by eligibles offered appointment, but past experience indicates that these would not be so numerous as to bring certification for appointment to non-veterans.

The list in the order of prospective appointment assumes all veteran preference claims granted as made and also all qualifying and character tests passed.

A case in the Court of Appeals will determine soon whether disability preference requires at least 10 per cent disability rating. The NYC Commission has been so holding, because of a decision by the Appellate Division.

### SANITATION MAN

**Disabled Vets**  
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R. Jansen Jr. W. D. Foley  
D. Dougherty H. B. McNeary  
Jos. Devine J. L. Del Mase  
Chas. LeWinter A. J. Santanaga

(Continued Next Week)

701-735  
S. Gawronski  
J. Cipriano  
Joseph Reilly  
M. Carocchia  
D. Scotti  
601-650  
Charles Parents  
Julius Saitzyk  
Chris. Boyhan  
Frank Casey  
Edwin Stritzl  
Theo. Fromer  
Ralph Moore  
Joseph Licci  
Dom. Delio  
James Sullivan  
George Johnson  
John Gleeson  
Andrew Sorise  
Andrew Gellner  
Stewart Wilson  
A. Intartaglia  
Joseph Brown  
Wm. Pardo  
Joseph Crea  
Peter Minto  
A. Posello  
John Russo  
Frank Viktora  
Orazio Gattuso  
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R. A. Herbst  
R. Jansen Jr.  
W. D. Foley  
H. B. McNeary  
J. L. Del Mase  
A. J. Santanaga

(Continued Next Week)

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NEW YORK CITY NEWS

Employees Protest Raise Denial

(Continued from Page 1)

statements under existing plans, \$39,980 for ten additional positions to provide for the efficient handling of increased activities in the Inspection Division, Engineering Division and the Health Inspection Plan Unit of the Bureau of Accountancy.

Additional new positions numbering 2,091 have been included in the Executive Budget. Included in this total are 909 substitute teacher positions for the regular grades of the elementary and Junior High schools during the Fall Term of 1948 to accommodate a temporary increased pupil load. This temporary increase in the pupil register of elementary schools will continue for the next Fall Term only. After that, these schools will be on a complete annual organization plan and there should be no need then to employ substitute teachers for this purpose. By the end of the Fall Term of 1950, the Junior High Schools will also have completed its plan of reorganization in annual promotions.

Provision has been made for the employment of a staff of Clerks and Hospital Helpers to be assigned to the wards of hospitals. This staff will perform many of the less important tasks now performed by nurses, thereby releasing much valuable nursing time for the more important nursing care of patients. We realize that, in the present emergency, all of a nurse's time should be devoted to nursing. . . .

and other increased health service requirements. Provision is also made for the replacement of part-time dentists to initiate full-time dental service in eight health centers. Additional clerical positions have been included for District Health Centers, for the various clinics, and to release nurses from clerical work to perform essential nursing work. In addition, to providing clerical positions for District Health Centers to release nurses for nursing duties, there is included over 125 public health nurse positions to provide adequate nursing services for existing and proposed new functions.

Welfare — "Appropriations for Personal Service total \$18,609,882, an increase of \$1,535,087. This increase is due to a combination of factors. For increment and salary adjustment plans \$393,520 has been allowed. There have been 616 new positions totaling \$1,455,751 provided in order to have sufficient positions available to meet the staff requirements for the anticipated caseload increase. Against the cost of new positions, direct offsets have been made by eliminating 33 vacancies in the amount of \$65,950 and increasing required accruals by \$161,200. Other miscellaneous changes provide a decrease of \$87,034."

Police — "The Police Department Budget as recommended for next year amounts to \$91,594,956.90, of which \$70,505,769.90 is for personal service, \$18,890,977 for pensions, and \$2,198,210 for supplies, materials, equipment etc. This is an increase of \$1,645,616.40 for personal service, \$906,179 for pensions, and a decrease of \$101,715 for equipment, materials, supplies, etc. This latter decrease is caused by the elimination of \$750,000 to be provided by Capital funds for Motor Vehicle Equipment. The need to restore the police force to its prewar status has resulted in increasing the annual personnel cost of the uniformed force of this department. On January 1, 1946, there were 3,751 vacancies in the uniformed force caused mainly by failure to make appointments equal to separation during the

Teachers Pledge Fight On Increment Denial To the Lowest-Paid

The Joint Committee of Teachers Organizations, of which May Andres Healy is Chairman, promised a stiff fight against the denial of Teacher increments in the NYC budget. In a statement Mrs. Healy and Executive Secretary Gilbert A. Gedney said:

"The cut in the New York City Executive Budget climaxes the political maneuvering between Governor Dewey and Mayor O'Dwyer and the teachers are caught in the middle by this school-boy show put on by the city and state administrations. The City received sufficient State aid to Education to grant the long over-due increases to the lowest paid teachers but in order to carry out the feud between the city and state, the breast-thumping politicians expect teachers to meet increased costs on promises to pay at some future date.

"Such increases were morally due a whole year ago. The teachers' campaign to increase state aid netted the city over \$9,500,000 additional money for the NYC Board of Education, as well as \$3,000,000 for the city colleges. None of the Mayor's proposed 'package' increases passed.

previous seven years. Since that date, 4,828 patrolmen have been appointed as against 2,189 separations, thereby reducing the shortage by 2,639 in a little over two years. The proposed Budget provides for the appointment of 1,400 patrolmen which includes anticipated separations of 600 members during the next fiscal period."

Fire — "Provision is made in the Executive Budget for a total allowance of \$54,059,287.16 to operate the Fire Department for the fiscal year 1948-1949. This represents an increase of \$343,289.96 over existing budgetary appropriations, consisting of an increase of \$287,021.96 in Personal Service and an increase of \$56,268.00 in Other Than Personal Service. The increase in Personal Service is due mainly to the necessity of providing for 1,221 Mandatory Salary Increments and 845 additional mandatory salary increments partially provided for in the 1947-1948 Budget. The increased Pension allowances totalling \$434,198.00 is more than offset by the reduction in Motor Vehicle Equipment appropriations and other items." [Nothing was said in the message about any increase in the number of Firemen or officers. The executive budget represents a disallowance of \$760,322 from the departmental request.—Editor.]

Sanitation — "The net tax levy decrease of \$186,286.80 in this department consists of increases of \$516,143.20 in Personal Service and decreases of \$702,430 in Other Than Personal Service. The Personal Service increase is due mainly to carrying over into the 1948-1949 Budget \$320,848 required in the 1947-1948 Budget to adjust prevailing rate positions, \$10,045 for mandatory increments, and \$159,504.80 for 44 new positions necessary to provide 100 per cent operation of incinerators partially operated during the past year." [No mention of any new positions.—Editor.]

Correction — "The greatest share of the increase of over \$225,000 in the personal service allowance will be allotted to provision for 92 new positions, 70 of which are in

Budget Without Raises Is Called a Betrayal

The Executive Budget as presented to the Board of Estimate by Acting Mayor Vincent R. Impellitteri was called "a betrayal of the interests of the employees of the City" by the United Public Workers of America, CIO. Ewart G. Guinier, Regional Director, and York District, charged the City with "abdication of its responsibility to its workers who have become Jack Bigel, President of the New York govt of a political fight between Governor Dewey and Mayor O'Dwyer." The City was urged to "grant a wage increase to its employees out of the \$40,000,000 deliberately hidden by the administration in its General Fund Estimates."

"The Executive Budget comes as a shock to thousands of City employees who have been barely hanging on in the hope that their over-powering needs for a wage increase to meet the rising cost," says the statement. "The pressing need for the wage increase of living would not be betrayed, has not only been recognized by every newspaper in the City, but the Mayor himself put this need

forward as his strongest argument for his 'package.'

Where Money Can Come From

"The City does have the money for a wage increase. The budget is increased by \$105,000,000. Increases of \$29,000,000 in State aid, \$17,000,000 in real estate taxes and \$36,500,000 in business and auto taxes add up to \$82,500,000. The General Fund surplus for 1947-48 has been conservatively estimated by Comptroller Joseph at \$52,000,000. Adding the surplus and the increase in revenue the total figure is \$135,000,000, or \$30,000,000 more than the budget increase. Since the surplus in 1947 was \$74,000,000, the surplus for '48-'49 can be estimated as at least \$10,000,000 above the Comptroller's figure of \$52,000,000 and the budget is at least \$40,000,000.

"The City must use this amount amount hidden and unused in the for wage increases instead of ad-yield fat surpluses at the end of justifying its revenue estimates to each year as it has done in the past. If it does so, it will be in a better position to confront Governor Dewey in future years."

the title of Correction Officer (Male). By such provision it will now be possible to displace a total of eighty-two patrolmen temporarily assigned to this department and will make possible a better assignment ratio of custodial officers to inmates than has existed for long years past."

Parks — "The increase in personal service is \$264,236.16, consisting in the main of provision for 103 new positions, totalling \$151,955.52."

Tax — "Provision has been made in this budget for eight additional Clerks and Photographers to be assigned to the Research Bureau in order to keep up to date the property cards containing the detailed description, facts and photographs of every parcel of property in the City."

Public Works — "There has been included in this Budget provision for additional personnel at a net cost of \$144,500. Of the 75 new positions allowed twelve, the salaries of which are now chargeable to special schedule allowances, are established for the purpose of transferring a like number of employees to the expense budget. The remaining positions are allowed for increasing the cleaning staff and for augmenting the present sewage treatment and maintenance forces."

Water Supply, Gas and Electricity — "Funds have been included for fifteen new positions of Electrical Inspector for the Bureau of Gas and Electricity."

Praise for Joseph and Patterson — The budget totals \$1,137,306,741.03 an increase of \$104,834,795.10. Mr. Impellitteri, in his budget message to the Board of Estimate, said:

"Comptroller Lazarus Joseph was requested by Mayor O'Dwyer to collaborate with the Budget Director [Thomas J. Patterson] in the preparation of the executive budget for 1948-1949. They have made a splendid accomplishment in producing a balanced Budget under the most trying circumstances.

"The budget now presented is a budget born of necessity. It should be evident to all that, de-

Open Hearing April 14 For Employee Protests Against NYC Budget

The schedule of public hearings on the 1948-9 NYC budget was announced by Hilda G. Schwartz, Secretary, Board of Estimate. The schedule follows:

Monday, April 12, 10:30 a.m. — Civic organizations, citizens, taxpayers and departments, excepting Education, Higher Education and Libraries.

Tuesday, April 13, at 10:30 a.m. — Civic organizations, citizens and taxpayers and these departments: Education, Higher Education and Libraries.

Wednesday, April 14, at 10:30 a.m. — City employees and all departments.

spite the increased amounts appropriated, this budget does not provide adequately for the essential services of this City. The Mayor has sought in vain to obtain from the State our rightful share of city-paid State revenue, in order to enable us to provide properly for those services which are required for the well being of our citizens. The funds available for allocation in this budget are definitely limited by legal restrictions. Lacking substantial assistance from the State, it has been necessary to 'cut our coat according to our cloth.'

This was considered the explanation offered for failure to grant pay increases to city employees. In conclusion, Mr. Impellitteri adverted to the employees specifically when he said, in addressing his written remarks to the Board of Estimate:

"The task that now confronts you in your deliberations will be most difficult. Many will contend that it [the budget] does not provide adequately for the needs of the city or its employees. However, we must be mindful of the fact that this budget must be financed within definite legal limitations. Any substantial additions you may favor must be offset by corresponding eliminations."

The final remark left the road at least partly open for increases, with the warning that corresponding reductions in services would be necessitated.

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Revival of Police-Fire Conference Discussed for Action on Raise

The failure of the City to provide for a salary increase for members of the uniformed forces of the Police and Fire Departments has resulted in a discussion to revive the activities of the Police-Fire Joint Conference that was so successful in obtaining the previous raise for these groups. The principal organizations in the conference were the Patrolmen's Benevolent Association, John E. Carton, President; the Uniformed Firemen's Association, John J. Crane, President, and the Uni-

formed Fire Officers Association, Richard E. Denahan, President.

The hearings by the Board of Estimate at City Hall, for employees, will be held in the Board

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of Estimate chamber, beginning at 10:30 a.m. on Wednesday, April 14.

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# NEW YORK CITY NEWS

## Veteran Benefits Sought For Public Job Trainees; First Bid Made For Firemen

The prospect of Congress increasing the subsistence benefit payments to veterans to \$290 a month, during the period that they receive on-the-job training, has prompted the Uniformed Firemen's Association to lay the groundwork for bringing Firemen veterans who get Fourth Grade pay (\$245 per month) and Second Grade pay (\$270) within the benefits. The differentials, \$45 and \$20 a month, respectively, would go in the Firemen's pockets.

When Firemen reach First Grade they receive in excess of the \$290 and no differential is obtainable. The period prior to becoming a Fireman First Grade is considered by the UFA to be training for that job.

The UFA has taken up the subject with the U. S. Veterans Administration.

The same policy, if applicable to Firemen, would also govern Patrolmen and others, during their period of training period on the job in public service, and therefore the UFA move raises broad possibilities for all those in public employ.

### Explanation by Crane

John F. Crane, President of the UFA, announced that all is in readiness for immediately instituting the program of on-the-job training for members of the Department who become eligible for subsistence benefits under the proposed amendment to the Ser-

vicemen's Readjustment Act. This amendment, passed by the House and now in Senate committee, would raise the subsistence allowance to \$290 for a man with two dependents.

The UFA at the Toledo Convention of the International Association of Fire Fighters last year, introduced a resolution to raise the subsistence allowances to \$350 and has consistently, through the IAFF's office in Washington, pressed for passage of such legislation.

"The alternative amendment," Mr. Crane said, "while not adequately filling the needs of veterans, would be a step in the right direction and the UFA is striving to have its members receive full advantage of its benefits."

The program initiated by the UFA in 1946 under the provisions of the Readjustment Act and approved then by veterans' agencies and city officials, has been held in readiness, awaiting a more favorable allowance.

Fire Commissioner Frank J. Quayle and Chief of Staff and Operations Frank Murphy have given approval of the UFA program and the means to facilitate its administration are now being set up in the Fire Department.

President Crane and Secretary Gerard W. Purcell conferred with VA officials for approval of the program under the proposed amendment.

### Acting Mayor



VINCENT R. IMPELLITTERI



GROVER A. WHALEN

### Budget Director



THOMAS J. PATTERSON

Civic groups, civil service and teacher organizations were "in a state of shock" over the NYC-O'Dw budget, which provides no funds for general pay increases. They pointed out that while the City professes it is impossible to make pay raises, the Board of Estimate nevertheless makes appropriations such a "non-essential project as the Golden Jubilee." The budget was prepared by Comptroller Lazz Joseph and Budget Director Patterson and signed by Acting Mayor Impellitteri. After studying figures released by Grover Whalen, chairman of the Jubilee, the Citizens Union said to the Estimate Board: "We are more than ever convinced that half a million dollars should not be spent by (Whalen's) committee without a more thorough study of its plans by . . . the public." Civic groups are arguing money spent for the Jubilee might better be spent to aid public employees and important municipal activities.

## KEY ANSWERS

**SUPERVISOR**  
Dept. of Welfare (Promotion)  
Exam . . . 5218

- Part I  
1.D; 2.C; 3.D; 4.B; 5.A; 6.B;  
7.C; 8.C; 9.A; 10.C; 11.A; 12.C;  
13.A; 14.D; 15.C; 16.B; 17.A; 18.C;  
19.A; 20.A; 21.B; 22.D; 23.B; 24.C;  
25.C; 26.A; 27.D; 28.C; 29.B; 30.D;  
31.A; 32.D; 33.B; 34.A; 35.D; 36.B;  
37.A; 38.B; 39.D; 40.C; 41.C; 42.A;  
43.D; 44.B; 45.C; 46.A; 47.D; 48.B;  
49.C; 50.D.

**ASST. SUPERVISOR**  
Dept. of Welfare (Promotion)  
Exam No. 5425

- 1.D; 2.B; 3.D; 4.A; 5.B; 6.C;  
7.B; 8.B; 9.C; 10.D; 11.A; 12.A;  
13.C; 14.B; 15.D; 16.C; 17.C; 18.B;  
19.D; 20.C; 21.D; 22.D; 23.A; 24.B;  
25.D; 26.B; 27.C; 28.C; 29.A; 30.B;  
31.D; 32.D; 33.A; 34.D; 35.B; 36.C;  
37.A; 38.B; 39.D; 40.D; 41.D; 42.C;  
43.D; 44.C; 45.C;  
46.D; 47.D; 48.A; 49.D; 50.B;  
51.A; 52.D; 53.C; 54.C; 55.A; 56.C;  
57.D; 58.A; 59.C; 60.D; 61.B; 62.C;  
63.B; 64.C; 65.D; 66.A; 67.C; 68.D;  
69.A; 70.B; 71.E; 72.F; 73.C; 74.D;  
75.B; 76.C; 77.G; 78.F; 79.J; 80.H;  
81.A; 82.B; 83.D; 84.A; 85.C; 86.C;  
87.B; 88.\$198.44; 89.\$135.66;  
90.\$95.82.

Candidates who wish to file protests against the tentative key answers in both of the above examinations have until Friday, April 16, to submit their protests in writing, together with the evidence upon which such protests are based to the NYC Civil Service Commission, 299 Broadway, New York 7, N. Y. Claims of manifest error in key answers will not be accepted after April 16.

### Transit Police Test

(Continued from Page 1)  
pass mark of 70 in the written test in order to be able to take the physical which will also be weighted at 50 and require a 70 pass mark. A single eligible list will be set up as a result of the examination. Eligibles may be certified for any one of the three titles when a vacancy occurs. Acceptance takes the person off the list for all purposes.

Seventy new positions of Correction Officer are included in the NYC executive budget.

### Little Green Book In New Edition

The Official Directory of the City of New York, the "Little Green Book" for 1948, has been published. It costs \$1 at the office of Stephen G. Kelley, Room 2213, Municipal Building, Manhattan. The edition is limited and because of the paper shortage, there will be no second printing.

The directory lists the city, state and federal agencies with their addresses and telephone numbers. Officials of the various agencies and their required qualifications and other pertinent information are also listed. The history of the city, the population and area of the city by boroughs, tax information, registration and enrollment of voters in each borough, and the legal holidays in New York State are among the information given in the book.

### Reform Group Asks Pension Be Granted

The Civil Service Reform Association has written to Governor Dewey urging him to approve the Morrissey Bill, Assembly Int. 2647 (Pr. 2866) now before him for consideration. The bill is designed to permit the widow of a former employee of New York City, the late George Eberle, to receive the pension benefits she would have been entitled to receive except for the circumstances which deprived him of his pension rights when he sought to retire from his position with the Municipal Civil Service Commission.

### Trackman Eligibles Being Investigated

The Municipal Civil Service Commission is investigating the 2,608 eligibles on the Trackman, NYC Transit System, list. Before any appointments can be made, preference claims must also be established. There are more than 500 openings in the Board of Transportation at present and more are expected.

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