

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. 9—No. 2 Tuesday, September 23, 1947 Price Five Cents

35 Maximum Age Asked for Special Patrolman

See Page 9

HURRY OR YOU'LL BE SHUT OUT OF TEST FOR ATTENDANT

Election To Be Held By UFOA

Wide interest is being manifested among the members of the Uniformed Fire Officers Association in the coming election. Three new members of the Executive Board are to be elected, to fill the places of three who must retire from those posts under the UFOA constitution. The three outgoing members of the Board are Chief of Staff and Operations Frank Murphy, Acting Battalion Chief Winford L. Beebe and Lieutenant John P. Mullen.

The period for the receipt of nominations will be opened at the meeting of the UFOA to be held tomorrow (Wednesday) night at the new quarters at 160 Chambers Street. Nominating petitions will be issued. They must be returned, properly signed by a sufficient number of members, in time for the November meeting, the exact date for which has not yet been set. The balloting by the members will be completed in time for announcement.

Final Plans Completed For Largest Meeting Of State Association

ALBANY, Sept. 22.—The Civil-Service Employees Association has completed final plans to accommodate a record attendance at the annual meeting, to be held October 6—7, at Albany.

Association spokesmen are confident that the meeting will be the greatest and most important in the organization's history.

A major item on the agenda is the election of Association officers and members of the Executive Committee. A complete listing of candidates appears on Page 3 of this issue of The LEADER.

Members also will vote on constitutional

amendments introduced last year and possibly on new resolutions. Those proposals adopted will have an important bearing on Association activities the next year, a spokesman for the Resolutions Committee said.

Hotel reservations for chapter delegates are being arranged by the Central Headquarters of the Association here. All requests should be forwarded to The Civil Service Employees Association, Room 156, Capitol, Albany, N. Y. It is already late for reservations but efforts will be made to accommodate all possible.

\$36 Job Paves Way To a Good Future

Friday, September 26, is the last day to file applications for Attendant, Grade 1, one of the biggest examinations conducted this year by the NYC Civil Service Commission. Applications are being accepted in all five borough offices of the City Collector. More than 15,000 men and women are expected to apply.

Appointments to several thousand Attendant, Elevator Operator and Messenger and other jobs will be made from the Attendant eligible list to be established by the Commission. The salary is \$1,860 to \$2,460, including the cost-of-living bonus.

Applications are being issued only at the City Collector. Applicants are required to file in the borough of their residence. The City Collector's offices issue and receive applications on week days only from 9 a.m. to 3 p.m. No applications will be issued or received by mail. Instructions on how to reach the City Collector's offices appear on pages 8 and 9 of this issue of The LEADER in the

(Continued on Page 13)

NYC Groups Ask Raise Of from \$350 to \$600

NYC employee groups, moving before the Mayor, is summed up in the following statement issued by the Civil Service Forum: "The devastating effect of skyrocketing prices on the already inadequate salaries of city employees calls for emergency action. We can wait no longer."

All of the groups advocate making the new increases and the present bonus permanent. An increase of the basic salaries for all ranks of the NYC Fire and Police Departments to \$4,500 was called for by the Joint Conference of Police and Firemen. This would mean a \$600 increase for those uniformed forces.

The Forum called for a \$350 increase for all city employees; the American Federation of State, County and Municipal Employees asks a \$500 increase, and the United Public Workers of America wants a \$600 salary boost for all.

Statistics, comparing the average wage of city employee and in private industry, and citing the decrease in purchasing power, were included in the letters sent by all four groups to Mayor O'Dwyer.

Meanwhile, Henry Feinstein,

President of the NYC District Council 37, AFSCME, called for the employee groups to consolidate their forces and present a single wage raise proposal to the city. He said that the wide range of demands only serves to confuse the issue.

State Pay Suit Is Argued in Court

ALBANY, Sept. 22.—John T. DeGraff, Counsel to The Civil Service Employees Association, argued before Supreme Court Justice Bergan the case brought by the Association, on behalf of upgraded employees, to obtain the full and immediate salary benefits of reallocation.

The case has aroused widespread interest among employees, not only those already upgraded and not given the full benefits but

also among many others, because if their positions are moved upward they would want to be assured of benefits without delay that could extend for five years.

Mr. DeGraff put up a forceful argument in which he cited the history of the survey conducted by the State Salary Standardization Board and the focusing of objectives upon a given date, April 1 last. Thus whatever survey work was completed by that time, and

(Continued on Page 5)

Faster Pay Checks Sought by U. S.

WASHINGTON, Sept. 22.—An investigation of the Federal government's check-writing and salary disbursing procedure is under way to speed up pay checks. It now takes from 5 to 13 days after a worker earns his salary for the government to get his check to him. New employees, must sometimes wait a month. The Senate Civil Service Com-

mittee is backing the investigation, which is being carried out by the General Accounting Office, the Budget Bureau and the Treasury Department.

Advisability of continuing Treasury's central disbursement office, which now writes most Government pay checks, is reported to be under consideration. Some officials here believe that the agencies could do this job for themselves.

More State News, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12.

STATE AND COUNTY NEWS

Board Hears Plea By Assn. Not to Cut Promotion List Life

ALBANY, Sept. 22—Counsel John T. DeGraff and President Frank L. Tolman, of The Civil Service Employees Association, appeared before the State Civil Service Commission to request reconsideration of the recent action of the Commission in reducing the life of promotion lists from four to two years.

The Association requested the reinstatement of all promotion lists proposed to be cancelled and the re-establishment of the four-year period of validity for promotion lists, with the provision that old lists may be terminated on the establishment of new promotion lists at the discretion of the Commission.

The Commission gave careful attention to the arguments of the Association and asked many questions. Decision was reserved.

Lucille Mackey Aids Assn. Work



Membership activities at the Hospital Division, Craig Colony, Son-yea, are being conducted for The Civil Service Employees Association by Lucille Mackey, Head Nurse.

Pay Increase One of Planks Of State Assn.

BEAR MOUNTAIN, Sept. 22.—A mandatory 40-hour week for all State employers, salary adjustments to meet rising costs of living, 25-year retirement and establishment of an impartial Board of Labor Relations for State workers are among the planks to be urged at the annual meeting of the Civil Service Employees Association, William F. McDonough, Executive Representative, told 50 members of the Palisades Interstate Park Commission Chapter tonight at its regular monthly meeting.

"All State employees should be dealt with equitably," Mr. McDonough asserted.

Other speakers included Joseph D. Lochner, Executive Secretary of the Association; Augustus Hlavety, chief of the Bear Mountain Patrol, and Morton Yarmon, of The LEADER.

Leroy Lembo was elected Secretary of the Palisades Chapter.

Farrell Seeks Mental Hygiene Post on Board



WILLIAM J. FARRELL

Mental Hygiene employees have endorsed William J. Farrell as candidate for Mental Hygiene Representative on the Executive Committee of The Civil Service Employees Association. Mr. Farrell is an employee of Brooklyn State Hospital and is well acquainted with the peculiar problems of the institutions of the State. For nine years he has served in many capacities in his Chapter and in the Mental Hygiene Executive Council. For the past four years he has been Chapter President of Brooklyn State Hospital. Prior to that was Vice-President for two years. He is an enthusiastic member of the Brooklyn Psychiatric Forum and a member of the 106th Infantry of the National Guard.

Last year, as an Executive Member of the Mental Hygiene Association Executive Council, he proved to be a tower of strength to the President, Fred J. Walters, and spent much time and effort to further Mental Hygiene employees' interests.

CULYER'S RECENT ROUTE

ALBANY, Sept. 22—Following is the recent itinerary of Charles R. Culyer, Field Representative of The Civil Service Employees Association: Rome, Oswego, Fulton, Ogdensburg, Malone, Potsdam, Ray Brook, Comstock, Mt. McGregor, Saratoga Springs, Glenn Falls, Troy and Albany.

Public Works Promotes 488; Will Hire Many More Engineers

ALBANY, Sept. 22—Promotion of 488 engineers of the State Department of Public Works to positions in higher salary brackets was authorized by Charles H. Sells, New York State Superintendent of Public Works. This is the largest group ever promoted at one time in the Department and includes all engineering employees who passed recent promotion examinations conducted by the State Civil Service Commission. Personnel included on the promotion lists are now employed in the Department's main office in Albany and in its district offices in Albany, Utica, Syracuse, Rochester, Buffalo, Hornell, Watertown, Poughkeepsie, Binghamton and Babylon. Personnel included in the group today will be qualified for further salary increments on April 1.

Reason for New Jobs

The Department will request open-competitive examinations in all engineering titles below the grade of Senior Civil Engineer and additional promotion examinations for department personnel not included in the mass promotion. The open-competitive examinations will be of major interest to recently graduated engineers.

"The announced promotions and the proposed enlargement of the department's staff through examinations are made necessary by the increased tempo of the department's highway construction program and its plan for an even larger number of projects during the coming years," said Mr. Sells.

This marks the first time in 15 years that any real opportunities for advancement were afforded to large numbers of employees of the department. Posts to which the

promotions were made include: Principal Civil Engineer, 2; Associated Civil Engineer, 20; Associated Civil Engineer (Design), 7; Senior Civil Engineer, 76; Senior Civil Engineer (Design), 8; Assistant Civil Engineer, 220; Assistant Civil Engineer (Design), 29; Junior Civil Engineer, 92; Junior Civil Engineer (Design), 9; Senior Engineering Aid, 20; Senior Draftsman, 5.

The announced promotions are contingent on acceptance by the employees of their new assignments.

HOSPITAL WORKERS ASK UPGRADING OF FIVE TITLES

BUFFALO, Sept. 22—With the energetic assistance of President Harry B. Schwartz, of the Buffalo State Hospital Chapter of The Civil Service Employees Association, employees in five titles have filed appeals with the State Salary Standardization Board for upward reallocations. These are only the forerunners of a long list of appeals for upgrading of hospital titles, said Mr. Schwartz. The present move, also, is look-

ed upon as an incentive to others in the hospital service to make reallocation appeals or to join in a movement to have the salaries made commensurate with the responsibilities of the duties performed. It is expected that appeals similar to the five already made will emanate from other hospitals soon.

The titles and the requested new grades and pay follow:
Title, Grade and Salary
 Roofer & Tinsmith, G-17, \$3360-4020.
 Supervising Nurse, G-17, \$3360-4020.
 Industrial Shop Worker, G-12, \$2760-3660.
 Chief Laundry Supervisor, G-20, \$3720-4620.
 Institution Patrolman, G-9, \$2400-3000.

DAVIS ON ITHACA BOARD

Edward A. Richardson has resigned as Chairman of the Ithaca Civil Service Commission. James V. Davis has been appointed to fill the unexpired term.

J. B. COSTELLO HONORED AT A FAREWELL DINNER

ELMIRA, Sept. 22—A farewell dinner was held at the Mark Twain Hotel in honor of John B. Costello, Assistant Director of the Reception Center. A hundred attended, gratifying because the Reception Center is the smallest and newest creation in the Department of Correction in the State.

Mr. Costello's father, a Police Lieutenant in Brooklyn, and Mr. Costello's mother traveled from NYC for the occasion. Also present were Colonel Leroy Weaver, Superintendent of the Elmira Reformatory, and several staff members from that institution. In addition, Superintendent Clinton W. Areson and several members traveled from Industry. Mr. Costello was Assistant Superintendent of the institution at Industry before coming to the Center in September, 1945, when it originally was opened.

A mock classification of Mr. Costello was put on by members of the Center Board. Many of his boyhood incidents were recalled. He was finally recommended for "transfer" to the Boys' Vocational Institution at Lansing, Michigan, at which institution Mr. Costello will become Superintendent next month.

Dr. Glenn M. Kendall, Director of the Reception Center, mentioned the fact that Mr. Costello was one of the finest administrators he had ever known and lamented his loss to the Center and the State Department of Correction.

Father John V. Loughlin, toastmaster, presented read messages from out-of-town personages, including Deputy Commissioner Leonard and Commissioner Lyons, expressing their regret at being unable to attend and at the same time, wishing Mr. Costello the best of success in his new appointment. Colonel Weaver, Superintendent of the Reformatory, recalled the days he spent with Mr. Costello at the House of Refuge.

The dinner was concluded with presentation of a set of golf clubs and the singing of an original song of farewell prepared by Adalsh Shaut.

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MURPHY ELECTED PRESIDENT OF CENTRAL ISLIP CHAPTER

SPECIAL TO THE LEADER
 CENTRAL ISLIP, Sept. 22.—Michael Murphy was elected President of the Central Islip State Hospital Chapter of The Civil Service Employees Association for the 1947-48 year. Others elected include Donald J. Bellefeuille, Vice-president; Mrs. Catherine

Ely, Secretary, and Mrs. Elizabeth Kleinmeier, Treasurer. Mr. Murphy and Mr. Bellefeuille were picked to serve as delegates to the annual meeting, to be held in Albany October 6-7.

Regular meetings of the chapter are held on the third Friday of each month, and plans for the coming year include a program of greater social activity.

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STATE AND COUNTY NEWS

21 More Win Merit Awards

Special to The LEADER

ALBANY, Sept. 22—For suggesting a group contract be substituted for postal meter leases made by the State, Martin P. Lanahan, of the Department of Audit and Control, Albany, received a \$100 cash award from the State Employees Merit Award Board. His plan would save the State about \$2,000 a year.

Board Holds Night Session

Mr. Lanahan proposed that the separate contracts for some 89 postage meter machines leased by the State, for use in various Albany offices, be combined in one group contract, thus allowing the State to take advantage of additional discounts. The idea will undoubtedly lead to large savings on other items.

This is how the suggestion will work in practice: Instead of each using agency contracting for one or two machines required, being separately billed by the company and paying the cost out of their appropriation, the Department of Audit and Control will contract for all of the machines needed and will be billed on a single invoice thereby enabling them to take advantage of a 30 per cent quantity discount. The Department of Audit and Control will request the Legislature to grant a first instance appropriation to cover the rental cost of the equipment and will then charge the using agencies' appropriations accordingly.

This is only one of the more than 700 suggestions submitted by thinking-on-the-job employees.

The Merit Award Board consists of Clifford C. Shoro, Dr. Frank L. Tolman, and Henry A. Cohen. It has been holding evening meetings in addition to the regular ones to pass upon the large volume of suggestions and get a reply to the authors at the earliest possible date. It is expected that other sizable awards will be announced in the near future.

Woman's Ability Rewarded

Nancy Lee Smith was employed as a Clerk in the Albany office of the Division of Alcoholic Beverage Control. The supervisor of the files, a Principal File Clerk, became seriously ill and was forced to take a leave of absence of several months. In the emergency, Miss Smith assumed the duties and responsibilities of the unit head's position, two levels higher than her own.

Not only did she capably supervise the file section, train new and inexperienced employees, and handle a heavy increase in work load resulting from organizational changes, but managed to clean up

a considerable backlog of filing accumulated through the shortage of personnel. True, she did work evenings and Saturdays, and even deferred her vacation to accomplish this undertaking, and all at her regular Clerk's salary, without additional compensation.

Good Work Noticed

Such a display of initiative and ability did not go unnoticed by Miss Smith's supervisors. A detailed documentation of her accomplishments signed by the Chairman, Deputy Commissioner, and Chief Executive Officer of the State Liquor Authority was submitted to the Employees' Merit Award Board for their consideration. After careful analysis and investigation, the Merit Award Board voted to grant Miss Smith a cash award of \$100, and a Certificate of Meritorious Service in recognition of her exemplary performance of duties above and beyond those required in her regular assignment.

Who said the boss never notices the work of employees in the lower levels?

"This employee's personal sacrifices and unselfish devotion to duty in her untiring efforts to do the best job possible emphasizes once again the high type of personnel in the civil service of our State," said the Merit Award Board.

Other cash awards:

\$50
Herman Ludewig, Department of Correction, Greenhaven Prison.
Wendall Sears, Department of Education, Albany, N. Y.

\$25
Morton Cooper, DPUI NYC.
Edward Powers, Department of Labor, NYC.

\$10 to \$25
Warren Berard, Department of Public Works, Albany.
Ida Greenstein (Two Awards), Div. of Standards & Purchase, Albany.

Claudia J. B. Lundberg, Department of Taxation & Finance, Albany.

Gilbert Sharp, Public Service Commission, Albany.

Elmer H. Wise, Department of Civil Service, Albany.

Abraham Sherris, The State Insurance Fund, New York.

Maxwell Smallheiser, The State Insurance Fund, NYC.

Messrs. Sherris and Smallheiser jointly submitted two separate suggestions, each proposal receiving an award of \$10.

Certificates of merit were issued to nine employees, an idea to improve efficiency received awards of from \$10 to \$50. The names of the certificate winners and the winning ideas will be published in next week's issue of The LEADER.

Candidates For Officers Of Assn.

The official slate of candidates for officers of The Civil Service Employees Association, to be voted on at the annual meeting in Albany on Tuesday, October 7, follows:

For President—Dr. Frank L. Tolman.

For First Vice-president—Jesse B. McFarland.

For Second Vice-president—John F. Powers.

For Third Vice-president—Francis H. Neitzel, Harry B. Schwartz, Clarence W. F. Stott and Frederick J. Walters.

For Fourth Vice-president—J. Allyn Stearns.

For Fifth Vice-president—Wayne W. Soper.

For Secretary—Janet Macfarlane.

For Treasurer—Harry G. Fox and Earl P. Pfannebecker.

Executive Committee Slate
Agriculture & Markets: William F. Kuehn.

Audit & Control: Francis A. Fearon and Frank W. Seeley, Jr.

Banking: P. Raymond Krause and Victor J. Paltsits.

Civil Service: Theodore Becker.

Commerce: Joseph J. Horan.

Conservation: Angelo J. Donato and John C. Thompson.

Correction: Leo M. Britt.

Education: Wayne W. Soper.

Executive: Charles H. Foster.

Health: Charlotte M. Clapper and Emmett J. Durr.

Insurance: Solomon Bendet.

Labor: Christopher J. Fee.

Law: Francis C. Maher.

Mental Hygiene: William J. Farrell, Margaret M. Fenk and Arthur J. Gifford.

Public Service: Kenneth A. Valentine.

Public Works: Edward J. Ramer, and Joseph T. Hammer.

Social Welfare: Roy Curtis, Jr. and Francis A. MacDonald.

State: Isabelle M. O'Hagan.

Taxation & Finance: John J. Denn.

Judiciary: James M. Flavin.

Legislature: Fred Forbes.

The State Employee

By Dr. Frank L. Tolman

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



"THEY NEED TO WORK"

THE State Department of Labor finds no indications that women will give up their jobs and return to a quiet or not-so-quiet family career.

Reconversion is about over and 1,848,000 women in New York State were employed in April 1947. More than 30 per cent of all women over 14 years of age are working. Women have been leaving some war-time emergency jobs in railroad yards and shops, as street-car and bus operators, and hotel front-offices, but have remained in banks, insurance companies and many other jobs into which they made their first important ventures during the war. Job prospects, on the whole, are reported as good. The best opportunities are in the office occupations and in certain professional fields, such as nursing and teaching, where shortages are acute.

Outlook Good—Unless

As to the future, the outlook is for more jobs for more women, unless there are few or no jobs for anyone, either men or women, in a depression period.

Women do their full share in running the government of New York State. By all reports they are as a rule better informed and more active citizens. They actively champion forward-looking causes. They do not become befuddled or discouraged and lose heart as easily as men do. They are not easily duped or misled.

In the public service we have no accurate statistics differentiating women and men. There is no doubt, however, that women have an equal and perhaps a leading share in the public service. They write nearly all the millions of letters that go out. They file the letters, care for the millions of forms and records, welcome the public, do the housekeeping and supply the oil of human kindness and consideration of others that lubricates the big machine.

Some Women Reach Top

There are career women in the public service who have risen to the top on the basis of sheer merit. In professional jobs they equal and often surpass their male associates. They have never had a fair opportunity to demonstrate their ability as in top administrative positions but there is every indication that the trend upward to higher and more important public jobs for women will continue. Women will not feminize the public service; they will humanize it.

The Labor Department survey shows that women work because "they need to work to support themselves and others in their families." For the public this has its fortunate side, for the public service needs the best qualified women.

Getting Troopers Still a Hard Task

ALBANY, Sept. 22—The State Trooper eligible list will consist of approximately 100 names. There are 200 vacancies which may indicate another examination before the end of the year.

The previous examination was on March 16, when 592 candidates took the open-competitive test. An eligible list was established with 47 names, but not all the candidates accepted positions. Vacancies then still far exceeded the number of eligibles.

PRINCIPALS IN ASSN. CAST GET TOGETHER



Some of the Chapter presidents and guests present at the Central New York Conference Field Day held recently at Taughnook Falls State Park, Ithaca. (Left to right) Margaret Dutcher, President, Oxford; Clarence Dickens, President, State College; Margaret Fenk, President, Utica; Emmett J. Durr, President, Ray Brook; Ruth C. Stedman, Treasurer, Fort Stanwix; Catherine Powers, Vice-president, Syracuse; Alvin W. Hafer, President, Geneva and Morris Pierce, Vice-president, St. Lawrence State Hospital. Second row, left to right: Herbert Torrey, Vice-president, Oneonta; Ernest Conlon, President, Binghamton; William Sullivan, President, Ithaca; Joseph T. Waters, Past President, Buffalo, and Merton Wilson, Newark State School.

BUFFALO OFFICERS RE-ELECTED

Special to The LEADER

BUFFALO, Sept. 22—The Buffalo State Hospital Chapter of The Civil Service Employees Association re-elected its officers. Harry B. Schwartz, was re-elected for the fifth time as President. He served as Association Representative for six years. Thus he served the Association in one or the other of those capacities for nearly 12 years.

The other officers are: For Vice-president, Joseph Kieta; For Treasurer, Leon Lewandowski; and Secretary, Marie Donovan.

The Delegate is Mr. Schwartz; Alternates, John Davigon and Thomas Loughlin.

Members of the Convassing Committee were: Charles DeLaHaye, Myron Ross and Earl Stanton. The committee reported the election result at the annual meeting, held in the Employees Clubrooms, on the hospital grounds.

The membership voted to continue affiliation with the Western New York Conference of the Association for another year.



Officers of the Buffalo State Hospital Chapter of the Civil Service Employees Association recently re-elected: Harry Schwartz, President and Delegate; Joseph Kieta, Vice-president; Miss Marie Donovan, Secretary, and Leon Lewandowski, Treasurer.

STATE AND COUNTY NEWS

Schenectady Pay Raise Looms for '48 Not for Now

Special to The LEADER
SCHENECTADY, Sept. 22.—When asked at a conference with employees what the prospects were for a raise in 1948, Mayor Mills Ten Eyck said that the door definitely would be kept open. The search for funds would continue, he added, in an effort to obtain an increase for city workers. The employees asked about 1498 after being told that 1947 pay raises could not be granted for reasons of city finances.

Strong Argument Made

A conference was held at City Hall. Present for the employees were William F. McDonough, Executive Representative of The Civil Service Employees Association; Robert K. Stilson, President of the Schenectady Chapter of the Association, Chapter Vice-president Clifford Irving and Mrs. Elizabeth Burke, of the Education Department. Also, Walter H. Talbot, President of the Permanent Firemen's Association, Edward Sullivan, President of the Elective City Patrolmen's Association and Frank K. Driscoll, President of the City Employees Union (AFL) were there. They made strong pleas to the main city officials, all of whom were present.

McDonough Cites Competition

Mr. McDonough pointed out that industry namely G.E. and American Locomotive would offer more attractive fields, thereby winning away the employees of higher Standards from city jobs.

Suggestion by Stilson

Mr. Stilson said that since

comptroller Frank C. Moore spoke in favor of "Higher Taxes in good times" at Saranac Inn recently, advocating piling-up a surplus, perhaps Mr. Moore would unbend to aid Schenectady in its higher debt retirement program for 1948, thereby making more funds available for higher city pay. Mr. Moore has frowned on this sort of finance heretofore.

Tie-in on State Aid

Also Mr. Stilson, presented newspaper advertisements to show that the cost of food and clothing has risen from 100 to 300 per cent since 1939 in Schenectady. He commented on Mayor Costello's

program at Syracuse, which indicated a raise of \$250 to \$300 for 1948 in that city.

County workers received a \$300 raise earlier in 1947.

Arlen T. St. Louis, City Manager of Schenectady who is making up the budget for 1948 said that the biggest obstacle to granting a raise was the Moore Plan or stepladder arrangement on State aid for education, together with the teachers' raise. Schenectady is about at the limit of the 2 per cent of the average real estate valuation for taxation, making a further rise in taxes a cause for penalty in the form of State aid reduction.

What Every County Employee Should Know

By THEODORE BECKER

SERVING TWO MASTERS — A CIVIL SERVICE PROBLEM

IT HAS long been said that a man cannot serve two masters. Yet this is sometimes necessary in the civil service and sometimes with interesting results. Witness the case of a supervisor of probation in the County Court of Queens County which is presided over by two judges.

One of the judges preferred charges of insubordination against the employee. This judge gave him a hearing on the charges, found him guilty, and suspended him. The other judge had expressly stated that he did not agree to the finding of the charges or to the findings after the hearing and directed the employee to continue to perform the duties of his position.

The County Court employee, accordingly, had to seek the assistance of a higher court, the Appellate Division of the Supreme Court, in order to be taken off the horns of his dilemma.

Higher Court's Reasoning

That court, on the basis of the record noted:

1. That the charges against the petitioner grew out of his refusal to deliver a certain probation investigation report to one of the judges without a written request therefor;

2. That this refusal was in accordance with the instructions given the employer by the other judge.

3. That under these circumstances, the charge of insubordination made by the first judge was unsubstantial and was not supported by the evidence at the hearing;

4. That there was no proof of incompetency or misconduct.

The Court also decided that one of the judges, acting alone had no power to suspend the employee, because:

(a) Under the provisions of the Code of Criminal Procedure (Sec. 938) the power to appoint probation officers was vested in the judges of the County Court of Queens County or a majority of them, and;

(b) Inasmuch as there are only two such judges, it necessarily follows that appointments may be made only by their joint action, and;

(c) The power of removal being an incident of the power of appointment, the act of removal requires the concurrence of both County Judges, and;

(d) The suspension of the petitioner, like removal, is warranted only pursuant to the provisions of Section 22(2) of the Civil Service Law and could be imposed solely by the two County Judges jointly, acting under the power of removal conferred in that section.

In view of the foregoing considerations, the Appellate Division declared the entire removal proceeding void and of no effect. This wiped out attempted suspension of the employee. *Kreppin v. Downs*

Salary Must be Seconded

While in the instant proceeding, an employee was prevented from

Local Eligible Lists

Promotion

Senior Resource Adj. (Prom.), Erie County, Social Welfare Disabled Veteran

1. Edwin L. Nowark.....91576
2. Frank Carriero.....89682
3. Chas. Sutherland.....88762

Non-veterans

4. Helen M. Gross.....92652
5. Lewig D. Griffith.....92555
6. Teresa O'Donnell.....90002
7. Joseph Kasprzk.....88672

Senior Account Clerk, (Prom.), Districts 6 and 4, Public Works Dept.

District 6

1. John C. Donnell.....90417
2. Norma Murdock.....89734
3. Wm. H. Lashure.....88748
4. Alice J. Stewart.....86089
5. Grace M. Yacond.....84591

District 4

1. Jane M. Bader.....87313

Open-Competitive

Inter Stenographer, Westchester County Non-veterans

1. Norma L. Wood.....86360
2. Barbara G. Loftus.... 93940
3. Kathleen John..... 92700
4. Elizabeth R. Eley..... 92320
5. Myra R. Chindelom.... 91900
6. Helen C. Norris..... 91100
7. Theresa O'Brien..... 91000
8. Rosita F. Prout..... 90120
9. Marie Fraidli..... 89000
10. Ida M. Praino..... 88700
11. Carol Pratta..... 88660
12. Mary Foran..... 88200
13. Betty C. Yetman..... 88160
14. Ellen Mangene..... 88100
15. Lilly Johnson..... 85000
16. Dolores Flaherty..... 87900
17. Mildred Thorpe..... 87800
18. Theresa M. Vernon... 87220
19. Mary Gilliland..... 87100
20. Beatrice E. Oliva..... 86600
21. Dorothy H. Rogers... 86300
22. Angela C. Driscoll... 85800
23. Bernice Suskow..... 85300
24. Lillian B. Rice..... 81900
25. Edith C. Morse..... 79200
26. K. S. Langworth..... 78200
27. Olive L. Sugarman... 77000

Broome County Group Votes On Constitution

Special to The LEADER

BINGHAMPTON, Sept. 22.—A meeting was held in the Court House, attended by members of The Civil Service Employees Association to adopt a constitution and by-laws of the Broome Chapter. Presiding was Arnold E. Tyler, Vice-president. Representative from all departments were also present.

Charley R. Culyer, Field Representative of the Association, discussed the progress of the County Division and described the subject to be discussed at the annual meeting of the Association at Albany on October 6 and 7.

The program of the County Division for 1948 was discussed. Suggestions for additional subjects were accepted.

The constitution and by-laws were submitted to the Association for approval at the Board of Directors meeting, which was held three weeks ago.

Elmira Reformatory Post Goes to Dunn

ELMIRA, Sept. 22.—Wilson H. Dunn, former Army colonel, has received a provisional appointment as Assistant Superintendent of Elmira Reformatory. He succeeds Leroy Weaver, who was promoted to Superintendent.

Mr. Weaver holds the permanent rank of Assistant Superintendent. He seeks permanent Superintendent title through a civil service examination. Mr. Dunn's appointment is provisional.

NIAGARA CHAPTER BEING FORMED AT A PEPPY PACE

Special to The LEADER

LOCKPORT, Sept. 22.—A meeting was held at the Court House, of members of The Civil Service Department representatives. The meeting was conducted by Miss Alice L. Gammon of the Probation Department and addressed by Charles R. Culyer, Field Representative of the Association.

Plans for the formation of a Niagara Chapter were made. A nominating committee will be ap-

OLEAN GROUP GETS READY TO JOIN STATE ASSOCIATION

Special to The LEADER

OLEAN, Sept. 22.—Under the sponsorship of the Olean Civil Service Employees Association a meeting was held at Christopher Columbus Hall to discuss membership in The Civil Service Employees Association. Present were employees of the City of Olean, County of Cattaraugus and City of Salamanca. President Herman Kuhn of the Olean Association presided. More than 100 civil service workers heard Charles R. Culyer, Field Representative of the County Division, speak on the organization of the Association and its program for improving

working conditions of the county division employees.

A question-and-answer period followed the address. Great interest was shown in the aims and policies of The Civil Service Employees Association.

Organization of a chapter was discussed and a committee will be appointed to take the necessary action.

After the meeting refreshments were served by the Olean Civil Service Employees Association. Present were members of the Cattaraugus Welfare Workers Association. Other officers of the Olean city group are Vice-president, Reve Yehl, Secretary-Treasurer, C. A. Hardy and Assistant Secretary, Royal Scott.

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STATE AND COUNTY NEWS

Delay in State Classifications Called Blow to Many Workers

Special to The LEADER
WANTAGH, L. I., Sept. 22. — Failure of the State Classification Board to fulfill a promise to complete classification work affecting many employees was roundly criticized by officials of The Civil Service Employees Association at a special meeting of the Long Island Inter-County Park Chapter held tonight at the local fire house.

William F. McDonough, Executive Representative of the Association, charged that classification officials have been diverted to other activities while employees await proper classification.

Mr. McDonough, discussing the

Association's activities, stated that high prices of necessities of life have brought about a "very unsatisfactory salary situation adversely affecting the efficiency of State service, recruitment is at a low ebb, and many experienced workers are obliged to quit State service to maintain their families."

"The failure of personnel agencies," he added, "to extend pay for work beyond 40 hours per week to many workers in the Parks and the Public Works Department, delays in classification and salary adjustments, delays in paying salaries of per diem and temporary workers and fundamental neglect of the merit sys-

tem principles in recruitment and promotions constitute the greatest problem facing the State and its workers.

"Proposals for meeting adequately the present-day needs of public employees will be made by some 200 delegates at the annual meeting of the Association, and the support by the people for the complete reorganization of Civil Service will be sought. Plainly the Association delegates face the most serious problems that have confronted State workers in years."

Other speakers were Joseph D. Lochner, Executive Secretary of the Association, and Angelo J. Donato, President of the Palisades Inter-State Park Commission Chapter, a candidate for Representative of the State Conservation Department on the Executive Committee at the annual Association election on October 7.

George Seims, President of the Long Island Inter-County Park Chapter, presided at the meeting.

Neitzel Knows Problems of Employees



FRANCIS H. NEITZEL

Francis H. Neitzel is a candidate for 3rd Vice-president of The Civil Service Employees Association.

President of Pilgrim Chapter, Brentwood, since 1942, he brought the membership of the Chapter from 250 to the present 720. He inaugurated regular monthly meetings where all matters of employee interest are discussed in open forum, sponsored successful dances and a popular annual summer outing. Under his direction, the Chapter opened the Blue Cross Hospitalization plan to Pilgrim employees. Pilgrim State Hospital is now the only State institution which offers this service.

Mr. Neitzel went to Pilgrim in 1935 as Assistant Storekeeper and has served successively as Voucher Clerk, Accountant, Paymaster and Principal Clerk. In payroll work he met most of the employees of the hospital, listened to their grievances patiently and as a consequence, he knows institutional employee problems thoroughly.

He was born in Albany in 1907, attended the Albany High School and the Albany Academy and later took a business course in Detroit. He has two children. Recently he bought a home in Brightwaters. His hobby is gardening, particularly roses. He also likes to bowl. He served on the Executive Committee of the Mental Hygiene Department Bowling League.

Pulling is Appointed Head of Division Of Adult Education

ALBANY, Sept. 22—R. J. Pulling, was appointed Chief of the Bureau of Adult Education in the State Education Department. The appointment is provisional, pending establishment of a civil service list.

Mr. Pulling conducted an extensive program of adult education for the Schenectady Board of Education for the past three years. Previously he was a teacher and principal in rural schools of the State, elementary school principal in both Scotia and Schenectady and a teacher in the Scotia High School. He holds a B.A. degree from Colgate University and an M.A. degree from State College for Teachers at Albany.

State Aids Vets To Enter College By Counseling

Special to The LEADER
ALBANY, Sept. 22.—Edward J. Neary, Director of the New York State Division of Veterans' Affairs, revealed that 68,199 services were rendered to 43,838 veterans by State Veteran Counselors and Directors of Veterans' Service Agencies during August, bringing the yearly case load of the Division to 589,719.

The desire for educational and training benefits brought the greatest number of veterans to the agencies for counseling with a total of 11,194 of whom 6,412 sought advice on how to get into colleges, and 4,086 wanted On-the-Job or Apprentice Training or advice on the setting up of such programs.

During August, 7,323 veterans were assisted in making application for their Federal Terminal Leave pay. This unusually large case load on Terminal Leave pay was occasioned as a result of federal legislation which permitted veterans to cash leave bonds on September 2.

In addition, 6,298 veterans were aided in regaining the protection of lapsed GI insurance and converting term policies into permanent contracts.

Other matters in which greatest interest was shown by veterans during the past month included: medical care 5,682; pensions 5,509; service records 4,708, and legal assistance 4,738.

DeGraff Argues Case in Court for Full Pay Benefits

(Continued from Page 1)

enabled reallocations to be made, was to go into effect on April 1, while the delayed studies were to produce results that retroactive to that date, as part of the plan of unified effective date.

Mr. DeGraff cited laws enacted in that direction, including the \$3,000,000 appropriated by the legislature for making up the difference.

The plan under which the State has been operating, of making immediate and full benefits open only to some, while introducing long postponements for others, would not, so far as can be estimated now, use up much more than \$200,000 of the appropriation. He contrasted the will of the legislature with the action taken since the appropriation was made.

Assistant Attorney General John Crary argued in opposition to Mr. DeGraff. He held that there was no legal basis for sustaining the petition and moved for its dismissal. Decision was reserved. Briefs are to be filed by October 1.

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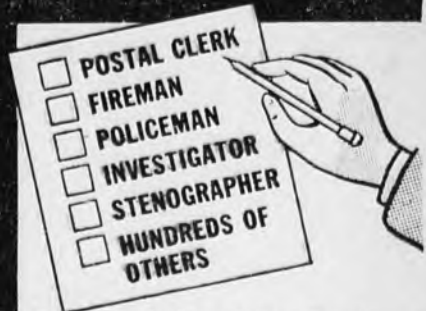
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A THOUGHT FOR THE WEEK

LABOR is the divine law of our existence; repose is desertion and suicide.—Mazzini



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TUESDAY, SEPTEMBER 23, 1947

A Ray of Hope On Overtime Pay

STATE employees who have been waiting for action on long-delayed overtime pay must have exhausted their patience long before now, but word from Albany states that a report on the subject is on Budget Director John E. Burton's desk. When he returns from his out-of-State trip he will give it immediate attention.

No intimation was given as to the contents of the report, but informal discussion revealed that the committee studying this subject agreed that the payments should be made as soon as possible. The short-handed committee admittedly had to analyze and compare many records. Besides, it wasn't the committee that introduced the delay.

The State workers who have been waiting for the money due them, many of whom have made commitments in anticipation of its receipt, weren't worried so much about the certainty of payment, as about the perpetuation of disregard of their rights and needs.

The employees will never be satisfied until the overtime payments are prompt and periodic. The whole account must be swiftly brought up to date. Otherwise the penalties endured by faithful employees will continue and the State will have to answer for a condition that closely approximates maladministration.

NYC Employees Must Get Raise

THE demands of NYC employees, made through their organizations, for an increase in salary, should be granted to the fullest possible extent. The usual impasse must not recur. Such delay or refusal usually stems from the city's claim that it needs additional sources of revenue to be able to grant the request. The employees need additional revenue so that they can continue to live, and have nowhere to turn, except to their employer. Public employees are constantly challenged by officials to point out where the additional money is coming from, the only group in the country asked to find the money for the work they do. When employees in private industry get a green light from the employer on a pay raise, the increase comes along.

There is only one reason set forth for the increase—the need for more money, caused by rising prices. The value of the services in terms of the dollars of another day has been established. What is asked, therefore, is that the value be expressed in terms of current prices. No need to tell any public employee how the value of his dollar has shrunk.

The struggle is one to keep above the bare subsistence level. Officials who have proved their fairness in the past must not flinch from their faithful employees' demand of the present.

Question, Please

Patrolmen's Teeth
HOW MANY teeth must a candidate have to qualify for NYC Patrolman?—F.C.

The NYC Civil Service Commission sets no minimum or maximum. The only requirement is that teeth must not be defective. False teeth do not disqualify.

Missing Finger

WOULD I be disqualified in the new Special Patrolman test if a small finger on my right hand is missing?—E.B.J.

No requirements have been announced. The Special Patrolman test is in the formative stage.

However, in the past Special Patrolman requirements have been similar to those for Patrolman, but less severe. To qualify for Patrolman a candidate must have one perfect hand, and the thumb and index finger of the other hand must not be impaired. Nothing is said of disqualification because of other missing fingers.

Husband and Wife Jobs

IS THERE any regulation against husband and wife working in the Federal service or in the same agency.—S.L.

No. Such a limitation was discarded more than 10 years ago.

Don't
Repeat This!

HIS HOST of friends will be glad to know that President Ferdinand Q. Morton, of the NYC Civil Service Commission, ill for quite a while, is recuperating splendidly at his brother's home in Washington, D.C. During his absence Commissioner Joseph A. McNamara has been Acting President, and doing a splendid job... Second Vice-president John F. Powers, one of the most popular officers of The Civil Service Employees Association, is coming along nicely at his home in Freeport, after a terrific siege of combined afflictions. He's a candidate for re-election. No opposition... Woman employee of Louisiana civil service, huddled with hundreds of others in a public building while the hurricane raged in New Orleans, was one of two in the building to give birth to a baby during the storm. ... again civil service employees can take it.

Story about the woman who complained that, although the newspapers print a lot about the U. S. loyalty check, she has yet to receive a penny, was true as blue... A few of the candidates for promotion to Lieutenant (F. D.) will be conditionally disqualified because of their war injuries, can reapply for medical test any time. Severe psychoneurosis cases. They will get six months to straighten out. Six months more, and then six more, if necessary. Their names will NOT be taken off the list. This is official.

Restaurant owners catering to the summer trade throughout the State complained that business was very poor. Reason: all prices were so high, vacationists concentrated on places where they could get both board and room... Ernie Hjertberg, veteran track and field coach, still receiving many congratulations because his NYC Police Dept. team won the City Employees' Meet. Patrolman Harold McDonnell ran on the winning police relay team and also won the 440, his time in the individual dash, 49.9. Some goin'.

Idea that NYC Civil Service Commission fails candidates who miss the pass mark by a tenth of a point all haywire. Answering a UFOA question on the Captain (F.D.) promotion test, if a candidate got 69.972 per cent, would he be failed, for lacking the full 70, the answer was: "No; the candidate will be given the full benefit of the small fraction of a per cent."

About 40 who passed the NYC Patrolman examination will find themselves disqualified for under age or over age. Some already have been disqualified. The candidates must not have reached their 29th birthday on filing. Administrative Code says so. However, veterans trying to get a break have seen Majority Leader Joseph A. Sharkey and want to talk with Police Commissioner Wallander about it... Federal Government's sudden determination to give more consideration to career employees, and displace war service indefinite and temporary employees, stems from President Truman. So when agencies sought to have the so-called harsh new rule softened, they were up against a stone wall, didn't know it... One of the most enthusiastic rooters for NYC Civil Service is Sid Stern, Commission's legal expert, called by Commissioner McNamara The Answer Man because he knows all the answers... Wires being pulled for the nomination of Mayor William O'Dwyer of NYC for Governor, but always with a certain reservation. Seems that if Governor Dewey runs again, Mayor O'Dwyer would not be his opponent.

ENGINEERING JOBS

Recently graduated engineers will have job opportunities in the State Department of Public Works. A series of open-competitive examinations will be held. As soon as the titles and filing dates are announced they will be published in The LEADER.

Comment

Vet Preference Plan

Editor, The LEADER:

Your editorial in the September 9 issue was splendid. Veteran preference as it stands today is unsatisfactory—even to the disabled and non-disabled veterans. I suggest that a disabled veteran be granted from 5 to 10 per cent cent, according to the degree of existing disability and the number and value of medals received and the actual battle engagements participated in.

I suggest that the non-disabled veteran be granted from 3 to 7 per cent, according to the number and value of medals and the number of actual battles engaged in. The non-disabled veteran as well as the disabled veteran can receive credit within the limits of the preference for service in foreign lands.

I believe such preference could be made a permanent part of State law without drastically affecting the non-veterans. It would be much fairer to all concerned.

As the law stands today, with unlimited preference to disabled veterans first, and non-disabled veterans second, there is great discrimination against a large part of the citizens of the State.

ISIDOR FLACK,

Asst. Sanitation Foreman.

The Dead-End Effect

Editor, The LEADER:

I have just read with interest your editorial on vet preference. I am a non-veteran and a member of the NYC Fire Department, where the morale of the non-veteran is at the lowest it ever was.

In the recent promotion examination to Lieutenant Fire Department, the man who attained the number one position on the list was placed around 1,130 on account of his not being a veteran. Here we have a man who is a Chemical Engineer, well qualified, as he proved by attaining the highest mark, being placed around 1,130. He cannot possibly be promoted, as they never will promote 1,130 men to Lieutenant.

All other members of the Fire Department who are not veterans, see their chances of ever being promoted fading away and await 20 years in the department to retire.

What a change this is from a few years ago, when almost all of the men attended promotion classes in schools. Each change in a Special Order, or General Order of the Department or new apparatus or any change at all in the Department was discussed.

On the list for Fire Lieutenant just promulgated, around 322 are disabled veterans. Even veterans with vet preference will not be promoted.

After one or two more promotion examinations, all ranks from Lieutenant to Chief of Department will be disabled veterans, and a non-veteran will have no chance of ever being promoted.

Do not get me wrong. Disabled vets should get everything that a grateful government should give

to them—a car, house, boat, land, schooling, anything to help along, but let Uncle Sam and all of the people in the United States give and all share in the cost, not just a handful of civil service employees. They, too, would like to send their children to college.

If no change is made, the City and State will lose many good, competent, qualified men by resignation, retirement, and in many cases new men who would normally enter the city or State services, by seeking careers elsewhere.

NON-VETERAN.

Merchant Mariners' Complaint
Editor, The LEADER:

I served actively in the Merchant Marine for three years during the war, traveling all over the world. I was also an inactive member of the Naval Reserve to serve in the Merchant Marine. My three years' service in the Merchant Marine gave me no vet preference.

I am a candidate for Patrolman and am number 1,438 on the list. But, because I am not a veteran, I must drop almost 3,000 places to the bottom of the list. If I had served only the minimum of 90 days in the armed forces, I would be entitled to vet preference.

The only thing to do, as you say in your editorial, is to get after the next session of the State Legislature and see if a fairer vet preference law can be worked out—one that will give the veterans an advantage over the non-veterans but not like the present one which eliminates all those who were not in the service for at least 90 days.

A law that would give all veterans 5 per cent extra on all exams they pass and disabled vets 5 per cent plus the percentage of their disability would be more just. This would give the disabled vet a real break and eliminate all the trouble over zero per cent disability.

Nobody is satisfied with the present vet preference law except a small minority. If all those in civil and eligibles on present lists want something done about it, they must all pull together by writing their Assemblymen and State Senators immediately, urging a fair working Vet Preference law.

I hope The LEADER carries on further editorials about vet preference. WILLIAM F. O'BRIEN.

U. S. Clerk Exam

I think the Clerk, CAF-1 to 4, tests held recently by the Federal Commission very disappointing. No civil service procedure is being used to appoint eligibles on the list. I work for a Federal agency where they are handing out only CAF-2 positions. Nobody I know has been offered a CAF-1 or 4 job. There are hundreds of temporaries and war service employees in these jobs now. Yet no certifications have been made. Not even disabled veterans were offered the higher grade jobs and yet there are veterans with marks between 100 and 110. RALPH FUSCO.

College Corner

Tuesday, September 30, is the deadline for filing applications for Economist, P-2 to 5, jobs with Federal agencies in and near Washington, D. C. The entrance salaries are \$3,397 to \$5,905.

Applications should be filed with the U. S. Civil Service Commission, Washington 25, D. C. The Commission issues applications from its Washington office as well as at 641 Washington Street, New York 14, N. Y., and most post offices outside of New York, N. Y.

Appointments will be made to Economist jobs in at least ten specialized fields including agricultural economics, commodity studies (other than agriculture), fiscal economics, general economic and business conditions, industry studies (other than agriculture) international economics, labor economics, marketing, natural resources (other than land), and public utilities (including transportation).

Duties of appointees may include supervising, conducting or assisting in conducting research or closely related analytical work, in one or more specialized fields of economics. They may prepare economic reports or provide recommendations for the guidance of Federal agencies. They may also supervise or individually collect and analyze economic data and prepare economic reports dealing with agri-

cultural, fiscal, industrial, distribution or other economic problems. The degree of responsibility assumed will vary with the grade of the position.

To qualify applicants must have five years general and specialized experience for grade P-2, six years for P-3, and seven years for P-4 and P-5. The specialized experience must have been in one of the specialized fields of economics in which the Economist appointments will be made. Undergraduate study with a major in economics or agricultural economics, successfully completed at a college or university, may be substituted for general experience at the rate of one year of college for one year of experience, up to a maximum of four years of experience. The first full year of graduate study may be substituted for one year of either general or specialized training. Additional credit will be given for more advanced education. Only education and experience acquired prior to the closing date of this examination will be considered by the Commission.

No written test will be given. Candidates will be judged solely on their experience, education and training.

The salary ranges for the grades are as follows: P-2, \$3,397 to \$4,146; P-3, \$4,149 to \$4,902; P-4, \$4,902 to \$5,905, and P-5, \$5,905 to \$6,862.

STATE AND COUNTY NEWS

Central Conference Group Discusses New Resolutions

ROME, Sept. 22.—The annual meeting of the Resolutions Committee of the Central New York Regional Conference of The Civil Service Employees was held at Rome State School.

The delegates were welcomed by Dr. James P. Kelleher, senior director of the school, and Herbert Jones, President of Ft. Stanwix Chapter.

After dinner the delegates were entertained with motion picture films showing the activities of the patients of the institution.

The meeting was called by Paul Swartwood of the State College Chapter, Ithaca, Chairman of the

Resolutions Committee. Resolutions from the many Chapters in the Central New York Conference group were acted upon before the meeting adjourned for the evening meal at the Avonmore.

Clarence W. F. Stott, Binghamton, Chairman of the Conference, Margaret M. Fenk, Vice-Chairman, and Emmett J. Durr, Ray Brook, Treasurer, attended the meeting. Herbert Jones, President of Ft. Stanwix Chapter, is a member of the resolutions committee and participated in the meeting. Other officers of Ft. Stanwix Chapter present were Owen Jones, Vice-president and Mrs. Ruth Stedman, Treasurer.

Walters Seeks Vice-presidency Of State Assn.



FREDERICK J. WALTERS

A candidate for Third Vice-president of The Civil Service Employees Association, Frederick J. Walters is also seeking to be re-elected to the Presidency of the Mental Hygiene Employees Association.

He was born in London, England, in 1900, served in the British Army in the First World War, came to the United States in 1924, and entered State service that year as an Attendant in the Middletown State Homeopathic Hospital. He entered Nurses Training School and remained in the service of that institution. At present he is employed as a Supervising Nurse.

He was too old for military service during World War II but was given two leaves of absence to accept nursing positions on the repatriation ship Gripsholm, and later on a Victory ship to assist in the return of injured GI's.

An officer of the Middletown State Hospital Employees Association, or its Albany delegate, for more than fifteen years, Mr. Walters has been appointed to many important committees of the State Association by the last five presidents. He was Vice-President of the Mental Hygiene Employees Association for three years, and is now its President.

He drew many of the appeals made to the Salary Standardization Board for reallocation and to the Classification Board for reclassification. As an officer of the Mental Hygiene Association he has attended numerous conferences with representatives of the State departments and with the Legislature.

With his vast experience it is his belief that he can serve all State employees and contribute valuable information to The Civil Service Employees Association from the Mental Hygiene Employees, who represent about 40 per cent of the membership of the State Association.

He has a 14-year-old daughter attending high school, and is a volunteer fireman, being a member of the Wallkill Engine Co. of Middletown.

LASON HEADS LIST

Special to The LEADER

BINGHAMTON, Sept. 22 — Harry A. Lason, Broome County Sealer of Weights and measures, heads a civil service list of 85 eligibles for appointment as Chauffeurs, Binghamton municipal department. The list is based on an examination conducted by the Municipal Civil Service Commission last April 22. Mr. Lason is the first of 18 men who are given preference as disabled war veterans.

Gowanda to Be Host On Sept. 27 to West Conference

ALBANY, Sept. 22.—The Gowanda State Hospital Chapter will be host to the next Western Conference meeting which will be held on Saturday, September 27. The Conference consists of Chapters of The Civil Service Employees Association.

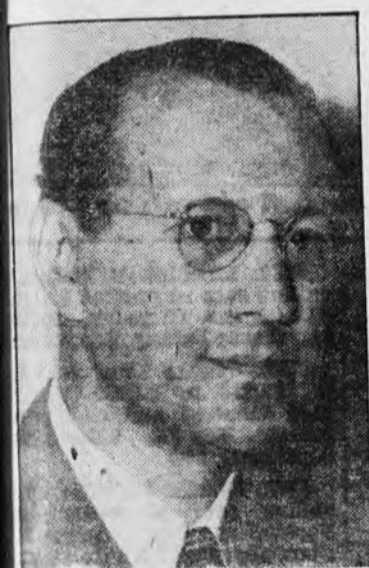
The Conference meeting will be held at Gowanda State Hospital. Frederick J. Milliman, President of the Gowanda Chapter, and his committee have spared no pains to make the arrangements and hospitality complete.

Registration will take place at the Assembly Hall from 1 p. m. to 3 p. m. There will be a Conference business meeting from 3 p. m. to 7 p. m., and a half hour later a dinner meeting will begin at Masonic Hall, Water Street. Mr. Milliman will be the toast master at the dinner. The principal speaker will be Harry Smith, Personnel Director of DPUI.

The Conference will be presided over by its very active Chairman, Robert R. Hopkins, who has been one of the most enthusiastic boosters for the Conference system.

The Conference system is based on the idea that members of The Civil Service Employees Association within cognate geographical regions have interests in common which they can promote by regional co-operation with headquarters of the State Association. The Conferences are distinctly adjuncts of the Association.

'Trail-Blazing' Events Foreseen By Victor Palsits



VICTOR J. PALTSITS

Victor J. Palsits is running for re-election as State Bank Examiner on the Civil Service Employees Association's Executive Committee.

A Bank Examiner with the N.Y. State Department of Banking, Mr. Palsits is Second Vice president of the Association's NYC Chapter.

Trait-Blazing Events

Mr. Palsits predicts that the coming years will bring trail-blazing events of vital import to Association employees, particularly in field of labor relations between the public and public servants. He is a member of the Association's Special Committee of Labor Relations in Government.

In addition to representing the entire Banking Department as a member of the Association's Executive Committee, Mr. Palsits also is a member of the Legislative Committee and the Resolutions Committee for the Annual Convention. He was named to the committees by Dr. Frank L. Tolman, Association President.

Among banking organizations in which Mr. Palsits has participated are the West Nassau Bankers Association, the Rockland County Bankers Association, and the Richmond County Bankers Association. He was an active member on many committees in all three Associations. He also is a member of the Board of Governors of the N.Y. State Bank Examiners.

Margaret M. Fenk Candidate for Executive Group



MARGARET M. FENK

Margaret M. Fenk, President of The Utica State Hospital Chapter of The Civil Service Employees Association, is a candidate for the Executive Committee from the Department of Mental Hygiene.

She entered State service July, 1926 as Special Attendant-Stenographer in the business office of the Utica State Hospital. She is now Senior Stenographer and has been continuously employed in the business office.

She was elected President of the Utica State Hospital Chapter in 1945 and re-elected in 1946. The membership of the chapter has more than doubled.

Vice-chairman of the Central New York Conference she is also a member of the Resolutions, Legislative and Social Committees of the Conference.

Pilgrim Adds Three To Membership Group

BRENTWOOD, L. I., Sept. 22—Eva Hunter, Frederick Kuhlmann and James Leslie have been added to the membership committee of the Pilgrim State Hospital Chapter of the Civil Service Employees Association, it was announced today by Francis H. Neitzel, President of the chapter.

GREENAUER ELECTED HEAD OF NEW DISTRICT 10 CHAPTER

The newly organized Public Works District 10 Chapter of The Civil Service Employees Association, Inc., held its first annual organization meeting at the District Engineer's Office Building, Montauk Highway and Little East Neck Road, Babylon. This Chapter serves all employees of the Department of Public Works in Nassau and Suffolk counties and Greater New York.

Officers elected were: President, A. J. Greenauer; Vice-president, G. Dean; Secretary, Margaret

Esposito; and Treasurer, D. A. Weaver. Members of Executive Council elected were: J. A. Flinn, Edith S. Borchers, J. J. Sweeney, W. P. Leibrock, W. J. Ennebrock, J. W. Leimer, J. W. Schneider and J. Kadane, Jr.

Two Delegates to State Association meetings were elected: Edith S. Borchers and C. F. Hunstein.

The personnel of the Chapter has been divided into 8 groups. Each of these groups represents employees with a specific type of duty.

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Motor Vehicle Group Urges Statewide Pay Increases

ALBANY, Sept. 22.—The Western New York District of the Public Service Motor Vehicle Inspector Chapter of the Association held their annual fall meeting, at the summer home of Mr. and Mrs. F. Leo Clark, at Conesus Lake.

The business meeting was conducted by Wm. H. Salisbury, First Vice president of the Chapter. Resolutions were unanimously passed as follows:

Urging Statewide salary increase for the next fiscal year.

Endorsement of the active pro-

gram of the State Association for the coming year. Full approval of the aggressive policy of President Tolman was given.

Appreciation of the splendid work being done by Chapter President Joe Lettis.

Every member attended and the wives of members were invited guests. Mrs. Mary Herbster of the Buffalo Office of the Public Service Commission was the guest of honor.

Dinner was served by the Clarks, followed by a social session with entertainment provided by Thomas J. McGourty of Ithaca.

NAPANOCH ELECTS OFFICERS; HAROLD BUTLER IS PRESIDENT

The Napanoch Chapter of The Civil Service Employees Association at its annual election of officers and delegates chose the following: President, Harold Butler; Vice-president, Arthur Drew;

Secretary, Leroy Sherwood; Treasurer, Stanley Lawrence and Delegate, William Paterno.

Leon Rosenberg, Robert Michael and Albert Gallo were elected to the Executive Council.

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- Leo Englander 82559
- Irving Peck 82527
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STATE AND COUNTY NEWS

State Association Chapters In Operation

III—COXSACKIE CHAPTER— AN ALERT AND SUCCESSFUL HISTORY

This is the third consecutive article on the establishment, workings and services of Chapters of The Civil Service Employees Association. The first article, issue of September 9, dealt with the Dannemora Chapter. The second, published last week, concerned District 4, Department of Public Works, Rochester.

By JAMES J. WALSH
President, Cossackie Chapter, The Civil Service Employees Association

To understand the development of the Cossackie Chapter it is necessary to go back to the days of the House of Refuge at Randall's Island in NYC. In 1932 the State took over the administration of the House of Refuge from the Society for Prevention of Juvenile Delinquency and provided for the establishment of the New York State Vocational Institution for the custody, training and rehabilitation of male offenders between 16 and 19 years of age. The present New York State Vocational Institution was completed in 1935 and the entire inmate population, staff, records, etc. were moved from Randall's Island to West Cossackie, from the urban to the rural.

The coming of additional Guard personnel from the newly-established civil service list, at a fixed-

salary the minimum at the time being \$1,800 and the maximum \$2,280, working with old hands from the House of Refuge, whose top maximum salary was \$1,500, caused considerable dissatisfaction, and rightfully so

The Fortunate Changeover

The Association of State Civil Service Employees—as The Civil Service Employees Association was then known—had enacted into law the eight-hour day and was then preparing the now famous Feld-Hamilton law, with the provisions of equal pay for equal work. While some employees expressed a desire to change affiliations and get behind the Association, others felt that the Association worked only in the interest of the departmental employees and pointed to the differences in working conditions between Institutional and departmental employees. Needless to say, we were at the short end of the deal.

The pro-Albany group were convinced that their interests could best be served by the Association and maintained contact with that office. Joseph Lochner, Executive Secretary, was asked to attend a meeting and explain the workings of the Association. Shortly after this, the members voted to sever their connections with the other group and join the Association. A constitution

was submitted to the Association Headquarters and upon approval, a charter was granted in August, 1939. The money in the Treasury of the dying other civil service unit was turned over to the Cossackie Chapter. Thus the chapter was born with a bank balance, the good wishes of the administration and faith and hope of its new members

The Chapter feels very proud of the part it played in salary increases, for it was instrumental in uniting all institutions in Correction in supporting salary increases under the Feld-Hamilton law, rather than under the Correction Law.

The Chapter was also instrumental in bringing the wages of the teaching staff of all institutions in the Correction Department from the old maximum up to the present scale.

The Chapter feels proud, also, because one of our most loyal members, Harry Fritz, served on the Executive Committee of our parent organization, and did such a splendid job in representing the Correction Department.

Has Own Clubhouse

The Chapter has the goodwill of not only the administration but all the employees as well. Whether an employee is a member of the Association or not, we help him with his problems. This has indeed created goodwill.

A club house has been started for the use of the employees. Numerous social affairs have been held there which the families of the employees also attended. A more extensive program is contemplated for the coming years and an addition to the club house is being planned. It is hoped that this will help to keep morale up to its high peak and knit the employees and their families closer together. For the benefit of the employees living in officers' quarters, two pool tables have been installed by the Chapter and are in constant use by those who are off duty.

Among the regular events held by the Chapter are the annual clam bake, spring, fall, St. Patrick's Day and Valentine's Day dances, regular hot dog picnics and chowder parties. These affairs are well attended.

The first president of the Chapter was Mr. Fritz. He was succeeded by Roger Donahue. George Gates, Walter Mason and Ray Marohn followed in that order.

The present officers, besides myself, are Wilbur Quinn, Vice-president; Viola Dimmick, Secretary; John Longthorn, Treasurer; Ralph Carpenter; Delegate and George Gates, Alternate.

Pension Gain Sought

The regular meetings of the Chapter are held on the first Wednesday of each month, except during the summer. An informal supper is usually held before the meetings for those who do not care to drive home and return. Since our members live in various sections of three counties and commute each day, it is interesting and gratifying to see the close feeling and cooperation between the administration of the Institution, from Superintendent Donald D. Scarborough and Assistant Superintendent Joseph P. Conboy and the various department heads and the entire staff of employees. They are always sympathetic and understanding in any problems of individuals or groups that arise. It is gratifying for the officers to know that these officials are available for discussion at any time.

Our major aim at this time is a 25-year retirement bill for all uniformed personnel in the Department of Correction. Much effort has been already made toward gaining this objective. An actuary has been engaged and has submitted a sound actuarial plan, giving the cost to each officer and also to the State. It has been found that the cost to the State is negligible.

PUBLIC ADMINISTRATION GROUP TO MEET OCT. 14

ALBANY, Sept. 22—The first meeting of the Capital District Chapter, American Society in Public Administration, will be held on Tuesday night, October 14, in Hearing Room 2, State Office Building, Albany. The topic will be "The Coordination of State Services at the Regional Level."

Meetings of the Chapter will be held monthly from October through May on the second Tuesday of each month, with the exception of November, when the meeting will be held on Tuesday, November 18.

The Committee on Professional Training, under the Chairmanship of Philip E. Hagerly, has been actively assisting in the development of plans to facilitate the graduate program in public administration which is to be

given this fall in Albany jointly Syracuse and New York Universities under the sponsorship of committee of State officials appointed by Governor Dewey. Other committee members Charles H. Foster, Charles F. G. nell, William J. Murray, William L. Pfeiffer and V. A. Van Volkeburgh.

A Committee on Membership under the Chairmanship of Fred Corr, assisted by Louis Dreg and Herman Robinton, is working on plans for stimulating membership in the local Chapter and National Society. This Committee is developing a system of liaisons officers for the Chapter in various departments and agencies so that continuing recruitment members can be carried on during the year.

SECOND ANNUAL BANQUET HELD BY OXFORD CHAPTER

Special to The LEADER

OXFORD, Sept. 22—The Oxford Chapter of The Civil Service Association held its second annual banquet at the Oxford Inn. Forty-five members and guests were present.

Out-of-town Chapters of Binghamton and Oneonta, also the county, conservation and school state employees associations, were represented.

Guest speakers were Clarence W. F. Stott, Binghamton, Chairman of the New York Central

Conference, and Charles R. Culyer, Field Representative of Association.

Cecil Gilday was master of ceremonies.

The group was served with chicken dinner. Mrs. Jessie Johnson furnished music during the meal. Out-of-town guests included Clarence W. F. Stott and Mrs. Mrs. Kenworthy of Binghamton, Clarence Bull, Mrs. Holiday, Mrs. Butts and Mrs. Thorp of Oneonta and Mr. and Mrs. Patrick H. Comb of Norwich

CHARTER IS PRESENTED TO ST. LAWRENCE CHAPTER

Special to The LEADER

OGDENSBURG, Sept. 22—John E. Holt-Harris Jr., Assistant Counsel to The Civil Service Employees Association, was the principal speaker at the presentation of a charter of the St. Lawrence Chapter, County Division.

Charles R. Culyer, county division field representative, presented the charter.

The program was arranged at a meeting for Charter Night ceremonies at Morissette Park.

The program opened with playing of the national anthem followed by the invocation. Mayor Homer M. Wallace gave a brief address of welcome and other officials participated at the affair.

After the program at the chapter members and guests attended a buffet supper at Elks Club.

Following the supper the annual Chapter meeting, with election of officers, was held at club.

WOODBOURNE HOLDS CLAMBAKE

Special to The LEADER

WOODBOURNE, Sept. 22.—Bakemaster, "Big" Jim Blatchly outdid himself again in preparing one of the best clambakes ever held by the Woodbourne Institution for Defective Delinquents. 250 guests participated. Among them were Sheriff Borden, County Clerk Motl and Assemblyman Lyons. Representatives from the Correction office in Albany were Louis P. Brown, Jack Daly, John Kolodny and Robert Clark.

Assisting the makemaster were Tony LoForte, Alex McClay and

Chicken Farmer Bertram Smith. The Chairman of the clam bake committee was George Sautter, was assisted by Milford Miles and Jack Higgins.

The waiters, picked men from the uniform force, did a swell job. Bill Richards entertained with a soft-shoe routine while pick feathers off a fresh-killed chick. Impromptu singing, quartets and solos rocked the hillsides.

Bob Wager, Assistant Superintendent of Napanoch Institution lead the large delegation of employees from there. An old friend Bill Tobin, Sergeant of Wall Prison, was greeted by Superintendent Whipple and Assistant Superintendent Fay.

Russell Promoted to Lieut. of Troopers

ALBANY, Sept. 22—Sergeant James W. Russell, Troop G, Troy, was appointed Lieutenant and assigned to Troop D, Oneida.

Sergeant Russell became a member of the Division of State Police on May 16, 1927 at Troop G, Troy, and has served continuously with that command to date. He was promoted to Corporal on January 1, 1936 and to Sergeant on October 15, 1936. At present he is assigned to the Bureau of Criminal Investigation at the East Greenbush sub-station of Troop G.

Kings Park Chapter To Dance on Oct. 22

KINGS PARK, Sept. 22—Music and refreshments aplenty will be featured at a dance to be held Wednesday evening, Oct. 22, by the Kings Park State Hospital Chapter of the Civil Service Employees Association at American Legion Hall, it was announced today by Elwood deGraw, Chapter President.

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- 41 Dodge club coupe, R & H
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- 41 Ford tudor

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For Civil Service News

NEW YORK CITY NEWS

FOA to Elect 3 to Executive Board

(Continued from Page 1)
 Announcement of results before the installation of the new officers at the January meeting. There will be no December meeting.
Different for President
 While the Executive Board members can not succeed themselves immediately, after a lapse of a year they could run again. Meanwhile the new trio will be elected, and they, too, would have to wait a year, after serving their term, before they could run again. The members of the committee have been retired in the past operation of the constitution, but it is expected that some of them will compete for renewal of membership on the committee. The Executive Board will choose its Chairman, and he is the one known informally as President of

the UFOA. Deputy Chief Henry A. Wittekind is the incumbent President.
 It is incumbent on the Board to select its own Chairman. This it can do without regard to whether he is the incumbent or not. Therefore President Wittekind would be eligible for reelection, unlike Messrs. Murphy, Beebe and Mullen.
 So far all hands are keeping quiet on any plans they may have for running for the executive committee.
 The continuing members of the Executive Board are Captain Richard A. Denahan, Vice-president; Lieut. John F. Dalton, treasurer; Battalion Chief Joseph D. Rooney; Captain Frederick J. Muesle and Lieutenant Anton Rada.

Machinist Helper Open to Sept. 26

Machinist's Helpers interested in working for the City of New York will have the chance to file an application at the NYC Civil Service Commission, 96 Duane Street until Friday, September 26.
 The city pays prevailing rate of wages to Machinist's Helper which is \$2,700 at present. There are twenty-eight vacancies and others occur from time to time. A Machinist's Helper must have three years' experience.
 Applications are received from 9 a.m. to 4 p.m. daily except Saturday when they are received from 9 a.m. to noon. No applications are issued or received by mail.

CARPENTER LIST OFFICIAL

The promotion eligible list for Carpenter, Board of Higher Education (Queens College), was promulgated by the NYC Civil Service Commission.

Attendant Test Closes Sept. 26

(Continued from Page 1)
 box headed "Where to Apply for Public Jobs." Do not apply at the Commission.

Open to Men and Women

Both men and women may apply for the Attendant examination; white applications will be issued to men and yellow to women. Separate eligible lists will be established for men and women. The eligible list for women will be certified for Elevator Operator (Women) vacancies in all city departments. The list for men will be used for Caretaker, Grade 1; Handyman; Messenger, Grade 1; Process Server, Grade 1; Watchman, Grade 1, and Elevator Operator (Men).

Candidates will be judged solely on the results of a written examination designed to evaluate general knowledge and intelligence, and ability to follow instructions. There are no formal education or experience requirements. A fair degree of physical

strength and agility is required. There are no age limits, but laws fix 21 as minimum, while retirement at 70 is mandatory.

Appointees will be eligible for membership in the NYC Employees Retirement System. Under the pension plan, city employees may retire at half pay at the age of 60, after 30 years' service. Depending on the number of years of service, an employee conceivably could retire at full pay at the age of 70. Another plan offered by the system, at slightly higher rates, permits retirement at 55 at half pay. The pension allowance increases with each year of service.

Candidates in the Attendant examination who are disabled or non-disabled veterans will receive preference. As in other examinations, disabled veterans will be moved to the top of the eligible list in a group and arranged in relative order of their ratings; non-disabled veterans next, and non-veterans last.

Progress Report

The examination progress report for June, July and August has been released by the NYC Civil Service Commission. The following is the first installment of the report, which will be published in its entirety in the LEADER from week to week:
 5129. Clerk, Grade 2. Rating of written completed.
 5267. Railroad Clerk (Prom.). Rating of written completed.
 5268. Railroad Clerk. Rating of written completed.
 5269. Surface Line Operator. Rating of written completed.
 5270. Trackman. Written being graded.
 5270. Lieutenant (P.D.). Rating of written in progress.
 5277. Sergeant (P.D.) Rating of written completed. Record and seniority being rated.
 5153. Able Seaman. Rating of written in progress.
 5221. Asst. Foreman (Sanitation) (Prom.). List published promulgation delayed pending clarification of zero per cent disability issue.
 5149. Attendant, Grade 1. Applications being accepted until Friday, September 26.
 5279. Patrolman (P.D.). List published. Claims for veteran and disabled veteran preference being checked prior to promulgation.
 5301. Policewoman (P.D.). Written Saturday, October 18.
 5344. Sanitation Man, Class B. Physicals completed.
 5132. Social Investigator. Rating

of written in progress.
 Special Patrolman. New examination being considered.
 5193. Stenographer, Grade 2. Filing closes Friday, September 26. Written Saturday, October 4.
 5192. Typist, Grade 2. Filing closes Friday, September 26. Written Saturday, October 4.
 5259. Maintainer's Helper, Grade A, (Prom.). Written rated. Qualifying practical to be held September 30, October 1, 2, 3, 6, 7.
 5260. Maintainer's Helper, Gr. A. Written rated. Qualifying practical to be held September 30, October 1, 2, 3, 6, 7.
 5261. Maintainer's Helper, Gr. B, (Prom.). Written rated. Qualifying practical October 9, 10, 14, 17, 20, 27, 31, November 3, 5.
 5262. Maintainer's Helper, Gr. B. Written rated. Qualifying practical October 9, 10, 14, 17, 20, 24, 27, 31, November 3, 5.
 5263. Maintainer's Helper, Gr. C, (Prom.). List published. Qualifying practical completed.
 5264. Maintainer's Helper, Gr. C. List published. Qualifying practical completed.
 5265. Maintainer's Helper, Gr. D, (Prom.). List published. Qualifying practical September 23-26.
 5266. Maintainer's Helper, Gr. D. List published. Qualifying practical September 23-26.
 5022. Motorman, IRT Division (Prom.). Examination ordered.
 5498. Collecting Agent, (Prom.). Examination ordered.
 5477. Conductor, (Prom.). Examination ordered.
 5476. Conductor. Examination ordered.
 5480. Foreman (Buses & Shops) (Prom.). Examination ordered.
 5471. Foreman (Elec. Power), (Prom.). Examination ordered.
 5478. Foreman (Mech. Power) (Prom.). Examination ordered.
 5481. Foreman (Surf. Track) (Prom.). Examination ordered.
 5482. Foreman (Track) (Prom.).

Examination ordered.
 5473. Asst. Foreman (Car Cleaning) (Prom.). Examination ordered.
 (MS). Asst. Foreman (Track) (Prom.). Rating of written started.
 5492. Asst. Station Supervisor, (Prom.). Examination ordered.
 (MS). Asst. Station Supervisor (Prom.). Record and Seniority to be rated.
 5494. Asst. Supt. (Cars & Shops) (Prom.). Examination ordered.
 5493. Asst. Supt. (Power) (Prom.). Examination ordered.
 5486. Asst. Supervisor (Cars & Shops) (Prom.). Examination ordered.
 5483. Asst. Supervisor (Elec. Power) (Prom.). Examination ordered.

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Boro Hall Academy Enlarges Its Library

A completely reorganized library is ready at Boro Hall Academy, 27 Flatbush Avenue Extension, Brooklyn. The book collection, much larger than formerly, includes materials for recreational reading as well as for reference and required assignments. The library will provide books and periodicals of high school level, materials of a more adult character and a special collection of books, magazines and reports for the faculty.
 Besides assistance for students in locating information and guidance in their selection of reading materials, some new special services will also be available. These include lists of additions to the library and lists of books on special subjects. Paralleling the work of the Personnel and Guidance Department, which helps to place graduates of the commercial courses in various kinds of business positions, the librarian will assist students preparing for college and professional schools to select the institutions of higher learning best suited to their needs.

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The Aptitude Testing Laboratories of Reesen Company at 130 West 42nd Street, N. Y. C., offers free of charge a general information bulletin on aptitude testing. "One of the safest guarantees of future success and happiness is to find that job for which one is by nature best fitted," says the laboratories. "The number of jobs are great and varied. The opportunities are many. Fortunately, there is help to be had through aptitude testing with carefully selected tests, properly administered, accurately scored, and intelligently interpreted by a qualified, competent staff in the field of vocational testing and counseling as practised by the Aptitude Testing Laboratories."

Dental Hygienists Needed as Teachers

Licensed Dental Hygienists are offered an opportunity to become instructors in their field in the Dental Hygiene course just established by the New York State Institute of Applied Arts and Sciences, 300 Pearl Street, Brooklyn.
 Candidates must be regularly licensed dental hygienists with some practical experience. Teaching or lecture experience is desirable but not required. Appointment will be made at the Junior Instructor level with a starting salary of \$2,684 per year. Qualified persons who are interested should apply in writing to Otto Klitgord, Director of the Institute.

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FEDERAL NEWS

Agencies' Protest Against Order to Retire Career Employees Fail

Special to The LEADER
 WASHINGTON, Sept. 22.—The Civil Service Commission has prepared a letter to all Federal agencies demanding immediate action in firing enough war service employees to make room for all displaced career workers. The action was described as the most drastic yet taken to overcome agency resistance. Commission officials described the letter's language as "hot."
 The Commission's action follows upon closed meeting in

which Commissioner Arthur S. Flemming read the "riot act" to personnel directors of all agencies. Placement of fired career workers was designated the number one program of Federal personnel work today. Mr. Flemming brushed aside pleas of personnel directors who held that the Commission's demand was difficult to fulfill and that plans for enforcement were "harsh."
 All Federal agencies have been notified that they must fire three war service appointees for every

job they fail to fill with an out-of-work employee who has permanent (classified) status.
 The new action represents the long promised crack-down which the commission has held over heads of agencies now carrying an estimated half million war service and other non-status workers on their payrolls.
 Particular pressure is being placed to gain employment for statisticians, economists and accountants dropped by hundreds as war agencies folded

Filling of U. S. Jobs Without Competition Is Made Harder

Special to The LEADER
 WASHINGTON, Sept. 22.—Revised civil service regulations give wider latitude to Federal agencies in filling jobs by non-competitive appointments. The jobs, for original appointment from competitive examinations, are restricted to persons entitled to preference under the Veterans' Preference Act of 1944.

ing, transferring and reassigning employees.
 As before, any of these actions may be taken without reference to whether the employee is a veteran or a non-veteran, if the two positions involved are covered by the same general title. In addition, under the amended regulations, the action may be taken without reference to whether the employee is a veteran or a non-veteran, if both of the positions are in an organizational unit from which selections for promotion, transfer or reassignment to the position being filled are normally made. The custodial service of a post office is an example of such an organizational unit.

Under the Veterans' Preference Act, competition in examinations for Guard, Elevator Operator, Messenger and Custodian positions is restricted to veteran-preference applicants (veterans, and wives and widows of veterans), as long as such applicants are obtainable. The following positions have been added to the restricted list by Executive order: Correctional Officer, in the Bureau of Prisons, Department of Justice; Assistant Contact Officer, Contact Officer, Contact Representative and Senior Contact Representative, in the Veterans' Administration; and Substitute Railway Postal Clerk, Post Office Department.

When the two positions involved are in different organizational units of an agency, the non-competitive appointment of a non-preference employee is permissible only if the positions have the same general title. Thus, a non-preference employee may be considered for promotion to a guard position in another organizational unit only if his present position is also covered by the general title "Guard."

Vets Have First Choice

Acting on the belief that the purpose of the provision in the Veterans' Preference Act concerning competitive appointments to these positions could not be fully achieved without some control over non-competitive appointments also, the U. S. Civil Service Commission, following enactment of this law, applied special restrictions to promotions, demotions, transfers, reassignments and reinstatements to these positions. This was done under authority of a provision in the Veterans' Preference Act which authorizes the Commission "to make and enforce appropriate rules and regulations to carry into full effect the provisions, intent, and purpose" of the Act.

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Chauffeur Jobs at Naval Gun Factory in D. C.

an examination for jobs as chauffeur, toolmaker, crystal oscillator maker, and automotive mechanic at the Naval Gun Factory and other naval establishments located near Washington, D. C. has been announced by the board of U. S. Civil Service Examiners, Naval Gun Factory.

Applicants must have had at least 6 months' experience in this work. Automotive mechanics are required to have had at least 3 years' experience in general automotive repair and overhaul work on heavy-duty automotive mechanical equipment and at least 1 year of experience in repair of lighter equipment such as passenger car and trucks of the "pick-up" delivery type. A 6 months' course in a resident automotive or Diesel school may be substituted for a year of the general automotive repair work.

ment during World War II, even though requiring a shorter time, is also acceptable provided a diploma or certificate of completion was awarded.
 File applications with the Recorder, Board of U. S. Civil Service Examiners, Naval Gun Factory, Washington, D. C.

For any of the trades, the Civil Service Examiners will accept a 4-year engineering course which included shop theory and practice, in a recognized school or college as substitute for one-half the apprenticeship required.
 A Veteran's Administration certificate of completed rehabilitation training and established trade proficiency will be accepted for the full apprenticeship requirements. Completion of a formal apprenticeship in an industrial establish-

ment during World War II, even though requiring a shorter time, is also acceptable provided a diploma or certificate of completion was awarded.
 File applications with the Recorder, Board of U. S. Civil Service Examiners, Naval Gun Factory, Washington, D. C.

Bronx DAV Elects Basha as Commander

New officers of the Bronx County Disabled American Veterans were installed at ceremonies held at the Captain Edward L. Grant Post of the American Legion.
 Rudolph L. Basha is the post commander. Other officers include Edward Leonard, senior vice-commander; Louis Schreiber, junior vice-commander; Conrad B. Temchin, junior vice-commander; Robert T. Schmidt, Treasurer; Robert I. Queen, James Canny and Gorigio Paesisi, Trustees.

Navy Department Has Job Openings

Special to The LEADER
 WASHINGTON, Sept. 22.—The Navy Department is looking for qualified personnel to fill the following openings:
 CAF-5, Editorial Clerk; permanent status required.
 CAF-7, Freight Classifier. At least five years' experience in the field of traffic management and freight rates is required.
 P-4 and P-5 Industrial Hygienists. College degree plus experience in industry required.
 CAF-11 Photolithographer. Experience in lithographic camera work and plate-making plus a thorough knowledge of all printing reproduction.
 Further details concerning these openings may be obtained by addressing Navy Department, Personnel Office, Washington, D. C.

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Careful analysis of the ratings achieved by the high men on the list should convince you of the necessity for Specialized Training in preparing for the coming tests. Remember that at least ten times as many will compete in your examinations as there are positions to be filled.

Anyone interested in one or more of these examinations is invited to call and be examined by our staff physicians without charge. If physically sound, early enrollment is advised for complete mental and physical preparation. Classes are meeting daily at convenient day and evening hours.

A Word of Advice from Men Who Know!

9 of First 10 Eligibles Were Delehanty Students!

... TO ALL PROSPECTIVE CANDIDATES:

We, the undersigned, in the first nine on the eligible list for Patrolman, established on Sept. 9, 1947, attribute our success to our regular attendance at the Mental and Physical preparatory classes of the Delehanty Institute.

We recommend to prospective students, who are desirous of obtaining a high place on the eligible lists, not to overlook the importance of early enrollment and regular attendance, if they hope to be successful in the examinations.



Eight of the first nine men on the new Patrolman Eligible list are shown above with M. J. Delehanty, Director of The Delehanty Institute, and two of their physical instructors: (Left to right) Seated, Edward J. O'Connor, No. 1; Harold F. Russell, No. 2; M. J. Delehanty, Frank A. Bradicich, No. 3; James B. Bluit, No. 4. Standing: Joseph Gunther, Instructor; Alfred W. Kremler, No. 5; Everett W. Casazza, No. 7; John B. Murphy, No. 8; Richard E. Weber, No 9, and Daniel Russo, Instructor. (The tenth man, Harry B. McNeary, also a Delehanty student, was unable to be present when picture was taken.)

1. Edward J. O'Connor
2. Harold F. Russell
3. Frank A. Bradicich
4. James B. Bluit
5. Alfred W. Kremler
7. Everett W. Casazza
8. John B. Murphy
9. Richard E. Weber

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VA Day By Day

The Veterans' Administration is one agency which is leaning over backward to give its employees a fair deal in the current loyalty investigations.

Although not required to do so under the President's loyalty check plan, VA is setting up an Appeals Board within the agency to give extra protection to workers accused of disloyalty. Officers from VA personnel or investigation and inspection staffs are specifically barred from serving on the appeals board, since they might be open to charges of prejudice. The Appeals Board is to be made up of three members from a panel of 12 to be named by Administrator Bradley to serve rotating terms.

In a policy statement announcing its loyalty set-up the VA stated: "The VA will vigorously protect employees from unfounded accusations of disloyalty as well as promptly take action against any employee where, on all the evidence, reasonable grounds are found to exist for believing him to be disloyal to the Government of the United States."

Legionnaires from the VA Insurance Division's Rodger Young Post 1349 marched on Fifth Avenue carrying banners reading "Pick up your lapsed GI Insurance."

Adjudication had a number of staff affected by RIF and in several instances these were rescinded, and other positions were gotten. Some of the staffers received lower grades. The Bronx County Courthouse Contact Office had a severe cut the other day in staff and from all indications that office will soon close. A number of veterans organizations insist that the office is needed.

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