

FIREMAN TEST RUSHED BY NYC

Program of State Assn. Meeting

Gov. Dewey To Address Employees Thursday

Other Notables to Attend Dinner—Delegates to Hold Business Session

Special to The LEADER
ALBANY, Feb. 26—The program of the special meeting of the Association of State Civil Service Employees, to be held on Thursday morning and afternoon in the DeWitt Clinton Hotel, was announced today. In the evening a dinner will be held in the hotel. Governor Dewey, the Association's guest of honor, will speak. Other elected officials who will be present include Lieutenant-Governor Joe Hanley and Comptroller Frank C. Moore. Leading Senators and Assemblymen also will attend. Association headquarters will be maintained in the Library Room of the hotel on Wednesday evening, all day Thursday and also on Friday morning. Between 9 and 9:45 a.m. on Thursday dele-

FIRST LIST OF NEW STATE EXAMS

Special to The LEADER
ALBANY, Feb. 26—Seven open-competitive examinations for personnel jobs in the State Department of Civil Service will be included in the comprehensive series of tests to be announced shortly, to be conducted in April. Titles and salary grades have been posted. Examinations will be held for jobs in several other departments also, but no inkling has yet been given of their titles. All told, however, the series of examinations, traversing State departments, agencies and institutions, will be the largest since pre-war days.

No Time to be Lost
The Civil Service Commission is anxious to conduct the exami-

nations expeditiously as a means of reducing the number of provisionals and to offer an opportunity to the public at large, particularly the veterans, to obtain permanent positions with the State.

All told, there are about 2,000 vacancies to be filled permanently, but the examinations necessary to fill all of them will be staggered, particularly as the revision of existing eligible lists to effectuate veteran preference, and maintaining the lists up-to-date in that respect, take up a considerable amount of the Commission staff's time.

The titles and salary grades of the examinations to be held for jobs in the Civil Service Department follow:

Associate Personnel Technician (Professional Experience), \$4,000-\$5,000.

Associate Personnel Technician (Accounting), \$4,000-\$5,000.

Associate Personnel Technician (Salary Standards), \$4,000-\$5,000.

Senior Personnel Technician (Police), \$3,120-\$3,870.

Senior Personnel Technician (Civil Engineering), \$3,120-\$3,870.

Senior Personnel Technician (Mechanical Engineering), \$3,120-\$3,870.

Exam Notices Drafted

The notices of examination have been drafted and are expected to be released shortly by the Commission. This applies also to examinations for jobs in other departments.

Hundreds Will Get \$3000 Fire Jobs in '46

Men who are interested in jobs with the NYC Fire Department will soon have an opportunity to file applications for the open-competitive examination.

Officials of the NYC Civil Service Commission explain that a sufficient number of men are returning from military service to fill the call for Sanitation Man, but this is not true of the Fire Department and that the F.D. exam has a high priority on the Commission's lists with hundreds of vacancies to be filled this year.

At present the Commission is accepting applications for jobs in the Transit system as Car Cleaner and the written examination for Patrolman is scheduled for March 9. Next big examination, according to present plans will be the F.D. test.

The Fireman exam is among the most popular held by the City, leads to job with a \$3,000 a year base salary and promotion opportunities to the highest ranks in the Fire Department.

Future developments towards the holding of this examination will be covered by The LEADER. [Study aid, see Page 8]

CIVIL SERVICE INQUIRY ASKED

Special to The LEADER
ALBANY, Feb. 26—An examination of the State Civil Service Law and other laws affecting State employees is asked in a bill introduced in the Legislature by Senator Seymour Halpern and Assemblyman Fred Preller, Queens Republican.

The bill calls also for a survey of the administration of civil service in connection with an efficient transition from wartime to peacetime conditions.

3 More Suits Test Preference

An action was instituted today in the Supreme Court by Police Lieutenant John A. Bateman against the Municipal Civil Service Commission for a construction of the veterans preference amendment to the State Constitution. The case is being handled by Attorney Stanley H. Fuld.

Two new suits were started by James J. Weldon, formerly No. 1 on Lieutenant's list, now, as result of Commission's revision, No. 36; and by Lieutenant Charles J. Graf, formerly No. 38 on the Captain's list, now No. 48.

Letters have been received by Mr. Fuld from civil service employees located all over the State, seeking information and also the status of litigation.

Another suit is planned to be started this week on behalf of Patrolman John M. Puchen, who is on the Sergeant list.

M. P. FENNELLY RENAMED

Special to The LEADER
ALBANY, Feb. 26—Governor Dewey sent to the Senate for confirmation the reappointment of Morris P. Fennelly, of Solvay, as a member of the Board of Visitors of the Syracuse State School. Mr. Fennelly, whose term expired December 31, 1945, was reappointed for a full seven-year term.

More State News

PP. 2, 3, 4, 5, 6, 8, 9, 15, 16.

NOTICES SENT IN POLICE TEST

The 23,000 candidates who have filed applications to take the March 9 NYC Patrolman examination are urged to watch their letterboxes for the next few days.

If they do not receive a notice telling them where to appear for the examination by March 2, they should call at the office of the NYC Civil Service Commission, 299 Broadway, Manhattan, bringing along the receipt which they received when they filed their application.

Veterans may still apply for the police examination. (See story and study material on page 12.)

CLERKS OFFERED IMMEDIATE JOBS

The Veterans Administration has announced vacancies for 25 architects and engineers in the New York Branch Office, 252 Seventh Avenue, to be employed in the recently announced Veterans Administration hospital construction program. There are openings for architects, equipment, engineers, landscape architects, engineers with experience in specifications for building construction, and structural, mechanical, heating, plumbing, and electrical engineers.

Appointments will be made at \$4,690 (P-4) and \$4,060 (P-3) for a 44-hour week. Applicants must have degrees from recognized professional schools, or the equivalent in experience. In addition,

a minimum of 3 years experience in the occupational filed is required.

Clerks, Stenos, Typists

More than 250 Clerk-Stenographers and Clerk-Typists will also be offered immediate employment by the V.A. from \$1,960 (CAF-2) for a 4-hour week. Most Clerk-Stenographer appointments will be made at \$2,190 (CAF-3).

Appointments will be made immediately. Preference will be given to disabled veterans, followed by other veterans, and displaced Federal workers. Non-veteran appointments also will be necessary.

Apply to the V.A. Personnel Office, 16th Floor, 252 7th Ave., Manhattan, between 8:30 and 5 p.m., or by mail.

BILL ALLOWS REVIEW OF HATCH ACT CASES

Special to The LEADER
WASHINGTON, Feb. 26—Civil Service employees who have been dismissed from Government service for violation of the Hatch Act will have their cases reconsidered in the near future, a staff member of the Civil Service Commission revealed today. The Commission will reopen these cases immediately upon the passage of an amendment modifying the Act. It is believed the modifier will pass by early March.

The amendment has already passed the House and has been recommended favorably by the Senate Judiciary Committee, Senator Hatch (D., N.M.), author of the act, will lead the floor debate for the amendment. The support of the Commission and

three Federal employee organizations is believed to assure its passage.

Under the original Hatch Act, an employee of the Government who participates in political activity is automatically discharged. There is no alternative left the Civil Service Commission.

Bill Allows Discretion
The proposed modification of the law would give the Commission authority to determine the extent to which the Federal worker had violated the law, and would allow the commission to pass out disciplinary sentences, none of which could be more severe than dismissal.

The CSC would, therefore, be allowed to either dismiss the per-

(Continued on Page 7)

Mental Hygiene Will Expand; Program Listed

Special to The LEADER
ALBANY, Feb. 26—An \$18,000,000 post-war building program for the Department of Mental Hygiene was announced by Governor Dewey.

Dr. Frederick MacCurdy, Commissioner of Mental Hygiene, gave the appointment among six existing institutions. The work will include expanded facilities by the erection of several hospital buildings, for the care of the under-5 age group. This program has been approved, or is in process of being approved, by the Postwar Planning Commission for buildings to be erected as soon as possible.

List of Institutions

Craig Colony. A medical-surgical building; remodeling some of the present buildings; a new power plant and male and female infirmary buildings at a total estimated cost of \$3,800,000.

Letchworth Village. A dormitory for young children; additions to present service buildings and 4 new infirmaries at a total estimated cost of \$2,500,000.

Newark State School. One infirmary for boys, infirmary for girls and additional power plant equipment at an estimated cost of \$1,800,000.

Rome State School. A new medical-surgical building; new central kitchen; isolation building; new store houses and power plant, at a total estimated cost of \$3,650,000.

Syracuse State School. A new medical-surgical building; new stores and shops at a total estimated cost of \$2,000,000.

Wassaic State School. Additions



Dr. FREDERICK MAC CURDY

to 2 infirmaries, a male infirmary, a female infirmary, buildings for the care of tubercular patients from all the State schools; additions to power plan and water supply at a total estimated cost of \$3,000,000.

\$2,000,000 More

In addition the Department will recommend the expenditure of \$2,000,000 to construct additional

Mental Hygiene Bowling League

Harlem Valley is showing progress in the Mental Hygiene Bowling League. Against Albany, the Harlem Valley kegsters won, 2,716 to 2,550, then took a second game, 2,583 to 2,442. However, Albany came back to take a consolation game, 933 to 925.

Against Walkkill, the Valley aggregation won both the first and second games, by scores of 2,625 to 2,582 and 2,477 to 2,135.

In the men's division the fast moving Pilgrim team with a percentage of .769 have grasped the lead from Willard No. 1 (.750) who have been in the number one spot since the league opened. Howard Schumake (Mid.) continues to be high man with 192.42 followed closely by Ossie Graf (189.03), last season's champ. Barnes (Bing.) is third (188.14), McGraw (Creed.) holds Hi-10 and Hi-30 with 278 and 715. Middletown has 1123 for Hi-10 and Rockland Hi-30 with 3234.

The girls' division is providing a real race between Ann Zdeb, Marcy, and Ada Miller of Rockland. Ann leads with 165.37 followed by Ada with 165.17. Hi-10 honors go to Miss Reichert (H.R. No. 2) and Hi-30 to Kate Irvine (Rock.) with 670.

children's hospital buildings at Willowbrook, Rome, Newark and Wassaic, and Craig Colony, to care for defective and epileptic infants and children. Under the proposed plan, these additional buildings will provide hospitalization for 200 infants under 5 years of age at Willowbrook; 100 each at Rome, Newark and Craig Colony, and 40 at Wassaic—a total of 540 in all.

"This program will greatly improve the New York State facilities for the care of the defective and epileptic children," said Commissioner MacCurdy.

UNEMPLOYMENT INSURANCE CHANCES DEEMED ABOUT EVEN

Special to The LEADER

ALBANY, Feb. 26—No one has yet come out openly to deny the validity of unemployment protection for State employees. A bill to achieve this result is before the Legislature. The measure would do nothing more than to extend the protective cloak which the State provides now for employees in private industry. But although no opposition to the bill has developed, its chances of passage are considered only "about 50-50."

The Association of State Civil Service Employees, sponsor of the bill, presents this case in its favor:

This bill extends the provisions of the Unemployment Insurance Law to employees of the State. While State employment is reputed to be relatively stable, employees who lose their jobs have the same need of unemployment insurance, to tide them over until they can find a new job, as do employees in private industry. This bill gives them the same protection as private employees under the same procedure and upon the same terms.

From the fiscal standpoint, unemployment insurance would be handled in much the same way that Workmen's Compensation Insurance is now handled by the State. The State does not pay workmen's compensation premiums. Compensation insurance is carried by the State Fund under an arrangement whereby the State reimburses the State Fund for the actual awards paid to injured State employees, plus a charge of 5 per cent for administration expense. This bill provides for exactly the same procedure, except that there is no charge for administration expense. The Federal authorities have agreed, after conferences with the Association and the Division of Unemployment Insurance, to absorb the administrative expense.

This bill contemplates that State employees who lose their jobs shall be entitled to make claim for unemployment insurance benefits on the same basis as private employees. The awards to which they may be entitled would, in the first instance, be paid from the Unemployment Insurance Fund. The Division would then bill the State annually or semi-annually for the amounts actually paid out during a given period and the State would then reimburse the Division for such

expenditures. In this way, a needed coverage would be extended to State employees at a minimum of expense to the State.

It is difficult to make an accurate estimate as to cost because of the uncertainty as to the number of State employees who lose their jobs from year to year. If State employment is as stable as it is reputed to be the cost would be very small. We are convinced, however, that the labor turnover in State service, and the consequent need for unemployment insurance is much greater than commonly believed and that the cost would be in the neighborhood of \$400,000 to \$500,000 per annum.

The State requires private employers to provide unemployment insurance. State employees have the same economic needs as private employees. The adoption of this bill would enable the State to practice what it preaches.

Dewey Names Three To Banking Board

ALBANY, Feb. 26—Governor Dewey sent to the Senate for confirmation the reappointments of John Foster Dulles, of NYC, F. Abbot Goodhue, of Hewlett, and George L. Harrison, NYC, as members of the Banking Board of the State of New York.

Messrs. Dulles, Goodhue and Harrison were reappointed for full 3-year terms to become effective at the expiration of their present terms.

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Drastic Steps to Prevent Inflation Held Needed but Most Unlikely

Special to The LEADER

ALBANY, Feb. 26—Charles M. Armstrong, Chairman of the Salary Committee of the Association of State Civil Service Employees, discussed "Inflation and the State Worker" in a talk to the Council of Women of the State Education Department.

He pointed out that inflation is unreal to most people. The 30 to 40 per cent rise in prices already worrying State employees is only a beginning, he said. The war costs have piled up money while curtailing production of goods. There is so much money that half of everything in the country—farms, railroads, houses and automobiles—could be purchased if the money could only be used once like ration coupons. Actual-

ly, money is an indestructible ration coupon that can be used over and over. Those were his statements.

Cites Past History

Mr. Armstrong pointed out that enough money has been created to support prices several times as great as pre-war. Money is already so cheap and some goods so scarce that money is not important in getting them. Nylons, butter and men's suits illustrate this. They are so scarce that the favor of the merchant is more important than the money one has. This cannot last or black markets will displace legitimate markets as desperate people try to get the necessities of life. Prices will go up, he declared.

"This spells tragedy to the

State workers," he said. "Past history indicates that salaries of government workers do not go up as fast as the dollar declines in value. Thus the State worker can expect to have a lower and lower standard of living as the inflation proceeds."

Long Inflationary Period

The speaker pointed out that the inflationary period would probably last for 5 or 10 years, a long lean time for the State workers. The loss can be reduced by constant agitation for fair pay adjustments for governmental workers, he argued. The national production efficiency is advancing so that most people in the country can look forward to having their standard of living go up while the State workers' is going down, he maintained. Other remarks were:

This may help the State worker in his effort to maintain his standard of living. The pensioner will be hit even harder than the workers. There is less chance of increases in the pensions but the declining value of the dollar is just as real to the pensioner as to any one else.

If prices go up to 300 per cent of pre-war, as is quite possible, it is the same as reducing a pension to one-third. Pensions are not large enough for such reductions. The only hope of the pensioners would appear to be legislation increasing existing payments. Otherwise, State pensioners may be compelled to appeal to local authorities for supplementary relief or Old Age Assistance.

Up and Down

Even those who are now relatively young will lose in the purchasing power of their pensions. The State pension is made up of two parts, one paid by the State and one paid by the employee.

The State portion is determined by the highest 5 years' pay earned by the employee, and hence, increases with the inflation. The employee's share is determined by the dollars already paid in. Hence the value of accumulations up to the present will decline in purchasing power as the dollar declines in value. As a result, the employee who will retire after the inflation has taken place will find his pension smaller in relation to his final salary than he anticipated.

81.5 P.C. Of Appeals Won, Says Goldstein Report

Special to The LEADER

ALBANY, Feb. 26—New York State's Department of Law, one of the largest legal offices in the country, was successful in 81.5 per cent of its cases involving appeals in 1945, Attorney-General Nathaniel L. Goldstein disclosed today in his third annual report to the Legislature.

This, he said, compares with an average 55 per cent of the successes of appeals by the remaining 47 states and with 69 per cent of the successes of the Federal government. The Department was a party in 816 appeals during the year.

He reported that his goal to place the Department on a current operating basis, set when he assumed office, has been achieved. At the close of 1945, all matters with the exception of those held because of pending test cases or with witnesses or parties in the

armed forces or engaged in war work, were up to date.

There were 9,129 matters pending on December 31, 1945 as compared to 25,018 3 years ago, he reported. He also reported that the department collected directly or effected for other State departments a total of \$2,769,000 as against operating costs of \$1,151,024, and that there were 686 opinions—formal, informal and those to members of the Legislature on constitutional questions—rendered during the year.

The department effected a net saving to the State of \$4,183,486.90 by its defense of 236 claims, he said. The report also set forth:

Investors got back \$224,103 as the result of investigations into fraudulent securities transactions. Collections effected for injured workmen amounted to \$211,965.

He continued the Albany County and Legislative investigations ordered by Governor Dewey, and directed the State's legal proceedings in connection with the Interstate Commerce Commission's order increasing freight class rates for manufactured goods in the north-eastern states.

The Attorney-General also completed organization of a Bureau of Rights of Way to handle about 5,000 acquisitions yearly in connection with the State's \$840,000,000 highway program for the next 5 years.

CIVIL SERVICE LEADER

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The State Employee

By FRANK L. TOLMAN
President, The Association of
State Civil Service Employees



THE STATE EMPLOYEE: CITIZEN FIRST

THE American Veterans Committee has the slogan, "Citizen first, veteran second." Many State employees are members of the American Veterans Committee and the entire membership of the Association is interested in continuing close contact with the Veterans Committee.

The position of the Association of State Civil Service Employees in relation to the Veterans Preference Amendment was often misrepresented and the Association maligned on false assumptions. That is water over the dam. But the Veterans Preference Bill has still to be drawn and the group of civic organizations that proposed a sound Constitution amendment and opposed the (to them) vicious Downey-Sherman amendment will continue the effort to pass the best bill possible both for the veteran and the citizen of the State.

AIM IS CIVIL SERVICE PRESERVATION

The Association's aim beyond all others will continue to be the preservation of the civil service system as an essential tool of good State administration; the rendering of efficient service to the people of the State.

Few will quarrel with the essential aims of civil service that the best qualified persons shall conduct the public business and that no public money taken from the taxpayers shall be wasted in graft or inefficiency. But many look the other way when the political party are paid from public funds.

Few decent people resort to political action gladly. The easy way is to leave everything to our legislators and the Governor. If the "pressure boys" followed this principle, there would be less need to help get important bills through the Legislature or to get appropriation voted for needed public services. But the "pressure boys" don't and so the only solution is to voice our best beliefs and convictions where they will do the most good.

CITIZENS IN DEEDS AND IN NAME

The Association has enjoyed good relationship with the Legislature and the Governor. Its reputation for fairness and its close knowledge of State administration results in frequent requests for information from conscientious people who must act on difficult matters of public policy. It is listened to when proposals affecting State employees are discussed.

We hope to continue the high repute which the Association has earned as citizens first. We expect to be citizens not in name only but in deeds as well.

Vesting of Pensions—What It Means To Every New York State Employee

At the present time a member of the Retirement System who voluntarily withdraws prior to retirement, receives only the return of his accumulated contributions and the pension provided by the State or Municipality is forfeited. The Association's bill could permit a withdrawing employee who had served 5 years or more to elect to receive deferred retirement allowance to commence at age 60, equal to the deferred annuity purchased by his accumulated contributions plus a pension equal to 1/140ths of final salary times the total number of years of service. In the event of the member's death prior to age 60, only the accumulated contributions would be returned. The calculation of the deferred retirement allowance would be made on the basis of such tables and such rates of interest as the Comptroller might adopt. The reasons for this bill are:

1. Members of our Retirement System do not come under the Social Security Act and therefore cannot take with them any pension credit on transferring to other employers.

2. The Federal Retirement System provides for a separation benefit for 5 years along with the lines of the proposed bill.

3. The Retirement Law already allows a so-called discontinuance benefit, where the employee is forced to terminate services through no fault of his own, after having 20 years of service. The benefit granted is approximately of the same value as under the proposed bill. Where the member has served for 25 years and is over 50, a much more liberal discontinuance benefit is granted. The above separation benefit would fill the gap for other withdrawing employees.

4. Enlightened private employers who purchase group annuity contracts with life insurance companies generally vest employer contributions with employees who have served for some minimum period such as 10 or 15 years. In other words the employer and employee contributions are used to purchase some form of a deferred annuity.

5. It should be kept in mind that a pension is in the nature of something which is earned annually and which under proper safeguards should be turned over to the employee upon his departure even though this may come before the normal retirement date. It is no longer considered by most employers that a pension is payable solely as a reward for the continuance of service until the normal retirement date.

6. The Actuary of the Retirement System has estimated that a separation benefit after 15



EDWIN B. KENNGOTT, Deputy State Comptroller, has made a study of pension liberalization bills.

years of service on the basis of present tables would involve an additional normal contribution of .30 per cent of payroll with an

accrued liability of 9 million dollars. However, Actuaries of the Insurance Department have arrived at figures on accrued liability which is only a fraction of the latter amount. Comparable figures for a separation benefit after 5 or 10 rather than 15 years are not available at this time. Nevertheless using the figures mentioned and assuming that the accrued liability is liquidated over a period of 30 years as provided for in certain sections of the retirement law, the total combined normal and deficiency contributions would be in the neighborhood of .46 per cent of payroll. At the present time the State and Municipalities contribute a total of 6.60 per cent of payroll so that the inclusion of a separation benefit would increase this figure to around 7.08 per cent.

It is of interest to note that at the present time the New York City Employees Retirement System requires a contribution by the employer of 8.60 per cent and of 13.30 per cent in the case of the Teachers Retirement System of the City of New York. It is evident that a separation benefit could be safely added and that the resulting cost would still be below that of the other two plans mentioned.

Washington and Lincoln Relics In Exhibit Opened by Dewey

Special to The LEADER

ALBANY, Feb. 26—Governor Dewey formally opened the New York State Library's exhibit of the original manuscripts of George Washington's Farewell Address and Abraham Lincoln's Emancipation Proclamation in the Rotunda of the State Education Building. At the same time he read his proclamation of Bill of Rights Week.

The historic documents and other rarities owned by the New York State Library, have been preserved in a vault in the State Education Building during the war years.

They are now to be placed on exhibition in a special case in the center of the Rotunda on the second floor of the State Education Building.

The original draft of Washington's Farewell Address is one of three priceless Washington manuscripts owned by the State. The others are Washington's opinion of his officers and his tabulated statement of household expenses in 1789. These, together with other Washington relics, such as his sword, surveying instruments, napkin, etc., were purchased by the State Legislature in 1781.

The Lincoln document is his first Emancipation Proclamation, given out on September 22, 1862, in which he stated that on January 1, 1863, he would recognize the freedom of the slaves in states in rebellion at that time. The Legislature purchased this in April, 1865.

Exhibited from time to time in a large frame in the main reading room of the library, the documents were on display in the New York State building at the World's Fair in 1939-40. They were last on exhibit for the public in the Library rotunda in 1941 and are in the same case as that used for them at the World's Fair.

These famous documents are in the handwriting of their authors. Their exhibition is regarded by the State Library as particularly appropriate during Bill of Rights Week.

R. B. PRESCOTT REAPPOINTED

ALBANY, Feb. 26—Governor Dewey reappointed Roger B. Prescott, of Yeesville, as a member of the Whiteface Mountain Authority. Mr. Prescott, who is Vice-chairman of the Authority, was reappointed for a full four-year term.

Dewey Names Three To Central Islip Board

Special to The LEADER

ALBANY, Feb. 26—Governor Dewey sent to the Senate for confirmation the nomination of Mrs. Preston Davie and the reappointments of Mrs. William W. Hoppin and Harry P. Robbins, all of NYC, as members of the Board of Visitors of the Central Islip State Hospital.

Mrs. Davie was appointed to fill the unexpired portion of the term of the late Mrs. Louis D. Wendell

whose term runs until December 31, 1946.

Mrs. Hoppin and Mr. Robbins were reappointed for full seven-year terms.

Mrs. Davie, who resides at the Ritz Tower Hotel in NYC, is a Trustee of Adelphi College. She is former Chairman of the Army Emergency Relief Civilian Operating Committee, Second Service Command, and is former Director of Volunteers, Army Personal Affairs Division, Military District No. 1.

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

By THEODORE BECKER

STATE COMMISSION AGAINST DISCRIMINATION HAS JURISDICTION OVER STATE EMPLOYEES

Last year the Legislature created the State Commission Against Discrimination and charged it with the responsibility of enforcing provisions of the statute designed to combat discrimination in employment practices on account of race, color, creed, or national origin.

There was little doubt that this responsibility covered private employment. However, it was not so clear whether the Commission had any jurisdiction in cases of public employment. In order to resolve whatever doubts existed in this connection, the Commission requested an opinion from the Attorney-General on this important point.

Based on Constitution

Requested and given this month, the opinion of the Attorney-General clearly indicates that the State Commission Against Discrimination has jurisdiction over discriminatory employment practices of "the State, its agencies and the subdivisions of the State." The Commission had asked whether it had jurisdiction to consider a complaint relating to the officers and employees of a New York City Hospital.

The Attorney-General called attention to a provision of the State Constitution which provides:

"No person shall, because of race, color, creed or religion, be subjected to any discrimination on his civil rights by any other person or by any firm, corporation,

or institution, or by the State or any agency, or subdivision of the State."

He pointed out that the anti-discrimination law was enacted in fulfillment of the constitutional provisions; that it declared the opportunity to obtain employment without discrimination because of race, color, creed or national origin is a civil right; and that it defined as an unlawful employment practice for an employer, because of the race, creed, color or national origin of any individual, to refuse to hire or employ or to bar or to discharge from employment such individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment.

Law Already Covered Public Employment

Even in the absence of the anti-discrimination law passed last year, State and local employees would be protected against similar discrimination.

Section 14-b of the Civil Service Law, first added in 1939, declares:

"No person having authority or control over, or discretion in, the selection or appointment of persons for employment in the civil service of the State, or of any of its civil divisions or cities, or over the promotion, or fixation of compensation, or dismissal of persons in such service, shall, solely by reason of the race, creed,

color or national origin of any person, deny to such person any employment, promotion or increase of salary, or dismiss or suspend such persons from employment."

Remedies Under Civil Service Law

The Civil Service Law provides a procedure for remedying a violation of these provisions.

First, any person who believes he has been discriminated against in violation of these provisions may file a verified petition with the State Civil Service Commission, if the position involved is in the State service, setting forth therein the facts and his reasons for such belief.

Second, the Civil Service Commission, if satisfied that a prima facie case on proper evidence has been made out in the petition, shall promptly order a hearing to inquire into the truth of the allegation, due notice being given to the interested parties.

Third, if upon the hearing, the Civil Service Commission finds discrimination in violation of the law, it shall enter such finding on its records and send a certified copy of such finding to the offending appointing officer.

Fourth, it shall thereupon be the duty of such appointing officer to rescind, if necessary, the unlawful appointment, promotion or salary increase, and to appoint, promote or increase the salary of the petitioner or restore him to service, as the case may be.



DR. NEWTON J. T. BIGELOW, Deputy Commissioner of the Department of Mental Hygiene, faces a huge task as Chairman of the Salary Standardization Board. Governor Dewey has asked the Legislature to provide funds for the work of standardizing all permanent jobs in the State service.

Dewey Appoints 3 To Westfield Board

Special to The LEADER

ALBANY, Feb. 26—Governor Dewey sent to the Senate for confirmation the reappointments of Miss Jean Davis, of Aurora, and Mrs. Julius Ochs Adler and Dr. Leonard Blumgart, both of NYC, as members of the Board of Visitors of the Westfield State Farm. They were reappointed for full seven-year terms.



LEO M. BRITT, unanimously elected president of the Correction Department Civil Service Conference in recognition of his untiring efforts on behalf of employees of the Department.

Perkins Reappointed For Palisades Board

Special to The LEADER

ALBANY, Feb. 26—Governor Dewey sent to the Senate for confirmation the reappointment of George W. Perkins, of Cold Spring, as a member of the Palisades Interstate Park Commission. Mr. Perkins is President of the Commission. His present term expires February 12, 1946. He was reappointed for a full five-year term.

Why Vet Preference Applies to All Lists And to Both Wars

Special to The LEADER
ALBANY, Feb. 26—The opinion of Attorney-General Nathaniel L. Goldstein on the veteran preference amendment, given in a letter to Joseph Schechter, Counsel to the State Civil Service Commission, holds that existing lists are covered by the amendment, not merely lists promulgated on or after Jan. 1 last. It adds that World War I veterans are benefited, as well as World War II veterans and that the Legislature can carry great interpretive weight by enacting regulations governing the administration of the amendment. These aspects were discussed by Mr. Goldstein in the following language:

The amendment granting veterans' preference is phrased in mandatory and specific terms. It constitutes an express direction that veterans within its application be preferred in appointments and promotions from "any list" and is not a mere general statement of policy. The language directing the Legislature to enact laws for the enforcement of the section of the Constitution amended by the provision in question is not a new direction applicable only to the subject of the amendment but a continuation of a pre-existing provision.

Merit and Fitness

Despite this language, it has been held that the general command of the Constitution for appointments in the civil service so far as practicable on the basis of merit and fitness determined by competitive examination is so far self-executing that, even if all status and regulations on the subject of civil service were repealed, the courts would be required, "in a proper case, to pronounce appointments made without compliance with its requirements illegal" (Peo. ex rel. McClelland v. Roberts, 148 N. Y. 360, 366). In a comparatively recent case it was held that an appointment in a rural school district made without such examination was not lawful even though the Legislature had failed to provide for it in such districts (Palmer v. Board of Education, 276 N. Y. 222).

There is clearly less need for legislative direction as to veterans' preference than in the manner of determining merit and fitness, for the Constitution itself prescribes the method by which preference shall be granted. Disabled and non-disabled veterans are to be appointed and promoted in that order before any others upon any list from which such appointments or promotions are made, without regard to their standing thereon.

The result of a constitutional direction so explicit must not only be that appointments in violation thereof are void, as in the Palmer case, but that no legislative direction is necessary in order to bring into operation the requirement that appointments and promotions be made as so prescribed. This is not to say that the Legislature is deprived of its duty to

enact legislation safeguarding the rights granted by the Constitution nor of its power to make regulations governing the administration thereof and defining their scope. Indeed, a contemporaneous interpretation by the Legislature would be entitled to great weight upon questions of the intent and application of the provision (Matter of Kolb v. Holling, 285 N. Y. 104).

Matter of Madden v. Reavy, 284 N. Y. 418, held that the courts would not intervene to compel extension of civil service by administrative officers to civil divisions of the State in the absence of evidence of unreasonable delay in a task of such magnitude. It did not disturb or limit the prior holdings of the court that the constitutional requirement itself deprived appointments of legality if not made in accordance with its terms.

Existing Lists

This conclusion leads to your question concerning application of the preference to existing lists and indicates the answer thereto. The provision, which, as I have concluded, became effective on January 1, 1946, by its own force, requires appointments and promotions without regard to a veteran's standing "on any list" from which such appointments and promotions may be made. Inasmuch as many appointments and promotions will necessarily be made after that date from lists theretofore established, the requirement must be applied to such lists if its effective date is to be observed.

No basis in terms or apparent intention can be found in the amendment for applying the preference only to such appointments



Political science and economics are engaging the attention of Farmington Taylor, Elevator Operator in the State Office Building, NYC. He studies 'em ambitiously at night at City College. He's a member of the Association of State Civil Service Employees.



JOSEPH SCHECHTER, counsel to the State Civil Service Commission, to whom the Attorney-General rendered an opinion on the veteran preference amendment.

as are made from lists subsequently established. If a veteran's merit and fitness are established by the appearance of his name on "any" list, he "shall" be appointed before any other appointment is made therefrom on and after January 1, 1946. Legislative and administrative machinery for establishing eligible lists has long been in existence.

Such lists are presently available for a great many of the positions which are now to be filled. The reference to "any list" in the amendment indicates that it was framed and adopted "with reference to existing laws, which were intended to give to it immediate practical operation" (Peo. ex rel. McClelland v. Roberts, 148 N. Y. 360, 369).

Clear Indication

A final clear indication that the amendment was designed to have immediate application by its own force to existing lists is found in the 5-year limitation on the preference to non-disabled veterans.

Such preference is accorded until "December thirty-first, nineteen hundred fifty, but in no event for a period less than five years next following the honorable discharge or release under honorable circumstances of a member of the armed forces of the United States who served therein in time of war." The prescribed date is 5 years from the effective date of the amendment and the limitation is so phrased as to give all veterans preference for at least a 5-year period from such effective date. This includes those who were theretofore discharged in World War II as well as after service in any prior "time of war" such as World War I. Those discharged or released after January 1, 1945, will have five years from the date of discharge or release. The others are limited to the period ending December 31, 1950. If application of the preference must await either legislation or the establishment of new lists, the prescribed 5-year period would be cut down by the time consumed in accomplishing those actions. That is a result obviously not intended and plainly not permitted by the constitutional mandate.

[Other aspects of veteran preference were discussed in another part of the opinion, published in the Feb. 5 issue.]

NEWS ABOUT STATE EMPLOYEES

INDUSTRY

The Association Chapter held a business meeting at Cayuga. Howard Adams became the new Treasurer, succeeding Donald Orr.

Cayuga Recreation Center was the scene of a farewell party for Mr. and Mrs. Joseph La Pierre.

Among the veterans who have returned to State service here are Edward Funk, Nicholas Gustino, and Howard Adams.

Mrs. Robert Eckerson entertained at a kitchen shower for Miss Dorothy Davis. Mrs. Royce Leaton also had a party for Miss Davis.

Miss Grace MacFarlane and Mrs. Frank Latucca enjoyed a trip to Buffalo.

James H. Surridge, Secretary of the Western New York Volunteer Firemen's Association attended the meeting of the Executive Board of that association in Eggertsville.

As President of the Rochester Employees Federal Credit Union, Mr. Surridge presided at the annual meeting of the Credit Union. The annual report of President Surridge showed that 489 State workers belonged to the Credit Union with a combined share holding of nearly \$57,000. A 2 per cent dividend was declared to shareholders of record of December 31, 1945. The Credit Union was in a very fine financial condition with all indications for a record business year in 1946. This was the fourth consecutive year that Mr. Surridge was President. At the first meeting of the Board of Directors in 1946, Mr. Surridge declined renomination for President for a fifth term, at which time John Smith of the State Fund Department was elected to succeed him. Mr. Surridge still retains his membership on the Board of Directors.

Mr. Surridge represented the Western New York Volunteer Firemen's Association at the Executive Board meeting of the Monroe County Volunteer Firemen's Association held in Churchville and was a delegate to the quarterly convention of the Monroe County Association in Rush.

ST. LAWRENCE

The Letchworth Building is leading in the St. Lawrence Hospital Bowling League with 21 games won and 6 defeats. Other teams in the league are C. H. West, Staff and Shops.

Larry Bozer of the Shops team leads the league in individual scores with William Rhomer, C. H. West, in second place for individual honors.

NAPANOCH

A Valentine party and dance

How Veterans Should Protect Their Insurance

State employees returning from military duty to active State service can have their Group Life Insurance Policy, obtained through the Association of State Civil Service Employees, which was in force when they entered military service, reinstated without medical examination.

All that is necessary is to apply to the Association within 90 days of return to State service.

Any New York State employee whose accident and sickness policy in the Group Plan of the State Association was in force when he entered military service may have his policy reinstated by applying, in writing, within 30 days of release from military service.

Address the Association of State Civil Service Employees, Room 156, State Capitol, Albany 1, N. Y.

was held on Feb. 16th in the Institution armory. More than 100 employees and friends attended and enjoyed a delightful evening.

Ninety-nine per cent of the personnel, or 202 employees, contributed the sum of \$229 to the Infantile Paralysis Fund. The Institution Bowling Club donated ten additional dollars.

Captain Lloyd Wilklow is rejoicing and singing psalms of triumph. After ten long years of persevering effort he achieved the height of a deep ambition, a 200 game in bowling, ringing the bell with a 229 high single last week.

Chapter President Jimmie Morrow's Marvelous Marvels are setting the pace in the Institution Bowling Club League. With one more round of play remaining, his Chart Office team has well-nigh clinched first place honors.

Meetings of the Chapter are being held regularly each month. Attendance has been gratifying, and interest in the affairs of the Association is running high.

PILGRIM

At the last meeting of the Chapter, delegates were elected to attend the annual dinner in Albany on Feb. 28: Louise Williams, Madge Koernig, Nettie Corbett, Ercelia Schilling, Leon Corbett, James Leslie, Charles Burns and Francis H. Neitzel.

Last Call For Insurance Without Medical Exam!

Special to The LEADER
ALBANY, Feb. 26—Last call for State employees to qualify for the Group Life Insurance Plan of the Association of State Civil Service Employees without a medical examination!

This provision expires on Feb. 28, after which a medical examination will be required of new applicants. Under the present no-examination waiver applicants need only be under 50 years of age and not have been previously rejected for this insurance on the basis of a medical examination.

Discussing the merits of this coverage, Charles R. Carlisle, Representative of the insurance firm of Ter Bush and Powell, said:

"Since the plan started on June 1, 1939, more than \$1,500,000 has been paid to beneficiaries. Claims are usually paid within 24 hours of the time the Association or insurance company receives notice of death. Claims have arisen in every State institution and department. The Association has in its files many letters received from beneficiaries attesting to the prompt and efficient service on claims.

"Because of satisfactory loss experience under the plan, for the



CHARLES R. CARLISLE

policy year beginning Nov. 1, 1945, each insured member is given the \$250 additional coverage. For the policyholder 39 years or younger this means free additional coverage worth \$1.80 yearly."

Commons Wants Civil Servants In Britain To Be Better Mixers

By G. M. YOUNG

If you watch the London papers carefully you will come on an advertisement from time to time saying that on such and such days the Civil Service Commissioners will hold an examination for filling so many places in the Administrative, or Executive, or Clerical grade of the Civil Service. Any of the King's Subjects being of the right age, male or female, black, white, yellow or red, may present himself, and the examinations are designed to give a fair opportunity to all comers and to exclude the remotest possibility of political influence. The candidates who come out highest in this test can within limits choose their own departments: after a year's probation they become established, and must thenceforth rely entirely on their official virtues for advancement and honor. Every civil servant on entry is reminded that any attempt to secure promotion by influence will be taken as a confession that on his merits he does not deserve it.

What are the official virtues?

Industry, accuracy, incorruptibility.

The English civil servant has the highest standard in the world. But you will hear at times complaints that while examination may attract the best brains it does not attract the liveliest characters; that the civil servant is likely to play for safety and pension; that he becomes a creature of precedent and routine; that his office is his world, and of the world outside he knows too little. There is some truth in all this, and a Committee of the House of Commons has been busy with plans for enlarging the outlook of the civil servant, making him a better mixer and letting him rub off some of his departmental angles in company with people of other professions and a different background.

They are even talking, I hear, of a new device: instead of interviewing the candidate for half an hour, the Civil Service Commissioners are to see him at large, and I trust, at his ease, in the country for 2 or 3 days on end and size him up accordingly. It

is a promising idea and would not be very difficult to carry out.

You see, the English civil service is really very small. In figures, it is a million strong, but that includes all the postmen, all the messengers, all the typists and all the telephone girls. Its thinking part—the administrative grade—numbered in peacetime less than 1,500; and Whitehall represents some 500 senior officials who prepare and administer the laws which are made just across the way in Westminster.

The tradition of the Civil Service is to keep inside its powers rather than to go outside them. Britain's local authorities, counties and boroughs, are quick to resent and resist any encroachment on their rights. And, finally, any excess of authority by Whitehall is certain to produce an echo in Parliament. So when people talk of bureaucracy in England, the answer is: "You have just as much bureaucracy as Parliament chooses. If you think you have too much, you must go to Parliament for redress. If you won't take the trouble, then you can't complain."

Church Announcements FOR CIVIL SERVICE EMPLOYEES

Holy Innocents

128 WEST 37th STREET NEW YORK CITY

St. Francis of Assisi

(National Shrine of St. Anthony) 135 WEST 31st STREET NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45, 1:20, 2:45
 SUNDAY MASSES—8, 9, 10, 11, 12, 12:30
 DAILY SERVICES—11:30, 1:15, 3, 5:15, 6:45, 7:30
 SUNDAY SERVICES (P. M.)—5:30 and 7:30
 CONFESSIONS—At all times.

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 2:45
 (For Members of Armed Forces Only: 3 P. M.)
 DAILY MASSES—5, 6, 8:30, 9, 10, 11:30 (11 Tuesday), 12:15
 CONFESSIONS—Every day of the year from 6:30 A. M. to 10 P. M.

BUFFALO CHAPTER ENTERTAINS WESTERN N. Y. CONFERENCE

The Buffalo Chapter of the Association of State Civil Service Employees were hosts to the first Buffalo meeting of the Western New York Conference. The Conference is an organization made up of Western New York Chapters and Founder of the Conference is Robert R. Hopkins, President of the Buffalo Chapter. Mr. Hopkins is Manager of the State Unemployment Insurance Office, 1100 Main St., Buffalo, N. Y.

The purpose of the State organization is to uphold the principles of merit civil service; achieve unity of action in increasing efficiency, and improve working conditions of State employees.

Representatives of Chapters at Albion State Training School, Attica Prison, Batavia School for the Blind, Gowanda State Hospital, Industry State School, Newark State School, Rochester State Hospital, Buffalo State Hospital, Thomas Indian School, Iriquois; Gratwick Chapter, State Health Institute, Buffalo, met in the afternoon business session at the Hotel Lafayette. They joined with the Buffalo Chapter at a dinner dance in the main ballroom of the Lafayette in the evening.

Evening speakers included Assemblymen James Quinn, William J. Butler, Frank A. Gugino of Buffalo and Harold Ostertag of Attica.

State Exam Progress

OPEN-COMPETITIVE

Office Machine Operator (Calculating-Key Drive), State and County Departments and Institutions: 53 candidates, held December 1, 1945. This examination has been sent to the Administration Division for printing.

Industrial Foreman (Shoe Shop), Department of Correction, Sing Sing Prison: 8 candidates, held December 3, 1945. Rating of the examination completed. Establishment of list pending settlement of veteran claims.

Associate Civil-Engineer (Airport Development), Commerce Department: 9 candidates, held February 2, 1946. Rating of the written examination is in progress.

Associate State Publicity Editor, Commerce Department: 21 candidates, held February 2, 1946. Rating of the written examination is in progress.

Court Stenographer, Supreme Court, 9th Judicial District: 14 candidates, held February 2, 1946. Rating not yet started.

Food Service Manager, State and County Departments and Institutions: 85 candidates, held February 2, 1946. Rating of the written examination is in progress.

Principal Economist, Department of Commerce: 15 candidates, held February 2, 1946. Rating of the written examination is in progress.

Publicity Production Manager, Commerce Department: 14 candidates, held February 2, 1946. Rating of the written examination is in progress.

Senior Hearing Stenographer State and County Departments and Institutions: 76 candidates, held February 2, 1946. Rating of stenographic examination is in progress.

Senior Housing Accountant, Division of Housing, Executive Department: 18 candidates, held February 2, 1946. Rating of the written examination is in progress.

Title Examiner, Department of Law: 107 candidates, held February 2, 1946. Rating scale is being prepared.

PROMOTION

Canal Electrical Supervisor, Department of Public Works: 16 candidates, held October 27, 1945. Rating of the written examination and training and experience is completed. Clerical work is in progress.

Compensation Claims Investigator, Upstate Offices, The State Insurance Fund: 8 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Account Clerk, Department of Mental Hygiene (Institutions): 58 candidates, held October 27, 1945. Rating of the written examination and rating of training and experience is completed. Awaiting settlement of veteran claims.

Senior Stenographer, Department of Conservation: 15 candi-

dates, held December 8, 1945. Rating of the training and experience is completed. Awaiting service record ratings.

Senior Clerk (Compensation), Department of Labor: 90 candidates, held December 8, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Awaiting decision on disabled veterans.

Senior Clerk, Department of Labor, Workmen's Compensation Board, New York Office: 88 candidates, held December 8, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work is in progress.

Principal Stenographer (Law), Department of Law, Albany Office: 17 candidates, held December 8, 1945. Rating of the written examination and rating of training and experience is completed. Awaiting service record ratings.

Principal Stationary Engineer, Department of Correction: 35 candidates, held December 8, 1945. Rating of the written examination and training and experience completed. Clerical work in progress.

Principal Accountant, Public Service Commission: 8 candidates, held December 8, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Awaiting service record ratings.

Senior Stenographer (Law), Department of Law, New York Office: 6 candidates, held January 12, 1946. Awaiting service record ratings.

Principal Clerk, Department of Taxation and Finance, Albany Office, Bureau of Motor Vehicles: 29 candidates, held February 2, 1946. Rating of the written examination is in progress.

Principal Stenographer, Conservation Department: 14 candidates, held February 2, 1946. Rating not yet started.

Senior File Clerk, Department of Audit and Control, Employees' Retirement System: 20 candidates, held February 2, 1946. Rating of the written examination is in progress.

Senior File Clerk, Department of Commerce: 7 candidates, held February 2, 1946. Rating of the written examination is in progress.

Senior File Clerk, Department of Labor, Albany Office: 7 candidates, held February 2, 1946. Rating of the written examination is in progress.

Public Employees Must Not Strike, National Civil Service League Holds

Supporting the position that public employees must not strike and that government agencies may not recognize the closed shop among civil service employees, the National Civil Service League, at its annual meeting in the Hotel Commodore, approved a report to that effect by its Special Committee on Public Employer-Employee Relations.

At the same time the Committee, composed of representatives of business, labor, education and other fields, called upon government agencies to establish machinery for sympathetic and co-operative discussions with public employees as a means of averting or alleviating disputes.

"The public service is the concrete, everyday expression of our democratic institutions," stated the Committee. "Its integrity and prestige are therefore peculiarly important to the preservation of our way of life. It is our common obligation to make public service impartial and efficient and to provide terms of employment which foster a wholehearted devotion to the common good."

Stand Against Strikes

In its stand against strikes by public workers, the Committee declared:

"In recognition of the distinctive character and special nature of their employment, it is highly desirable that governmental employees should voluntarily abandon the power to strike or the threat to strike. This is much to be preferred to the enactment of legislation."

The lack of anti-strike legislation was found by the Committee to be due in part because many organizations of public employees have no-strike policies.



H. ELIOT KAPLAN, Executive Secretary of the Civil Service Reform Association, presented the report of the National Civil Service League, which censured strikes by public employees.

"With regard to the closed shop, few public-minded citizens can be found to defend inclusion of such a clause in a government agreement with an employee organization," said the Committee.

The report observed that contracts binding on the government cannot be entered into with public employees, but that satisfactory agreements could be achieved in a process of collective negotiation.

The Committee stated further: "Government should provide adequate machinery for cooperation, to remove causes of griev-

ances and promote the solution of problems and development of morale in the service."

It was found that many employee associations have been of great aid in the establishment of adequate machinery for the prompt, sympathetic and effective handling of employee problems.

With some 6,000,000 persons employed in Federal, State and local government organizations, the investigators found that the factors giving impetus to the growth of employee associations include "the spirit of the time, the new industrial types of activities undertaken by various governments, the difficulties which many groups of employees have in maintaining their economic status in a period of rising prices, the desire of workers to obtain a brake against the precipitous reduction of forces, and, especially, intensified organizing activity." It was indicated that "for these reasons membership in employee organizations in the public service is likely to show even rapid strides in the post-war years."

Warning Given

The Committee gave warning: "As organization progresses over the country, government bodies, and men in public life generally, may be faced with demands which may be new to them but which are issues long debated or already settled in the practice of private industry. The legislator or official who is inadequately prepared for such situations may, through ignorance, take an indefensibly hostile stand, or through fear, make an unwise concession of principle, or he may react legalistically or negatively when the occasion calls for a positive, imaginative program."

NYC INSTRUCTS DELEGATES ON MEMBERSHIP AMENDMENT

The NYC Chapter Representatives, at their monthly meeting, voted unanimous instruction to their delegates to the State Association meeting to be held Thursday in Albany, to oppose the constitutional amendment extending Association membership eligibility to employees of cities, towns and villages. The delegates also were instructed to use their own best judgment in voting on any substitute resolution, if the proposed amendment, as presented to the last meeting, on Oct. 16, is defeated.

The delegates to Thursday's meeting will be Charles R. Culyer, president of the Chapter; Michael Porta and William K. Hopkins, vice-presidents; Joseph J. Byrnes, treasurer, and Kenneth A. Valentine, financial secretary.

The death of Morris Finkelstein of the Law Department was re-

ported by Mr. Hopkins, who works in the same department and who presided at the meeting, in the absence of Mr. Culyer.

Louis Lubliner has replaced Marie Band as Health Department Representative.

Representatives present, besides those already mentioned, were John J. Martin, Law; C. Ingegnore, Workmen's Compensation; Joseph Deuchar, Army Employees; Edith Fruchthandler and James Puccio, PSC; Martha A. Walsh, Motor Vehicle; E. C. Hart, Agriculture & Markets; S. L. Aram, Social Welfare; R. Carry, Surrogates' Court, NY County; E. Bozek, State Fund; Louis Lubliner, Health; Anna A. Little, State; Eva Heller and Elvira Hart, Housing; Lillian Marcus, Rehabilitation, Education; Nora F. McAuley, Public Works; James Rowley, DPUI, and Harry Kesper, SLA.

ASSN. MEETING PROGRAM OF STATE

(Continued from Page 1) gates and Representatives should register in the Library Room.

Business Program

The program of the business meeting follows, to be conducted in the hotel, unless otherwise stated:

CRYSTAL BALLROOM, General Chairman, John W. Herring, Education Department.

9:45-10:00 a.m.—Welcome and Outline of Program, Dr. Frank L. Tolman.

10:00-12:00 a.m.—Panel Discussion, Association's Legislative Program, led by John A. Cromie, Tax Department.

Review of New Legislation, John T. DeGraff, Association Council. Salary Legislation, Charles M. Armstrong, Education Department.

Retirement Liberalization Legislation, Charles C. Dubuar, Insurance Department.

Noon—Luncheon Meeting. Guest Speakers: Dr. Fordyce Luikart, U. S. Civil Service Department; Washington; "Recruiting Personnel"; Miss Jane Todd, State Department of Commerce; "Women in Civil Service."

AUDITORIUM—Henry Memorial Building. 2:00-3:30 p.m.—Panel Discussion, led by Jesse B. McFarland, Social Welfare Department; Hazardous and Arduous Pay, William F. McDougough, Executive Representative; Hours and Leave Rules, Wayne W. Soper, Education Department; Personnel Council and Grievances, Clifford C. Shoro, Health Department.

3:30-3:45 p.m.—Report of Education Committee, "Training." Dr. David Schneider, Social Welfare Department.

3:45-4:00 p.m.—Report on Chapter and Organization Generally, Christopher J. Fee; Department Public Works; Wayne W. Soper, Education Department.

4:00 p.m.—Amendments to Association Constitution: a. Extension of voting rights to all State employees; b. Extension of membership to include municipal employees.

Resolution; new business.

VENETIAN ROOM—

2:30 p.m.—Meeting of Education Committee and others interested in in-service training and other training programs, Dr. Schneider presiding.

2:30 p.m.—Meeting of the Committee on Regional Conferences and Chapter Organization, Christopher J. Fee presiding.

Two Are Renamed On Maritime Board

Special to The LEADER

ALBANY, Feb. 26 — Governor Dewey reappointed W. George Huntington and Omar B. Whitaker, both of Brooklyn, as members of the Board of Visitors of the New York State Maritime Academy. Their present terms expired July 15, 1945. They were reappointed for a full three-year term.

Mr. Huntingdon is President of the Harbor Marine Contracting Company of Brooklyn and represents the ship building industry on the Board. Mr. Whitaker is Manager of the Federal & Marine Departments of Sperry Gyroscope Co., Inc., of Brooklyn and represents the shipping industry on the Board.

Ossman Appointed Clerk of Rockland

Special to The LEADER

ALBANY, Feb. 26 — Governor Dewey appointed Wilson Ossman, of Stony Point, N. Y., as County Clerk of Rockland County, to fill the unexpired portion of the term of Heman M. Purdy, of New City, N. Y., who resigned recently.

Mr. Ossman who is a veteran of World War II, served overseas in the European Theatre of Operations for twenty-five months with the 341st Quartermaster Depot Company.

He was born in Stony Point, N. Y., September 27, 1912 and received his elementary and secondary education in the Stony Point public schools. He was elected Town Clerk of Stony Point in 1937 and served in that capacity for four consecutive terms.

Albany Shopping Guide

Schools
STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method of stenography. Evening classes every Monday and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace Theater Bldg., Albany 3-0387.

Competent Stenotype Secretaries, Stenotypists for Conventions, Sales Conferences, Association Meetings. Dial 3-0357.

Millinery
HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00 Over 1,000 hats to select from. THE MILLINERY MART, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany, 126 Main St., Gloversville N. Y.

Hair Removed
PERMANENTLY BY ELECTROLYSIS. Guaranteed no re-growth. No after-effects. Moderate fee. Consultation free. Ernest H. Swanson (Knee Graduate), Electrologist 123 State St. Open evns. Albany 3-4988.

Hairdresser
EMILIE'S BEAUTY Salon offers a special 20% off on all permanents. Also \$50. Cold wavs for \$15. All types of beauty treatments expertly done. Open Wednesday and Friday evenings by appointment. 265 Central Avenue. Albany 4-9994.

Yarn Shop
BETTER MAKE OF YARNS and finishing of handbags. KNITTING NOOK (Christine Hahn), 48 North Pearl St., 1 Flight up. Albany 4-3611.

NEISNER'S PERMANENTS LAST! You get real value—lasting hair beauty. REGULAR \$10 LANS CREME PERMANENT Hair cut, styled wave, machine or machineless; complete only. 6.95

Neisner's Open Wed., Thurs. and Fr. evenings. 153 CENTRAL AVE. Phone 8-9399



RAFAEL ERNESTO GONZALEZ, Hospital Attendant at Craig Colony Hospital, is looking forward to a long-awaited visit to his family in Puerto Rico.

C. B. Sullivan Named To Judicial Council

Special to The LEADER

ALBANY, Feb. 26 — Governor Dewey on Monday night will send to the Senate for confirmation the nomination of Charles B. Sullivan, of Albany, N. Y., as a member of the Judicial Council of the State of New York, to succeed William T. Byrne, of Loudonville, whose term has expired. Mr. Sullivan was nominated as a representative on the Council from the Third Judicial Department.

Mr. Sullivan, an attorney, is a senior member of the law firm of Ainsworth and Sullivan.



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TUESDAY, FEBRUARY 26, 1946

BILL FOR VESTED PENSIONS ASKS ONLY SIMPLE JUSTICE

LEGISLATIVE support is increasing for the Vested Retirement Pension Bill. It is believed that if State employees will impress on the Senators and Assemblymen the necessity of this bill, it will be adopted. It is expected that Governor Dewey would sign the bill, despite the extra cost to the State, which isn't large, because of the equitable principles involved, already invoked in two other phases of the Retirement Law.

The purpose of the bill is to have the State recognize a pension as a benefit bestowed on the basis of annual member service, and therefore not to be forfeited upon resignation. A deferred benefit, at age 60, is provided for those with 5 years or more of member service.

What Vesting Means

Now any employee who resigns, regardless of length of service, forfeits the pension, which is the State's part of the retirement allowance. The ex-employee gets back his own contribution, with interest, but the Government liability in regard to him expires, as does any right to an annuity which his own contribution would have bought in the Retirement System. Continuing this Government liability and employee title to annuity is what is meant by "vesting." The termination feature would be eliminated for any period except one of five years.

The extra percentage of State contribution is relatively small, an additional 0.3 per cent of payroll, after 15 years of service, being the estimated amount, with total State contributions less than in equivalent systems.

What should appeal to the legislators particularly is the principle of fundamental justice on which the bill is based. It is hard to conceive of any valid objection to the measure, once the amount of State money involved is found to be within reason, as it is.

Question, Please

Readers should address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

STATE VETS PREFERENCE

DOES the amendment apply to non-competitive and exempt (and, in cities, labor class) positions?

—N. E. V.

Preference applies only in cases where eligible lists are established. Therefore, it applies to competitive positions and labor class positions, but does not apply to exempt and non-competitive class positions.

WHAT is meant by the term "honorable discharge or release under honorable circumstances," as used in the amendment?—J. B.

There are many types of discharges issued by the military and naval service. A pamphlet covering such discharges was issued by the War Department in October, 1944, under the title "Certification of Completion of Military, Naval or Merchant Marine Service." It will be necessary to carefully study the various types of discharges to determine which are covered in the constitutional amendment.

WHAT change does the amendment make in the present procedure for the processing of disabled veterans' claims?—T. T. E.

Under the present procedure, a candidate making a claim for disabled veterans' preference must first get a certificate from the United States Veterans' Administration showing a war-incurred disability and then must be examined by the civil service commission to determine if the war-incurred disability is in existence at the time application for appointment or promotion is made. Under the amendment the function of the civil service commission will be eliminated and the United States Veterans' Administration is required to certify to the existence of a war-incurred disability at the time of application for appointment or promotion. The certificate of the Veterans' Administration on this matter is conclusive.

DOES a veteran (non-disabled) get preference automatically, or

must he file a claim for such preference?—L.

The amendment is silent on this point and it would appear that the veteran should file a claim for preference, as he must establish the existence of certain factors (such as citizenship) residence, etc.) before the preference can be allowed.

DOES preference apply to a special eligible list where the original list expired before the claimants were entitled to preference?

—J. O. P.

Yes. The Constitution requires that preference be given to veterans and disabled veterans on any list. In order to clarify this point, appropriate legislation has been recommended.

DOES the veteran preference amendment apply to those who were inducted under the Selective Service Act into the armed forces and were released prior to December 1, 1941—C. V.

As the service must be rendered in time of war, the answer to this question is no.

WHAT are the citizenship and residence requirements for veterans' and disabled veterans' preference?—B. E. L.

Claimants must be citizens and residents at the time of claiming preference and must have been residents at the time of entry into the armed forces.

WHAT limitations does the amendment place on veterans' (non-disabled) preference?

—T. D. E.

Such preference is subordinate to the preference granted to disabled veterans and the preference remains in existence until December 31, 1950, or for a period of five years from the date of honorable discharge or release under honorable circumstances, whichever period is the greater. It will be necessary to accurately record the dates of discharge or release if such dates are on or after January 1, 1946.

Merit Man



NATHAN H. MITCHELL

YOU EXPECT a Dewey protegee to be a demon investigator, and Nathan H. Mitchell is. He gets after the fraud violators of New York State tax laws. He's Director of the Special Investigations Bureau and Mr. Deputy Tax Commissioner to you, in case you ever happen to cross his path on official business. Hope not! But if you do, remember that when Thomas E. Dewey was Special Prosecutor, Nat Mitchell was his Assistant Chief Accountant and that many a racket was successfully broken through the early detection of tax frauds, by the accounting arm of that illustrious undertaking. It took more than mere accountancy to do it: there were Dewey's expert guidance and other factors.

After more than a score of years as an accountant-sleuth Mr. Mitchell's wits are even sharper than they were in 1935 when he joined Dewey's Special Prosecutor staff, having been honed on such hard stones as Martin (Bugsy) Goldstein and Louis Capone, both of Murder Inc. (both since executed) and on a thousand other not too soft customers.

You've heard of how the Northwest Mountie always gets his man. Listen to these:

I.

Birds of a Feather

A man not under investigation was being questioned by Commissioner Mitchell in the tax office. There was no suspicion against the uncomfortable visitor. Still, tax evasion in business often follows the birds-of-a-feather rule.

In his disarmingly soft voice, Mr. Mitchell asked the witness if he had reported his own income accurately.

"Yes, positively! Every cent of income reported and every cent paid!"

That was the reply.

Some months later the former witness, now quarry, confessed omitting close to \$100,000 income because Mr. Mitchell had decided to investigate him.

II.

The Telltale Typewriter

Mr. Mitchell picked up a man suspected of forging applications for motor fuel refunds, and also took along the man's typewriter. (Aside: A State Trooper was on hand.) During the auto ride to the tax office Mr. Mitchell said to the suspect: "You haven't done so well, have you?" The reply: "I guess I made a mistake."

III.

The Secret Panel

A suspected counterfeiter of State ink-pad imprints used as cigarette stamps received an unexpected visitor who wanted to look around. In the cellar a bookcase stood against the wall. The visitor pushed aside the case and saw the exposed wall, with a small section considerably darker than the rest. He slid black an artfully disguised panel and inside a secret compartment found an ink-pad beside which was a bottle of carbolic acid. The rubber stamp was not there, but wasn't long in being discovered. The visitor was (you guessed it) our redoubtable Mr. Mitchell.

[Key answers to these mysteries, below.]

Off to a Good Start

Has he always been that way—quick to size up and act on a situation? The friends of his NYC boyhood say "Positively." In fact, when he got into the accounting profession via a C.P.A., after study at Pace & Pace, N.Y.U. and C.C. N.Y., his firm had among its many clients trade associations which investigated frauds committed by customers of the members.

The Dewey investigations proved

Glad Handers Back

The Mayor's Committee for the Reception of Honored Guests, which flourished back in the days of Mayor Walker, is revived. Headed by carnation-bedecked Grover Whalen, the committee has been assigned quarters in the former restaurant of the Sanitation Department at 125 Worth Street, which has been refurbished for its use.

Ex U.S. Workers Irked

Perhaps the most bewildered group of people nowadays is "reduced" Federal workers. Their agency hands them papers with their re-employment status reports and refers them to the Civil Service Commission. At the Commission they're told that nothing is doing during the interim period (until regular examinations are announced) and that they have to find their own jobs with some other agency.

If they ask what agencies may have openings they're referred to the Manhattan Telephone Directory under "United States Government." To make things complete, the former Government employees can't qualify for unemployment insurance.

Across the Bar

Only once in the whole history

Liberalized Pension Law For Vets Is Explained

Special to The LEADER

WASHINGTON, Feb. 26—The U. S. Civil Service Commission today sent to Federal agencies information relative to changes in civil-service retirement procedures brought about by Public Law 265, which was approved by the President.

The effect of the law, which amends the Civil Service Retirement Act, is to allow full credit, for retirement purposes, for the period during which a Federal employee was on leave from his civilian position for the purpose of performing military service. The employee receives credit for such period without being required to make any deposit in the retirement fund therefor.

This is a liberalization of veteran benefits. Heretofore, such an employee was entitled to credit for only 6 months of each calendar

year of such leave for retirement purposes.

Comparative Benefits

An employee may choose to credit this period as military service, but it would be beneficial to do so only in case the base pay of the military service exceeds that of the civilian position.

Whether or not it would be advisable for an employee to do this could generally be determined only at the time of retirement; this is true because one of the factors which must be considered in computing retirement annuity is the "highest 5-year period"—that is, the 5-year period of service during which the highest average salary was received. Employees are, therefore, advised not to make deposit covering the period of military service while still employed.

NYC Seeks Students For Part-Time Positions

The NYC Civil Service Commission offers a good opportunity for college students to add to their income by working as monitors during civil service examinations.

The work is generally on Saturday, consisting of supervisory duties in the rooms where the examination is held. Monitors are usually assigned to localities near their homes in cases where examinations are given throughout the five boroughs, as in the coming March 9, Patrolman test. The

rate of pay is \$4.50 for about 4 hours work.

High school graduates, over 18 years of age are preferred for the positions. American citizenship and residence in New York City is required.

To get on the list of monitors, apply in writing to Samuel H. Galston, Executive Director, Municipal Civil Service Commission, 299 Broadway, New York 7. Satisfactory applicants will be called in for an interview, then will be notified by mail when their services are required.

the need of a State agency to investigate tax frauds. The division got started after Mr. Mitchell was with the State Tax Department on lend-lease. He next passed the open-competitive examination for Field Supervisor, Bureau of Special Investigations, and he's still in the competitive class.

It's quite a business he's in, too. Since its organization in 1935, to December 31, 1944, it has produced more than \$10,000,000 in extra revenue to the State, at a cost of less than \$400,000, hence pays 2,400 per cent. So the Special Investigations Bureau is being rewarded with a promise of more personnel, badly needed, Mr. Mitchell agrees.

Mr. Mitchell is regarded among accountants and lawyers, as well as by his own staff, as one of the ablest accountant-investigators in the field. Those who come in

contact with him are impressed with his comprehensive knowledge of the taxation field, as well as the keenness which is his great asset in his specialty of investigative accountancy.

KEY ANSWERS

I. The witness gave all the evidence of himself being a tax evader by over-emphasis of his denial. An honest taxpayer is composed and makes a casual denial.

II. "I guess I made a mistake" disclosed an attitude of guilt. The typewriter helped to clinch the case. Its pica type appeared on applications made under some of the 20 aliases the culprit used.

III. The small, darker section of the wall betrayed use, particularly by soiled hands, hence indicated a sliding panel. The carbolic substitute for water made the ink indelible.—H. J. B.

Don't

Repeat This!

How Truman's Order Affects War Worker

Special to The LEADER
By CHARLES SULLIVAN
WASHINGTON, Feb. 26—Here's the situation for Federal war service workers now that President Truman has signed that new executive order converting the Civil Service system back to a peace-time basis:

1—War Service employees who want to keep their jobs will have to take and pass a regular Civil Service exam. Otherwise they will be forced out to make room for those who do pass. The President's order is very clear on this point.

Long Job Ahead

2—However, it will be many months before Civil Service can offer exams in all the many thousands fields that make up the Federal payroll. Therefore, there is no immediate reason for war service workers to be alarmed. The best policy is "wait and see."

3—War Service employees who do pass a regular exam will be placed on an eligible list with rank according to their grade. From this list, starting at the top and working down, Civil Service will pick the candidates entitled to offers of permanent Civil Service positions.

Supply and Demand

4—War Service employees who are fortunate enough to get on an "active" list can be fairly sure of permanent appointments, even though their passing grade was a low one. However, those who land on lists that move slowly may never win permanent appointments. Supply and demand—in other words the number of job

candidates versus the number of available openings—will be the deciding factor.

5—Veterans who win places on the eligible list will have 5 points added to their grade, and therefore will stand a much better chance than non-veterans. And disabled veterans will have 10 points added to their grades—and will be entitled to go to the top of the list for which they qualify.

No Preference For These

6—War service employees who have been laid off, or those who have been on the payroll less than a year at the time Civil Service reaches their name on the eligible list, will get no preference whatever. In fact, they stand to lose heavily in contrast to other war service people.

7—War service workers who have been on the job at least a year will get what amounts to 5-point preference in competition with other war service employees and with non-veteran "outsiders." However, they will get no preference in competition with veterans.

How It Works Out

It will work this way: Let's assume our on-the-job war service worker has passed an exam with a grade of 87. First, Civil Service commission will offer permanent jobs to all veterans ahead of him. Then, it will in effect, add 5 points to his grade. And offer him a permanent appointment ahead of all non-veterans whose grades are 92 or less. In other words, the on-the-job war service worker will be entitled to a permanent appointment

ahead of all non-veterans whose grades do not exceed his by more than 5 points.

What are the war service worker's chances? Well, the arithmetic indicates that only about one out of every 5 such employees now on the payroll will be able to qualify for a permanent Federal job. That may seem a little discouraging.

Numbers Considered

But it works out this way: At present, the U. S. government has 2,400,000 employees, including 1,500,000 war service employees.

In the next 18 months, the total number of employees will be cut to an estimated 1,600,000—mainly at the expense of war service people.

And about 1,500,000 of these remaining 1,600,000 jobs eventually can be expected to become permanent Civil Service positions.

However, 900,000 of these potentially permanent jobs are filled by employees who already have permanent Civil Service status—or those who have taken the first steps toward status.

600,000 Jobs at Stake

And that leaves only 600,000 jobs potentially open for war service workers.

However, veterans, with their heavy preference, probably will be able to win at least 50 per cent of these 600,000 jobs. And top-flight outsiders can be expected to capture another 10 per cent.

That would leave only 40 per cent of 600,000—or 240,000 jobs—for the 1,500,000 war service employees now on the rolls.

U. S. PAY BILL HEARINGS ARE RESUMED

WASHINGTON, Feb. 26.—House Civil Service Committee hearings on the Government employee pay raise bill got under way with every indication that the Committee will recommend raises substantially higher than the 11 per cent average approved by the Senate.

The hearings are conducted before a sub-committee headed by Representative Henry Jackson (D., Wash.), a co-sponsor of the 15.9 per cent Government pay raise of last July.

Other members are Representatives Fallon (D., Md.), Morrison (D., La.), Miller (D., Calif.), Rees (R., Kan.), Herter (R., Mass.), and Byrnes (R., Wis.).

Out of this group, only Mr. Rees is considered likely to take a stand against a more generous raise formula than that proposed by the Senate.

Wants Fast Action

Representative Jackson told a LEADER reporter this week that he hopes to wind up the hearings this week. If necessary, he said, he will ask the sub-committee to meet both mornings and afternoons.

Witnesses before the committee included Civil Service Commissioner Arthur S. Flemming, Stabilization Director Chester Bowles, and representatives of the Budget Bureau, War Department, Navy Department, the Veterans Admin-

istration, and Federal employee unions.

Representative Jackson personally has gone on record for flat percentage raise (somewhere between 16 and 20 per cent) for all employees whose salaries would not thereby be boosted above the present \$10,000-a-year ceiling. He says flatly, however, that he is opposed to raises which would break the \$10,000 ceiling for upper-bracket workers.

Representatives Miller and Morrison also have committed themselves to 16 to 20 per cent raises. However, three remaining members of the sub-committee—Representatives Fallon, Herter, and Byrnes—so far have declined to express their views.

U. S. Pay Facts

Under Public Law No. 134 every month is held to consist of 30 days without regard to the actual number of calendar days in the month, and each new pay period begins on the 1st and 16th of the month. Consequently, in the 28-day month of February, the pay period for the first half of the month will end on February 15th comprising a period of 15 days. For the second half of the month the pay period will consist of 13 days ending on February 28th, which means that paychecks (15 days' pay) should be received two days early than usual.

New Job Rules Are Explained By Flemming

By ARTHUR S. FLEMMING
Member of U. S. Civil Service Commission

(Concluded from last week)

Some persons hold that war service appointments in jobs that are very likely to be a part of the Federal picture for an indefinite period of time. What's going to happen to them? Here's the story:

1. War service appointees who either do not take, or who do not pass regular civil service examinations for the jobs they are now holding, will be replaced by persons from the top of regular civil service lists.

2. If a war service appointee takes an examination for the job he is now holding and passes it, his department or agency can recommend him for a regular civil service status whenever his name comes within reach.

But, what do we mean by "coming within reach?" Just this: If the war service appointee has received a grade of 91, for example, and if, in moving down the list of those who have passed, we reach persons with a grade of 91, then we will notify the agency in which this war service appointee is working that they can give him a regular civil service status.

3. There is still another way in which a war service appointee may get a regular status if he passed the examination given for his type of job. If, at any time, his name is within 5 points of the last rating reached by the Commission he may be given a regular civil service status in his present job if—and this is an important if—all veterans ahead of him have been placed.

That's the story as far as war service appointees are concerned. But I feel sure that there are many war service appointees who are saying, "Yes, that's the way it is going to be done, but what does it all add up to as far as my future is concerned?"

That, of course, is a very difficult question to answer. We can, however, go this far. Let's assume that Mr. X, a war service appointee, does not become involved in a lay-off. Let's assume also that he takes and passes a regular civil service examination. Also, let's assume that the position he occupies is one where the supply for persons is about equal to the demand, or where the supply is less than the demand. Under such conditions, the war service appointee is almost sure to receive a regular civil service status.

The NYC Civil Service Commission today announced that permission had been granted to include in the exempt class the positions of Stenographer and Chauffeur Attendant in the Office

HATCH ACT

(Continued from Page 1)

son violating the "no politics" edict or suspend or censure the violator. In most of the cases where the commission has had to dismiss employees for violations, Harry B. Mitchell, CSC chairman, believes that the penalty was too severe and that most of the dismissed civil servant broke the law inadvertently.

Because of this belief, CSC is preparing to reopen every one of the cases, with the belief that most of those discharged will be found sufficiently punished and allowed to return to work. In some few cases the dismissal order will hold, it is expected.

Although this was not the intent of Senator Hatch, his act has made it necessary to dismiss many government workers for technical and inadvertent violations of his Act, CSC believes.

DOINGS AT ODB

Captain Clarence Riley has been relieved from active duty with the Army of the United States. He was in charge of a subsection of the training and plans division of ODB, Newark, N. J.

Captain Riley will return to his home in Washington, D. C. Before entering the Army, he served with the Federal government for 10 years. His last position as a civilian was that of Planning Assistant in the Office of the Chief, Chemical Warfare Service, Washington. Before entering government service, he attended Georgia Institute of Technology.

With a donation of nearly 4,000 pounds of clothes, the ODB topped all other Newark agencies and business concerns in the United National Clothing Collection for War Relief.

Goldman and Rossell Head Red Cross Drive

More than 200,000 federal employees in the metropolitan area will participate in the 1946 Red Cross Fund drive, Albert D. Goldman, Postmaster of New York, and James E. Rossell, Regional Director of Civil Service, respectively chairman and co-chairman of the federal employees division of the Red Cross drive, announced.

Borough chairmen already have been appointed to head the appeal for New York's quota of \$10,500,000 in the national drive for \$100,000,000. In each of the government agencies' captains will be appointed to carry the appeal direct to all government workers. When the selection of all rep-

City Council Is Asked To Back Postal Pay Rise

The City Council was asked to join the fight of 25,000 NYC postal employees who are seeking a \$500 annual increase. A request that the City Council pass a resolution urging Congress to take immediate action was placed in the hands of City Council President Vincent R. Impellitteri by a letter carrier, Abraham C. Shapiro, president of the Joint Conference of Affiliated Postal Employees.

Also present to plea for early action was William F. J. Shannon, President of the N. Y. Post Office

Mead Indorses 15% Increase In Navy Yard Pay

U. S. Senator James M. Mead's support of a drive of Navy Yard per diem workers for a 15 per cent increase was expressed in a message to rally of Yard workers.

Senator Mead wired that he would support the Navy Yard workers in their campaign for the increase. He regretted that he could not be present at the rally and explained that the fight for the FEPC required his presence in Washington.

The mass meeting was addressed by Representative Hugh DeLacy. It was sponsored by Local 137, United Federal Workers of America.



Mail Handlers. Mr. Shanfon called his group "one of the lowest paid classified civil service groups in the postal service, and now in a precarious financial position."

The elimination of overtime pay for Saturday work has meant a loss of over 35 per cent in take-home pay for all postal workers, according to Mr. Shapiro. The recent reclassification act left a total increase of only \$1.69 per week, with the overtime out, or 33 cents per day on a 5-day a week basis, he said. After waiting over 20 years for an increase, this was what happened, he declared.

Public Law 134, passed last July, granted the postal men a \$400 increase. The benefits of the overtime provisions were enjoyed for only 3 months, as the Post Office Department ordered a gradual return to the 40-hour week in October, 1945. The retirement deduction for P. O. clerks and letter carriers was \$125 and the withholding tax \$240 annually. This leaves the employee with \$35 a year more, to meet the ever-present high cost of living, Mr. Shapiro lamented.

The Joint Conference represents the AFL clerks, carriers, railway-mail clerks, mail-handlers and motor vehicle employees, in this area.

H. S. DAVIS REAPPOINTED

ALBANY, Feb. 26—Governor Dewey sent to the Senate for confirmation the reappointment of Howland S. Davis, of Tivoli, as a member of the Taconic State Park Commission. Mr. Davis is Vice-chairman of the Commission. His present term expired January 31, 1946. He was reappointed for a full 5-year term.

MERIT SYSTEM ASKED FOR UNO

The United States ought to be among the first of the great powers to urge and support an international merit system for the appointment of administrators and subordinates on the permanent staff of the United Nations Organization, the National Civil Service League declares in its annual report made public today by H. Eliot Kaplan, its Executive Secretary. "This will assure as much as any device can," states the report, "impartiality of their selection, independence of international pressure, competence for performance of their responsibilities, and continuity of policies of administration." Because of our greatly increased international responsibilities, the League maintains that "it is imperative that the United States should select all those who are to represent it before other nations on the basis solely of their merit and fitness for the assignments for which it designates them, whether in the diplomatic service, on special commissions, international tribunals and in the United Nations Organization."

Coast Guard Temps. Meet Thursday

Former members of the United States Coast Guard (Temporary Reserve who are employed in any political subdivision of Civil Service and all those who contemplate making Civil Service as their career are urgently requested to attend a meeting at the Washington Irving High School, 40 Irving Place, New York City, on Thursday, February 28, 1946, at 7:30 p.m.

Matters which are of vital interest to each and every member will be discussed.

Commission Notice Explains Why Applications Are Returned

The Second Regional Office of the U. S. Civil Service Commission sends out the following notices to those who file applications during the present temporary period when none are being accepted:

"By Executive Order of Feb. 4, 1946, the Civil Service Commission was directed to return to the practice of holding examinations leading to permanent appointment in the Federal service. Announcements of these examinations will be posted in the Federal Building, Christopher Street, New York, N. Y. and in all first and second class postoffices outside NYC. Also, press releases will be distributed to newspapers.

"Since no examination has yet been announced for the position for which you filed, your application is being returned. Watch for the public announcements which will indicate when applications will be accepted for positions in which you are interested.

"Until the Commission has set up a list of persons who have passed the examination for permanent employment, Federal agencies are authorized to fill their vacancies through temporary appointments. If you are interested in such temporary appointment, file your application directly with the agency for which you wish to work."

OFFICIAL EXAM NOTICE FOR NYC SUBWAY JOBS; MEN AND WOMEN MAY APPLY TO MARCH 14

No. 5118 Car Cleaner The eligible list resulting from this examination will be certified as appropriate for vacancies in the titles of Railroad Porter, Railroad Caretaker, and Railroad Watchman. Note—Any person who is in the military service during the regular filing period for this examination may receive an application and file thereafter after the regular filing period, provided he appears at the offices of this Commission in person and files an application not later than 3 p.m. on the 10th calendar day prior to the date of the written test.



A public examination for stenographers and typists will be held in the immediate future to provide registers for filling permanent jobs in all U. S. agencies. Throughout the country students are preparing for the examination at secretarial schools.

3,000 Nurses are Sought For Jobs in NYC Hospitals

An excellent opportunity for nurses now leaving the armed forces is offered by the municipal hospitals, according to Dr. Edward M. Bernecker, NYC Hospitals Department Commissioner. At present the department has almost 3,000 vacancies for registered nurses, with a normal personnel of 5,900 nurses and a present staff of only 2,700.

Last Previous Exam Notice For Fire Chief Promotion

Following is the official notice of the last previous examination (1939) for promotion to Deputy Chief, Fire Department, of importance because an exam is to be given again soon by NYC. Salary: \$6,300 per annum. Vacancies: Occur from time to time. Eligibility Requirements: Open to all Battalion Chiefs who shall have served for not less than six months in that rank on the first day of the mental examination.

FIREMAN STUDY AID

Here is The LEADER'S additional selection of typical study questions for the coming NYC Fireman examination. The exam has been ordered but no dates set for the application period. 1. Of the following, the best action to take when small amounts of water have collected on a floor after a fire is to (A) use a vacuum cleaner; (B) sprinkle with sawdust; (C) apply heat; (D) cover with asbestos; (E) use a hand fire extinguisher.

Exams for Public Jobs

NYC The following examinations have been announced by the NYC Board of Education. Complete details, application blanks are obtainable from the Board of Education, Board of Examiners, 110 Livingston St., Brooklyn. Teacher, Junior High School, Business Training and Common Branches. Applications may be filed until March 22. Salary \$2,040 to \$3,830. Fee \$4.

10-Year Service Increment Bill Gets NYC Aid

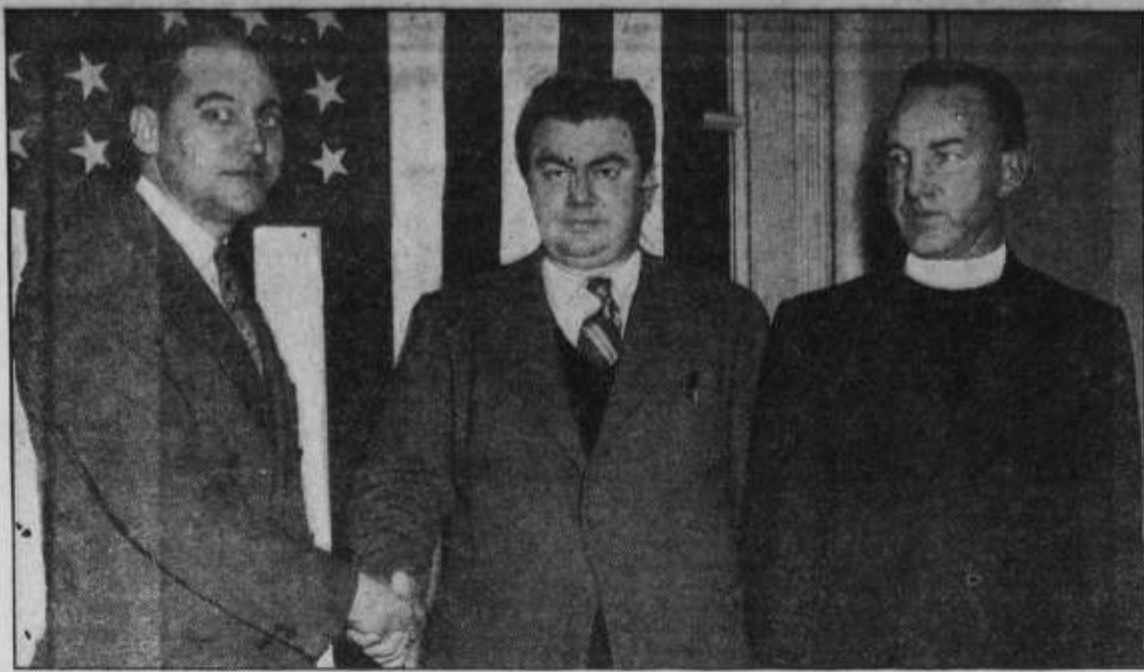
In a letter to the Civil Service Committee of the State Assembly, Harry R. Langdon, administrator of the Department of Sanitation, in his other capacity as vice-president and treasurer of the Department's Welfare Organization, asked passage of a bill for automatic promotions.

Promotion Exams Open To Vet State Workers

Table with columns: Exam No., Title, Division or Bureau, Date Held. Includes entries for Saratogo Springs Authority, Office of State Reporter, Supreme Court, N. Y. S. Teacher's Retirement Board, Transit Commission, Albany County.

HOW TO APPLY For a Civil Service Job

The following information deals with getting a job in the Federal, State and NYC Services: FEDERAL Announcements are made frequently by the U. S. Civil Service Commission of opportunities to enter the U. S. Government Service. The announcements are promptly reported in The LEADER.



At a recent meeting of the Holy Name Society of the NYC Fire Department (Bronx, Manhattan and Richmond) were (left to right) the new President, Thomas Cullinan, Charles Wilson, Administrative Assistant, F.D., the retiring President, and the Rev. Joseph J. Doyle, the Society's Moderator.

HOW FIREMEN FARE IN OTHER CITIES

Many large cities have a 2-platoon system of Fireman duty in which Firemen are on duty 24 hours and off duty the next 24, the American Municipal Association reports.

A survey of 23 cities through-

out the country in the 200,000-to-600,000 population bracket by the Seattle Municipal League indicates that of the 22 cities having the 2-platoon system, 18 have their firemen on duty 24 hours and off duty the next 24 hours. The remaining four cities divide the day into two shifts of 10 and 14 hours. Toledo has a 3-platoon system which requires firemen to work 24 hours and then grants them 48 hours off.

The League survey showed that

the salary paid Firemen in Seattle, which is \$2160-\$2400 plus a \$180 bonus annually, ranks ninth in the 23 representative cities studied.

Ten of the cities give their firemen 14 days vacation each year, nine allow 15-day leaves of absence and four grant firemen from 15 to 21 days vacation annually.

Los Angeles, Portland and San Diego grant a year leave on full salary to firemen injured in the line of duty. In San Francisco the time off with full pay when injured in the line of duty is left to the discretion of the Board of Fire Commissioners.

The average amount of time off for sick leave with full pay of all the cities studied was two and a half months.

Seattle firefighters retire on half pay after 25 years of service or after 20 years of service and on reaching 55 years of age. The fireman contributes 4 per cent or about \$8 per month to the pension fund. The city carries most of the burden by an annual appropriation to the fund. The Seattle retirement plan with regard to length of service required and benefits paid is similar to those in the other 22 cities studied.

Support Is Asked In Vet Drive for Change on Exams

The veterans who have filed applications for special military examinations for promotion to Clerk, Grades 3 and 4, with the NYC Civil Service Commission will ask support of the New York War Veterans in Civil Service, Inc., in the drive for short-form special tests.

Samuel Barsky of the Law Department, who has asked all these veterans to communicate with him at Room 1709, Manhattan Municipal Building, says that as soon as a majority of the applicants have signed the petition asking the change it will be forwarded to the Commission by the veterans' organization.

Mr. Barsky contends that the two-part examination causes undue delay in publication of the special military lists.

THREE NYC EXAMS ORDERED

Three examinations, one open competitive and two promotion were ordered today by the Municipal Civil Service Commission. The tests are: Assistant Mechanical Engineer and Promotions to Assistant Electrical Engineer, Boards of Education and Transportation; and to Assistant Mechanical Engineer (Cars), Board of Transportation.

NYC ELIGIBLES

PROMOTION TO POWER MAIN-TAINER GROUP C, NYC TRANSIT SYSTEM, GA POWER

1. James Lake 88 075
2. Frank Diaz 85 000
3. John F. Case 84 450
4. Eugene L. Muller 83 700
5. (VPC) J. I. Reinheimer 83 200
6. Dominick Napoli 83 000
7. William F. Costello 83 000
8. Gustav David 82 400
9. John P. Carega 82 375
10. Anthony O'Brien 82 200
11. Joseph Mizzi 81 650
12. Alphonso A. D'Elia 81 575
13. Michael Reilly 81 375
14. Alex Renelman 81 350
15. Eric Olson 81 175
16. (VPC) P. H. Sullivan 80 925
17. Svend Beyer 80 400
18. James McGrath 80 275
19. Edmund J. Flood 80 050
20. Nicholas Santorelli 79 550
21. Frank Parrella 79 375
22. Lawrence Charles 79 325
23. Bernard V. Neville 79 225
24. Joseph H. Steinmueller 79 200
25. Alfonso Scarpa 79 200
26. John E. Roden 79 175
27. Anton Haji 79 025
28. Richard H. Davis 78 700
29. Romeo Phillipi 78 400
30. (VPC) John Saracco 78 400
31. Thomas J. Rowan 78 250
32. Joseph J. Hromy 78 125
33. Frank Colello 77 650
34. Harry Miller 77 525
35. (VPC) R. N. Perry 77 375
36. Hamilton P. Lutz 77 150
37. Walter A. Kunze 76 150
38. (VPC) R. H. Peterson 75 025

VPC denotes VETERAN'S PREFERENCE CLAIMS.

PROMOTION TO SUPERVISING TABULATING MACHINE OPERATOR, GRADE 3, DEPT. OF WELFARE

1. Leonard H. Saranowitz 83 400
 2. Dorothy H. Sartori 80 225
 3. Frieda Zavin 73 825
- #### STATIONARY ENGINEER
1. Hubert J. Faughnan 90 300
 2. Miles J. Jennings 87 920
 3. Harold J. Sullivan 87 480
 4. Frank M. Garcia 85 500
 5. Wm. J. Newchurch 84 180
 6. J. James Burns 82 320
 7. Anthony Greer 80 780
 8. Samuel H. Samuels 78 520
 9. (VPC) T. Tieglund 74 140

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1. James Steen 86 300
2. Bernard A. Cairns 85 450
3. John J. Malla 85 040
4. Matthew Breitenbach 84 340
5. Louis Levinthal 83 100
6. Elza O. Hurless 83 040
7. John L. Moore 82 490
8. Patrick C. Griffin 82 400
9. Walter T. Mihle 82 275
10. Christopher H. Kunzel 81 250
11. Joseph T. Cunningham 81 250
12. Jeremiah P. Conboy 81 115
13. Robert Armet, Jr. 80 690
14. William T. Smith 80 615
15. Robert McMahon 80 440
16. Alfred Tosi 79 865
17. Samuel Gilbert 79 600
18. H. W. Sanderson 79 490
19. Charles Rannacher 79 265
20. Carmelo Profeta 78 900
21. Edwin F. Lester 78 865
22. Bruce I. Lyons 78 740
23. Harry E. Earl 78 700
24. Leon E. Meeks 78 700
25. Joseph M. Kilkenny 78 675
26. Patrick Tumely 78 475
27. Frederick J. Kraebel 78 025
28. Theodore J. Stone 77 800
29. Louis J. Bates 77 790
30. Joseph J. Mullins 77 740
31. John K. Wise 77 675
32. Donald J. J. Brown 77 590
33. (VPC) V. P. Gilligan 77 265
34. Anthony R. Durante 77 165
35. Frank E. Gennett 77 040
36. Thomas W. Kenny 77 015
37. Rudolph F. Henken 76 890
38. Harold Frost Hoag 76 665
39. Richard V. Devine 76 650
40. John J. Penney 76 565
41. Leo S. Sarro 76 515
42. George J. Scanlon 76 400
43. John P. Frederickson 76 375
44. Raymond A. Kane 76 140
45. Jack Feldman 76 015
46. (VPC) M. J. Lepore 75 790
47. Benjamin Evans 75 590
48. Otto Wirth 75 075
49. Francis P. Halloran 74 025
50. Albert C. Naekel 73 665

Local Students Like City Jobs

College students have a decided preference for city service over comparable private employment, according to a report released today by Commissioner of Investigation John M. Murtagh, submitted to him by the Division of Coordination and Research of the Department of Investigation.

The report was prepared by Miss Gloria Brody, a student intern of the department from Hunter College and represents answers to a questionnaire sent to students and colleges located within the city. It is titled "City Employment as the College Student Sees It." Among other things, the report points out that in 16 of 20 occupations, the college students preferred the city job over a comparable private job.

The factors in municipal employment found most appealing to the students were permanence of tenure, the creation of the merit system and good working conditions. Commissioner Murtagh pointed out that Miss Brody's study was part of the department's "Internship Program for Public Service." Participation is offered to college students affording them the opportunity of supplementing their academic training with practical experience in municipal government.

Bridge Operators Plan Pay Suit

NYC is facing a lawsuit from 122 Bridge Operators in the Department of Public Works. The men who clear the way for vessels to pass under the bridges feel that they are underpaid by comparison with other cities and the only way to gain their rights is by legal action.

They cite the fact that in Chicago, Bridge Operators receive \$3,000 a year and Operators-in-Charge receive more. In NYC, the men get \$2,400 a year, with a bonus of \$240.

The plan for legal action under the prevailing rate law is being considered by the Public Works local of the American Federation of State, County and Municipal Employees (AFL).

PREFERRED LISTS N.G. FOR PREFERENCE

The claim of Paul E. Collins on the Preferred list for Auto Engineman for disabled veterans preference was denied today by the Municipal Civil Service Commission. The Commission explained that "no legislation had been enacted giving preference to veterans on Section 31 preferred lists."



Attorney Stanley H. Fuld is representing NYC Police who seek court interpretation of the veterans preference amendment. (Story on Page 1).

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Police Academy Syllabus Aids Candidates

Herewith is published the second instalment of the syllabus of the Recruits' Training School of the Police Academy. The series, the first newspaper publication of this material, is of inestimable value to the 23,000 candidates for the Patrolman (P.D.) examination, to be held March 9.

Last week, issue of Feb. 12, Mental Instruktion was outlined, with a summarized discussion of discipline what it is and what it is not.

This week the discussion of discipline is concluded, the necessity for good deportment is explained, and the topic, Division II, Government and Civics, is begun. The syllabus:

- Qualities of a well disciplined officer:**
 - It cannot be too often repeated—obedience.
 - Faith. Distrust of authority is the dry-rot of efficiency.
 - Cheerfulness. In emergency, the superior has no time for your personal reaction. He wants to feel your support unmistakably.
 - Sobriety. Drinking, smoking, or any kind of loose behavior while on duty is distinctly forbidden by the regulations you have sworn to observe.
 - Honor.
 - The habit of response. Whether the superior is absent or not, do what he wishes and expects. Make this second nature.
- Situations involving discipline:**
 - Mass action.
 - Public emergencies, riots, rebellion, etc.
 - Traffic—organization for efficiency.
 - Parades—organization for the respect of law.
 - Escorts for distinguished persons.
 - Individual action.
 - Obedience of special command.
 - Independent acts.
 - To maintain the law by prevention of crime and apprehension of criminals.
 - To maintain order by prevention of illegal gathering, sidewalk conges-

- tion, panic, etc.
- To protect life and limb.
- To protect property and other rights.

- Punishment:**
 - Dismissal from the department.
 - Suspension from duty.
 - Fine.
 - Reprimand.
 - Transfer.
 - Remand from special duty.
 - Change of post.
 - Restricted duty.
 - Assignment outside of command.

- Conclusion:** We can see, therefore, that discipline is obedience to two kinds of orders:

- The behest of the law.
- The commands of superiors. When your superior commands you to do a certain thing, he wants you to do that, and not the opposite, or some partial arrangement.

He also wants you to observe, in the specific command, every other consideration involved in such a command. He has no time for reviewing the general regulations by which you are bound. He expects you:

- To know what to do.
 - To do it—as he orders—and to the utmost of your knowledge.
- Thus, while never ceasing to obey, you are also acting on knowledge, will and independence. Far from being degraded by discipline, you are elevated to a high level of civilization. The proof of it is that

CIVILIANS OBEY YOU.

- Department**
 - Necessity for good deportment:**
 - Morale.**
 - Deportment is a part of discipline.
 - Confidence. No one can take pride in a shabby, sloppy group.
 - Public reaction. Admiration and respect are instinctively accorded to those who carry themselves with true pride in appearance and spirit.
 - Individual consideration.**
 - The individual policeman is a public figure. Almost always you are

Vets Can Apply Until Feb. 27

Wednesday, Feb. 27, is the last day on which veterans may apply for NYC Patrolman examination. This extension of the filing period applies only to men discharged from military service or placed on terminal leave status since Jan. 16, the closing date for other applicants.

Eligible veterans should appear at the Application Bureau of the Civil Service Commission between 9 a.m. and 3 p.m. daily, or 9 a.m. and noon on Saturdays. They should bring along proof of honorable discharge or leave status. Application forms must be notarized and the \$2 filing fee paid when the application is filed.

Those over 29 may file if actual age minus the time spent in military service is less than 29 years.

handling the public directly. You want them to respect YOU.

- Time and energy are saved by perfect externals. A man who is strong and assured will meet less opposition and will receive obedience more rapidly than one who appears weak and without self-respect.

2. What is good deportment:

- Physical**
 - Condition—Be as fit as you wish to look
 - Carriage—Observe every detail of posture.
 - Uniform—Make every thread and button a clean warning to wrongdoers, a clean pledge to your duty.
- Social**
 - Firmness.
 - Courtesy.
 - Pride, Service, Esprit de Corps, Impressiveness.
- Mental**
 - Attitude. Neither the physical nor the social is possible without the spirit. You must know what your department means, and remember to live up to that ideal. Note: At this point some attention should be devoted to the matter of observation as a necessary element in the attitude of the Police Officer toward his work.
 - Ideal. Instinctive respect and trust from the public.
 - Aim. Service.

3. What is not good deportment:

- Slovenliness.
- Slouching.
- Foppishness.
- Strutting.
- Timidity or Arrogance.
- Servility or Gruffness.
- Talkativeness or undue Taciturnity.

4. Conclusion:

- The Aim—respect, prevention of trouble.
- The Means—correctness without extreme.
- The Manner—self-respect based on respect for the organization.
- The Standard—a golden mean between authority and service.

DIVISION II Government and Civics

Since the Policeman is an important element in the direct, active operation of the body politic, it is imperative that he be acquainted with the divisions and functions of government, and his own place and performance therein.

A. Basic Definitions:

- Government is the recognized authority for the enforcement of law.
- Law is a rule of action to determine the conduct of the people.

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- Departments:
 - Legislative.
 - Enact Laws.
 - In accordance with the principles of Constitution.
 - Executive.
 - Enforces Laws.
 - Judicial.
 - Interprets Laws.
- Constitution (Highest Law of the land).
 - Political rights.
 - Vote.
 - Miscellaneous.
 - Civil rights.
 - Freedom of:
 - Conscience.
 - Worship.
 - Speech.
 - Petition.
 - Habeas Corpus, etc.
 - Absolute.
 - Security.
 - Liberty.
 - Property.
 - Relative.
 - Protection by Government.
 - Relations among Individuals.
 - Loss.
 - Convict.
- Federal or National Government.
 - Capitol.
 - Washington, D. C.
 - Legislative.
 - Congress.
 - Senate.
 - House of Representatives.
 - Executive.
 - President.
 - Aided by
 - Vice-President.
 - Cabinet.
 - Judiciary.
 - Court of Impeachment.
 - Senate.
 - Supreme Court.
 - Chief Justice and
 - Eight Associate Justices.
 - Circuit Court of Appeals.
 - District Courts.
 - New York State Government.
 - Capital.
 - Albany.
 - Legislative.
 - Legislature.
 - State Senate.
 - Assembly.
 - Executive.
 - Governor.
 - Lieutenant Governor. (elected).
 - Comptroller.
 - Attorney General.
 - Judiciary.
 - Court of Impeachment.
 - State Senate.
 - Court of Appeals (Highest State Court).
 - Appellate Divisions, Supreme Court.
 - Supreme Court.
 - County Courts.
- County Government.
 - Counties.
 - Sixty-two in the State.
 - Comprising Greater New York.
 - Five:
 - New York.
 - Bronx.
 - Kings.
 - Queens.
 - Richmond.
 - County defined.
 - Sub-division of the State.
 - Executive.
 - Sheriff.
 - Deputies.
 - District Attorney.
 - County Clerk, ex-officio Clerk and County Courts.
 - Municipal Government.
 - City of New York.
 - Five Boroughs:
 - Manhattan.
 - Bronx.
 - Queens.
 - Brooklyn.
 - Richmond.
 - Constitution.
 - Charter.
 - Legislative.
 - Board of Estimate.
 - Mayor.
 - Comptroller.
 - President of The Council.
 - Presidents of Boroughs.
 - City Council (elective body)
 - Executive.
 - Mayor.
 - Presidents of the Boros.
 - Heads of the various departments.
 - The Charter and the Police Department.
 - Duties and Powers of Police Commissioner. (Sec. 434)
 - Power to promulgate rules and regulations (Sec. 434a)
 - Power to punish members of the Force. (Sec. 343b)
 - Duties of Police.
 - Power over certain trades (Sec. 436)
 - Power of arrest (Sec. 435)
 - Summary.
 - Place of Police Officer in Government.
 - The Police Dept. is a branch of the executive and derives its authority from the State and municipal subdivisions thereof.

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Study Aids For Coming NYC Patrolman Test

The eleventh weekly series of study material for the NYC Patrolman examination which will be held on March 9 includes a selection of ten questions of the type used to test candidates. Answers appear at the end of this article.

1. A man, shabbily dressed, was walking along the street at about 3:30 a.m. He was carrying an uncovered typewriter. Upon being halted by a patrolman and asked what he was going with the typewriter, the man said, "I'm taking it home. I found it down the street a way." The man's reasons for having the typewriter are most fairly described as (a) entirely adequate; (b) quite reasonable except that the typewriter is not covered; (c) ridiculous, but not warranting further investigation; (d) quite reasonable, except that the man's clothes constitute grounds for suspicion; (e) ridiculous and warranting further investigation.

2. During the summer a large dog that is frothing at the mouth runs among a group of children playing on the sidewalk and bites three of the children. Of the following, the first action taken by the patrolman should, if possible, be to (a) shoot the dog; (b) gather in a group of the children who were not bitten so as to avoid further injury; (c) call for the aid of another patrolman; (d)

rush to a hospital and request an ambulance to be sent to the scene of the accident; (e) determine the ownership of the dog.

3. Third degree methods (a) are permissible when performed by detectives only; (b) are not permissible if performed by uniformed men in ordinary cases; (c) are permissible after a rape; (d) are not permissible under any circumstances; (e) are permitted under certain circumstances.

4. Suppose you were assigned to strike duty with fifty other patrolmen. You should (a) arrest all strikers; (b) be impartial and ignore all the acts by the strikers; (c) be neutral and impartial to both sides; (d) try to aid the employer; (e) outwardly maintain an attitude of neutrality but help the employer to the detriment of the strikers.

5. Toxicology relates to the study of (a) hacks; (b) poisons; (c) dentistry; (d) animality; (e) crime.

6. Regarding an indictment for a criminal proceeding, the one of the following which does not follow trial is (a) parole; (b) probation; (c) plea; (d) suspended sentence; (e) suspension of execution of sentence.

7. Instructors at the Police Academy give to probationary patrolmen, among other instructions, an extensive course in small-arms.

That which the patrolman is not required to know is (a) the nomenclature of the revolver; (b) the hazards of the shooting range; (c) how to instruct; (d) accident prevention on the shooting range; (e) care and cleaning of the revolver.

8. In police parlance "mugging" most nearly means (a) sweethearts in a car; (b) robbery; (c) pictures in the "Rogues Gallery"; (d) a new dance; (e) none of the foregoing.

ANSWERS

1. (e) Typewriters, like automobiles, have a good exchange or resale value and very seldom are thrown out. The patrolman was already patrolling his post for about three hours. If the typewriter was in the street he would probably have observed it while performing his tour of duty.

(a), (b) and (d) are wrong because even the most inexperienced person in the detection of crime would be suspicious of these circumstances.

(c) is wrong because any action that taints of crime and is described as ridiculous requires further investigation.

2. (a) The dog is apparently rabid. The facts leave no doubt about destroying the dog in that they state, IF POSSIBLE, shoot the dog. This means there is little danger of injuring anyone in preventing the dog from biting others, and it would result in preventing the spread of the dreaded hydrophobia or lyssa. However, the dog should be taken alive, if possible.

(b) is wrong because the dog may be in such a place as to make

it impractical to shoot without causing injury or death.

(c) is wrong because by the time this is accomplished panic and epidemic may result.

(d) is wrong because too much time would be lost in rushing to a hospital and the same result as in (c) may occur.

(e) is wrong because that can be determined after all preliminary action is taken care of, whether or not the dog is dead.

3. (d) No matter what the crime was or who is affected by the criminal act, third degree methods are unlawful. Sec. 246 of the Penal Law provides when the use of force is not unlawful and does not include assaults which are associated with third degree methods.

(a) and (b) are wrong because whether or not a uniform is worn it is unlawful.

(c) is wrong because no matter what the crime was or upon whom it was committed, the constitutions of the State and of the United States provide that a person cannot be deprived of life or liberty without due process of law. In the application of third degree methods the victim is deprived of the right to defend himself.

(e) is wrong for the same reason as (d).

4. (c) No matter what your color, creed, religion, or feelings are, when assigned to police duty of this kind you must always be neutral and impartial to all concerned.

(a) If the strikers are not doing unlawful acts, you would be making false arrests.

(b) If you ignored all the acts of the strikers you may be allowing them to commit some unlawful acts.

(d) and (e) Partiality would be shown to the employer.

(5) (b) Toxicology is a scientific study of poisons, their actions, their detection, and the treatment of the conditions produced by them.

(a) Hacks are conveyances known as taxis.

(c) Dentistry is the art or profession of practicing dental surgery and mechanical dentistry.

(d) Animality pertains to animal life or nature.

(e) Criminology is the science of crime and its perpetrators.

6. A plea takes place before or during a trial, not after. There are three kinds of pleas to an indictment: 1, A plea of guilty; 2, A plea of not guilty; 3, A plea of a former judgment of conviction or acquittal of the crime charged, which may be pleaded either with or without the plea of not guilty. Sec. 332 C.C.P.

(a), (b), (d), and (e) are the actions generally taken after trial.

7. (c) The patrolman need not know how to instruct. However, it would do him no harm to acquire this technique. It would help all concerned.

(a) To know the different parts of the revolver will help one to know the action and result of each part separately or collectively.

(b) and (d) If hazards are known, precautions can be taken against them. Proper handling, to prevent accidents, would result.

(e) Like any other mechanical instrument, if neglected it will not produce results, and if carelessly laid around or neglected, rust will depreciate it.

8. (b) It is a method whereby the criminals generally work in pairs. One usually places his arm around the victim and clamps a hand over his mouth, while the other rifles the victim's pockets.

(a) and (d) may be what some people refer to as mugging but the question calls for "police parlance."

(c) Pictures of criminals taken for the Rogues Gallery are referred to as "mugged."

Police Academy Syllabus Aids Candidates

(Continued from Page 12)

b. By virtue of law and appointment by the Mayor, the Commissioner and each of his subordinates is an arm of the executive.

c. The special province of the Policeman is law and order, the preservation thereof, the apprehension of criminals and the prevention of crime.

d. Since no separate function of government can exist without cooperation with the others, the police department works in conjunction with the other city departments and courts of criminal jurisdiction.

e. The post of Police Officer is therefore one of importance and dignity in the government. It calls for discipline, respect for authority and profound responsibility for the maintenance of law and order.

Note: Throughout the lessons on Government and Civics, the Instructor is expected to stress the police function by pointing out to the student how he may have to cooperate with or serve this or that department of public control. In conclusion, as in every case the five foregoing points should be stressed.

[Next week: Rules and Regulations.]

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 150 EAST 40th STREET REALTY CORP. has been filed in this department this day...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 48TH VAN DAM CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HORNREICH FUR CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ROBERT MANAGEMENT ASSOCIATES, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law...

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of WEBBER MILLS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law...

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Amusement

By J. RICHARD BURSTIN



JACK CARSON now at the Strand Theatre in person

A mystical story in an Oriental setting with the ever popular evil-doers Peter Lorre and Sydney Greenstreet is at the Strand Theatre—"Three Strangers."

Danny Kaye broke time records

for his appearance on stage by performing for over an hour to audiences who refused to allow the comic off the stage.

The Theatre Guild announced that Eugene O'Neill's plays are touring Italy and meeting with spectacular success. The two shows on tour are "Days Without End" and "Strange Interlude."

The newest Maxwell Anderson play will open tomorrow at the Belasco Theatre. Called "Truckline Cafe" it is the twenty-fifth play to come from the pen of one of America's most prolific authors. . . . Victor Herbert lovers will soon see "A Kiss in the Dark" a Warner Bros. release that promises to be gay, enchanting and lyrical. . . . The new show at the Paramount Theatre, "Road to Utopia" with Bing and Bob and Lamour still in there pitching. On stage will be the clarinetist swing fans go wild about, the great Benny Goodman.

The film that came, almost went, but is finally here to stay (and with a clean bill of health from the censorship folk) is drawing them it at Loew's Criterion. It is, of course, "Scarlet Street" with Joan Bennett, Dan Duryea, and Edward G. Robinson.

50 YEARS WITH STATE LIBRARY; A SKETCH OF JOSEPH GAVIT



JOSEPH GAVIT

On February 23, 1946, Joseph Gavit completed 50 years of service with the State Library.

The State Board of Regents presented Mr. Gavit with a citation of merit for distinguished service to the people of the State. Mr. Gavit also received a bound dedicatory volume of letters written by all the ranking officials of the Education Department, extolling his services.

Appointed in 1896 as junior clerk, Mr. Gavit was rapidly promoted and in 1908 he was given charge of the Shelf section of the Library, which post he still holds.

In 1911, the Library, then in the Capitol, was destroyed by fire. In the salvaging of works, Mr. Gavit played a large part. He was intimately connected with the installation of the rapidly growing library in the new quarters provided for it in the Education Building. He has handled practically every book and pamphlet which now makes up the Library's vast collection of 2,500,000 books, pamphlets and manuscripts.

At 2 different times, from 1938 to 1940, after the retirement of Director J. I. Wyer, and from September, 1944, to August, 1945, after the resignation of Director R. W. G. Vail, Mr. Gavit served as Acting Director of the State Library. At present he holds the title of Associate Librarian for Administration.

Ranks As An Authority

Mr. Gavit is the leading authority on the history of the State Library since the beginning of the century, on the value of its treasures, on the location of sets and even of individual volumes in its stacks. He is also an authority on early newspapers, almanacs, Fourth of July sermons, and similar bibliographical rarities. In 1938 in recognition of his contributions to the history of early American newspapers, he was elected to membership in the American Antiquarian Society.

N.Y. Navy Yard Plans To Cushion Layoffs

The New York Navy Yard is making plans to cushion the effects of the layoff of 8,000 employees which must be made within the next few weeks as a result of the drop in work at the Yard and a big slash in the budgetary appropriation for the current fiscal quarter.

Many of the employees who have retention rights will be able to remain at the Yard, but will have to suffer a reduction in grade and salary. For example, mechanics with retention rights may be offered posts as mechanics' helpers to replace other employees with lesser retention rights.

In addition to this, there will be some hiring—on a small scale—after March 7, when the interim hiring regulations of the Navy Department go into effect. Jobs in the Yard which must be filled, will be filled by temporary appointments, pending the establishment of regular registers after civil service examinations have been held.

The important fact, however, is that at its peak, in 1945, the Navy Yard employed 70,000 workers. Before the war, the Yard had a normal staff of about 6,700 civilians—and now it faces a return to peacetime operations. That means a reduction of about 90 percent below peak operations. The result is that the mass of present Yard employees must retire from the labor market or find other jobs. The United States Employment Service and the

Federal Civil Service Commission will assist the laid-off Yard workers in their search for new employment.

State Eligible Lists

REGISTRAR, STATE TEACHERS COLLEGE, BUFFALO

1. M. Hennessey, Oswego ..87000
2. M. Farrar, Greenbush ..81700
3. M. Vanbree, Kenmore ...81250
4. Alva Keen, Fredonia ...79425
5. Ella Orts, Dunkirk79025
6. George Kors, NYC78600
7. D. Hall, Potsdam77700

COMP. CLAIMS INVESTIGATOR, STATE INS. FUND

1. Alice Turak, Nassau85784
2. A. A. Wysocki, Eden85709
3. E. Cheeseman, Watervliet.82451
4. M. Okeefe, Watervliet ..80812
5. Anna Stutz, Rochester ..79727
6. E. Newkirk, Rensselaer ..79873

INTERMEDIATE TYPIST, WESTCHESTER COUNTY

1. E. Andrews, White Plains.86400
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3. B. Washington, Ossining.79700

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1. John Kuehne89866
2. Rose Mullaly88880
3. Ruth Levine86904
4. Joseph Haiken88095
5. Alice Kearns85747
6. Dorothy Smith80855

Public Works Local Names Chap. Heads

President James Halley of the NYC Public Works Local of the American Federation of State, County and Municipal Employees (AFLE) today announced the names of heads of the various chapters in the local: Harry Siebold, auto enginemen; Joseph Giblin, clerks; John Tucker, bridge tenders and operators; Emmalee McWilliams, cleaners, and Harry Goldstein, laborers.

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Attorney Schwartz Writes on Hollywood Photography Methods

If there were a contest for most versatile man in the State, Attorney Arthur H. Schwartz could be in line for the award. In political circles he's known as a top Dewey adviser. He served as campaign manager for Dewey. He's a member of the law firm of Schwartz and Froelich in NYC.

In addition, he's a camera fan and has managed to find time to write an article, "An Amateur Looks at Hollywood," which is featured in the March issue of Popular Photography. He goes into a real technical discussion of exposure, reporting results of a personal visit to Hollywood. Lighting of indoor and outdoor sets is discussed, including Technicolor work.

The article is well written and spectacularly illustrated.

W. R. ADAMS APPOINTED

Special to The LEADER
ALBANY, Feb. 26—Governor Dewey appointed William R. Adams, of Watertown, as a member of the Board of the Black River Regulating District to fill the unexpired portion of the term of the late J. Victor Baron, of Watertown, N. Y., who died recently.

Mr. Adams is Manager of Operations of the Taggart Corporation, a paper mill. He is a graduate of Union College.

THE GREATEST SHOW IN THE 20-YEAR HISTORY OF THE N. Y. PARAMOUNT

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LOUIS HOGUET, who has retired as Chairman of the Board of the Emigrant Industrial Savings Bank, but will continue to serve as a trustee of that organization. An officer of the bank for 23 years, he is now planning to resume private law practice.

NEW BILLS IN LEGISLATURE

SENATE

1084. Mr. CORROU—Laborers, workmen and mechanics employed by state or any civil division or city shall be paid not less than prevailing rate of wage paid by contractors and subcontractors doing public work in locality.

1087. Mr. FRIEDMAN—Minimum annual salaries of teachers in NYC on and after July 1, 1946, shall be \$2,000.

1089. Mr. HALPERN—Person entitled to civil service position after military service who because of injuries sustained or disease contracted while on military duty is incapable of efficiently performing duties of position, may be appointed to vacant position for which he is qualified and during disability shall not be deprived of benefits, increments or other privileges.

1096. Mr. MORITT—Allows to classified civil service employees of state, civil division or city, sick leave with pay at rate of 18 working days a year, leave to be cumulative but not to exceed six months a year.

1097. Mr. MORITT—Public employee restored to position after end of military duty shall be entitled to unused vacation or similar leave which had accrued at time he left for military duty and to full allowance of such vacation or annual leave for cur-



A bill to provide a minimum salary of \$1,200 a year for State employees has been introduced by Assemblyman Elisha V. Barrett (R., Suffolk).

rent year in which employee returns.

1180. Mr. YOUNG—State employee whose service in armed forces on and after Oct. 16, 1940 required his absence shall receive such part of salary which would

have been in excess of military pay; excepts officers and employees eligible to receive pay pursuant to Paragraph 245, Military Law.

1181. Mr. YOUNG—Gives municipality outside NYC cause of action for reimbursement of salary and medical and hospital expenses of fireman injured in performance of duty, against third party liable for injury.

1183. Mr. YOUNG—Alters provisions relating to agricultural and technical institutes; provides for director, instructors and other employees; fixes salaries and increments and allows for food and lodging as part of salary.

1191. Mr. HAMMER—Appeal from removal or demotion proceedings by city employee shall be made to state or civil service commission having jurisdiction and determination of commission may be reviewed by court proceedings.

1105. Mr. BAINBRIDGE—Grants member of State retirement system right to elect to contribute on basis of retirement at age 55 and fixes amount of contributions, annuities and pensions.

1106. Mr. BURNEY—States pay of Niagara Frontier authority employees shall be fixed by authority in accordance with civil service law provisions.

1107. Mr. BURNEY—Public authority or other State agency to which civil service classification provisions have not been extended may elect to have pay of officers and employees fixed in accordance with Civil Service Law (Feld-Hamilton).

1127. Mr. CONRAD—Municipalities liable for negligent operation of vehicles by Sanitation Department employees.

1128. Mr. CONRAD—Provides for retirement with pension of member of uniformed force in NYC Sanitation Department after ten years or more of service if member is permanently disabled; pension shall be not less than 1/2 of annual pay and shall be for life of pensioner.

1129. Mr. CONRAD—Forbids dismissal, removal, fine or reprimand of chief of bureau or of employee in competitive classified civil service position or labor class, NYC, until written charges have been made and unless hearing has been held at which employee may be represented by counsel with right of court review.

1132. Mr. DOWNEY—State or municipal employee lawfully engaged in practice of engineering or land surveying for at least ten years before Jan. 1, 1930, instead of April 31, 1927, shall on application for license made before July 1, 1947, instead of Jan. 1, 1941, be exempt from qualification requirements except age, character and citizenship.

1143. Mr. BAINBRIDGE—Member of NYC retirement system credit for time of absence without pay on leave granted from March 1, 1940, until 6 months after war if granted to enable member to enter federal service and if notice is given of claim to eligibility on or before July 1, 1946, or within one year after leave ends.

1144. Mr. BAINBRIDGE—NYC Education Board until July 1, 1947, to permit employees to accept or retain additional employment with board, with state or with any civil division or agency thereof for supervising recreational and gymnastic activities of juveniles to combat juvenile delinquency.

1151. Mr. CAMPBELL—Eligibility for appointment from military re-employment list for civil service employees absent in military duty shall not continue for more than four years from end of military duty.

1152. Mr. CAMPBELL—Transfer of public employees sustaining injuries while on military duty and incapable of performing duties of former positions shall be to vacant positions in same jurisdictional classification and in same governmental unit.

1153. Mr. CAMPBELL—Application by public employee absent on military duty, for reinstatement to former position may be made at any time during his terminal leave as well as within 90 days after end of military duty.

1154. Mr. CAMPBELL—Military duty as defined to protect civil service employees during absence shall not include such services entered upon voluntarily on or after Jan. 1, 1947.

1155. Mr. CAMPBELL—Person whose name is on eligible civil service list and his name is reached during military duty may request that it be placed on special eligible list at any time during period of eligibility, on such list instead of during 90 day period following end of military duty.

1159. Mr. YOUNG—Extends workmen's compensation coverage



State Employees are vitally interested in the bill introduced by Assemblyman Ernest I. Hatfield (R., Dutchess) to provide for 55-year retirement

to any employment by State, municipality or other subdivision thereof or by board of education or board of higher education including members of supervising and teaching staffs.

1161. Mr. HALPERN—Prior service credit of one year for person teaching a number of hours in any division of NYC municipal colleges constituting full teaching program for one year.

1197. Mr. CONDON—Optional retirement of policemen who are members of State employees' retirement system in county police force or municipal police force in Westchester County.

1203. Mr. STOKES—Increases from \$400 to \$600 a year minimum total superannuation retirement allowance of members of State teachers' retirement system.

1204. Mr. STOKES—Until April 1, 1947 members of State teachers' retirement system shall receive further pension of \$200.

1205. Mr. ANDERSON—Repeals provision relating to labor class of civil service employees in cities.

1206. Mr. PARISI—In NYC person appointed as supervisor or teacher in city schools after Jan. 1, 1940, under salary schedule which provides for annual increments, shall be credited with one increment for each year or 180 days of substitute service in same or higher grade, and one increment for every two years or 360 days of substitute service in lower grade and one increment for remainder of lower grade service exceeding 1 1/2 years or 270 days; allows one annual increment for each year of business, trade or professional experience; limits increments to five for substitute service and five for experience.

1207. Mr. ERWIN—Extends until Jan. 1, 1947 period during which State employee who is or becomes member of State employees' retirement system may receive credit for allowable prior service.

1220. Mr. WILLIAMSON—Persons who during World War II emergency were appointed from duly established civil service lists to positions of prison guard in State service and who have served continuously for 2 1/2 years shall acquire permanent status and be appointed as of date of original appointment.

ASSEMBLY

1183. Mr. CRISONA—Honorably discharged veteran of World War II holding position in NYC municipal court in competitive civil service class and who is qualified for such position, to be admitted to competitive promotion examination for permanent appointment without having previously held permanent appointment to such position or to any subordinate office or position.

1187. Mr. Del GIORNO—Prohibits dismissal, removal, fine or reprimand of chief of bureau or of employee in competitive classified civil service position or labor class, NYC, until written charges have been made and unless hearing has been held at which employee may be represented by counsel.

1188. Mr. Del GIORNO—Retirement with pension of member of uniformed force in NYC Sanitation Dept. after ten years or more of service if member is permanently disabled; pension shall not be less than 1/2 of annual pay for life of pensioner.

1190. Mr. DeSALVIO—Public employee who is member of any pension or retirement system credit for all time in military service in U. S. armed forces during World War I upon contributing to system as if military

Two Bills Benefit Hospital Employees

ALBANY, Feb. 26—State Senator Seymour Halpern and Assemblyman Samuel Rabin, Queens Republicans, introduced a bill providing for retirement at a completion of 25 years of service for all employees who work in State hospitals for the insane. The measure extends to these employees retirement at a minimum of \$1,200 per annum or \$48 for each year of service.

Senator Halpern introduced a bill with Assemblyman Fred W. Preller, also a Queens Republican, which would amend the classification of State hospital nurses by removing them from the Junior Professional Service and adding them to the Professional Service. The Legislators' object was to bring nurse positions in State institutions to a grade comparable with other graduate nurses not in the hospital service.

service had been rendered to state or political subdivision.

1195. Mr. GLANCY—Time during which State employee is absent on military duty shall be counted in determining total length of service; allows member during such absence all benefits except accidental disability and accidental death benefit; contributions shall be paid by State for period of military service and refund shall be made to member for contributions paid by him.

1207. Mr. OLLIFFE—Continues to July 1, 1947, provisions permitting NYC education employees to accept additional employment for instructing in evening trade extension and apprentice training classes for vocation training.

1208. Mr. OLLIFFE—Member of state employees' retirement system who is honorably discharged veteran of U. S. armed forces with war service and who has 10 per cent disability and has had not less than 20 years' state service, may retire and receive allowance of 1/2 average annual salary for any five years; after 20 years he shall receive additional credit for retirement.

1209. Mr. OLLIFFE—Alters provision relating to pension rights and benefits of public employees while on military duty.

1222. Mr. SELLMAYER—Final average salary for retirement purposes at option of member who served as town supervisor when town was not participating in state retirement system, shall mean average annual pay including fees and salary earned during any five consecutive years of service.

1240. Mr. L. A. LAWRENCE—Extends to State Police provision for one day of rest in seven except during emergency and without reduction of salary.

1250. Mr. OLLIFFE—Exempts from State or municipal tax and from attachment for levy and sale, death benefit allowed to beneficiary of member of NYC teachers' retirement system.

1254. Mr. SCHUPLER—Requires NYC education board to fill vacancy on teaching and supervising staffs, schedule to last one school term or longer, by appointment from eligible list as regular employee; also to employ sufficient number of additional teachers to meet normal needs of system for substitute teachers.

1255. Mr. SCHUPLER—Public employee restored to position after end of military duty shall be entitled to unused vacation or similar leave which had accrued at time he left for military duty.

1256. Mr. SCHUPLER—Extends workmen's compensation coverage to domestic workers employed as full time employees, to all private or domestic chauffeurs, to municipal employees.

1259. Mr. SHAW—Member of state employees' retirement system credit for time on preferred list and time when he was on leave of absence without pay because of sickness; member shall pay certain amount into annuity savings fund.

1275. Mr. DWYER—Municipal employees allowed to obtain and engage in other employment when it is not necessary for them to be present at municipal position.

1276. Mr. PARBSTEIN—Workmen's compensation coverage to NYC employees and employees of NYC Education Board and higher education boards including supervisors and teachers.

1280. Mr. FUREY—Person serving ten years in position of one class or grade in civil service of State and municipality, with maximum salary of \$2,400 or less, shall be entitled to one promotion to next higher class or grade without passing examination.

1281. Mr. GUGINO—Increases from 14 to 21 consecutive days minimum vacation allowance for uniformed member of municipal police force.

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