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HOW TO PASS MEDICAL TEST FOR NYC FIREMAN

Employees Assn. Asks Democrats, GOP to Write Strong Merit Planks

Special to The LEADER
ALBANY, June 21—The Civil Service Employees Association has formally asked the national major political parties to recognize the vital part of personnel in government, and pledge themselves to the complete application of the merit system of appointment and promotion in Federal service as an example to every unit of government on all levels throughout the United States. The request was aimed to meet the writing of platforms by the National Convention of the parties.

The Association has a membership of over 45,000 civil service employees and has been active in promoting the merit system since its organization in 1910.

Ask More Merit in Merit System
The organization urges that the Federal Government follow the example of the State of New York and other States, and permit the people or their legislature to write into the Constitution of the United States the provision that appointments and promotions in Federal service shall be made according to merit and fitness to be ascertained by proper competitive tests.

Although the Civil Service Employees Association organizes State and local employees within New York State, it holds that civil service is indivisible—a strong national merit system will strengthen local merit systems.

Democracy Will Not Fail
Dr. Frank L. Tolman, President of the Association, commenting on the Association's action, said:

"Democracy will not fail civilization. No one can destroy democracy. We can halt and impair its functioning and we have done so by failing to recognize fully that the Constitution and laws always require high-human character and ability to give them life and vigor and that a constantly expanding civil government makes the need all the more pressing. Obviously, all of the persons required to carry on the business of government

(Continued on Page 2)

Truman Gets Raise Bill; \$450 For Postal Group, \$330 For Other Employees

By CHARLES SULLIVAN

WASHINGTON, June 21—President Truman has before him the compromise pay increase bill providing \$450 for postal workers and \$330 for employees covered by the Classification Act. The raises were voted in a single bill, after the House at first had passed the postal increase only, although by unanimous vote. The Senate went along with the postal amount and inserted a \$350 increase for the others, which was compromised at \$330 when the conflict was submitted to a conference committee of the two Houses.

One provision in the bill, however, renders possible higher increases than the basic \$330, up to \$450, for the Classification Act employees, which could result from upgrading under an authorized re-

classification. The U. S. Civil Service Commission, which favored raises higher than those voted and also leeway for reclassification and upward reallocation of positions, is anxious to undertake reclassification as soon as possible. The bill raises special delivery rates to 15 cents and air mail rates to 6 cents an ounce.

Senator Robert A. Taft (R., Ohio) had promised that a raise for the Classification Act employees would be included in the Senate version, no matter if the House omitted it. He made good on his promise. Next the conference bill was agreed on and the House and Senate both voted it.

President Truman is expected to sign the bill without delay, as it is to become effective as of July 1 next. Its benefits would thus

show up on the mid-July payroll.

In addition to the \$450 raise for those employed on an annual basis with the Post Office Department, increases of 25 cents an hour for hourly workers and 25 per cent for fourth-class postmasters were provided.

The cost of the raises was estimated at \$216,000,000.

The Senate finally had to act on a promised pay raise for over 825,000 Federal employees outside the Postal Service. A similar measure in the House was stalled in the last-minute rush before adjournment. It would have provided for a \$360 flat raise for Federal and District workers who are covered by the Classification Act and would be temporary for one year only to begin on July 1. The bill would have continued the present \$10,000 ceiling on salaries.

Fire Exam Is Analyzed Step by Step

By H. J. BERNARD

Knowledge of the nature of the medical examination for Fireman (F.D.), and the manner of holding the test is an invaluable aid to passing it. The LEADER therefore presents this week a complete description of the test.

Not only does advance knowledge guide one as to conduct, but removal of all mystery puts a candidate at ease. That condition helps him to get the best possible mark. A composed candidate stands a better likelihood of passing any test.

Also, suggestions can be helpful to candidates who are on the borderline of requirements.

The NYC Civil Service Commission will have a staff of physicians and other examiners on hand to test candidates medically. A doctor examines about 90 candidates in an hour and 15 minutes. He does not perform all the medical testing, but only that part of it which requires medical knowledge. It so happens that lay subjects are classed as medical, such as measurement of height.

The flunking in the medical test, based on past experience, runs around 12 to 15 per cent. Assuming that 7,000 passed the written test held on May 15 last, more than 1,000 may fail the medicals, so that 6,000 would get notices to take the physicals. The rejection figures relate to absolute rejections, and not to conditional rejections, such as are made for remediable shortcomings—some missing teeth, for instance.

Step-by-Step Description
The sequence of events at the

(Continued on Page 9)

Wittekind Heads UFOA

Deputy Chief Henry A. Wittekind, of the 1st Division headquarters, has been elected again as President of the Uniformed Fire Officers Association of NYC.

The necessity for filling the Presidency between regular elections arose from the fact that Captain Richard E. Denehan, the President, was promoted to Bat-

alion Chief, and as the Chief posts on the Executive Committee were filled already, Mr. Denehan went off the Committee. The Committee then had to choose a new Chairman, known colloquially as the President.

The vacancy in the Captain rank on the committee was filled by electing Gilbert X. Byrnes. He was runner-up last year in a contest with Chas. V. Walsh for the

post. There were only two candidates in that contest. The first result was a 118 tie. In the runoff Mr. Byrnes finished a close second.

Mr. Wittekind is well liked by the Fire Department administration, is the "senior statesman" of the UFOA and was recalled to his former post because of his experience and his cordial relationships with city officials.

Nurses Are Ready To Prove Pay Case

ALBANY, June 21—The nurses in the State service have shown great interest in the conference held recently by a committee of The Civil Service Employees Association which met with Philip E. Hagerty, Principal Research Consultant of the Salary Standardization Board.

The nurses will make full presentation of all facts relating to the peculiarly high character of nursing skill required in State hospitals for the mentally and otherwise ill wards of the State and the need for compensation fitting to such employment. Their date will be presented when for-

mal hearing before the Salary Board is held.

The sub-committee that conferred with Mr. Hagerty pointed out that salaries in Federal service for the same positions are considerably higher than those in New York State service and that this fact alone has resulted in a shortage of qualified nurses in the State.

In listing the sub-committee members who met with the Salary Board's representative, in last week's LEADER the name of Thaddeus J. Kraje, of Manhattan State Hospital, who was presented and very active in pleading the need of the nursing group in State service, should have been included.

U. S. Pension Bill Voted

Special to The LEADER

WASHINGTON, June 21—The Senate has sent a bill to the White House for approval giving all Federal Agents and Investigators the same retirement benefits now available to FBI agents.

Agents of the Federal Bureau of Investigation now can retire after 20 years service, if at least 50 years old, at 40 per cent of their average salaries. The benefit increases to 50 per cent, or half pay, after 25 years of service.

It was estimated that about 12,150 Government agents—other than FBI men—would be eligible for retirement. The yearly cost is expected to range from \$2,000,000 to \$3,000,000.

Bill Asks Quota Of 20,000 Police

By JEAN GROSSI

The newest move in favor of a 20,000-man police force has been made in the City Council by Edward Rager, Manhattan Republican, who last week introduced a resolution calling for the achievement of that personnel goal and for 200 more patrol cars.

The resolution, serving only to record the wishes of the Council, was referred to its City Affairs Committee. The 20,000-quota is in line with views by Mayor O'Dwyer, Police Commissioner Wallander and other top municipal officials, and has the support of The Patrolmen's Benevolent Association. The Police Department's

authorized strength is now at 18,827, and the proposed new quota would result in 1,173 additional openings, mostly at the entrance level.

Eligibles Interested

Keenly interested in Mr. Rager's resolution is the Patrolmen's Eligible Association, organized recently to urge filling of existing vacancies as well as to back sentiment for expansion of force to 20,000.

Meanwhile, 500 patrolman appointments will be made effective July 1, and the Police Department has been conducting the necessary physical tests.

STATE AND COUNTY NEWS

Ulster Assn. Chapter Shows How Local Unit Aids Good Government

Montgomery Group Forms Assn. Chapter

AMSTERDAM, June 21—Civil service employees of Montgomery County and the City of Amsterdam have met to organize a chapter of The Civil Service Employees Association. The meeting was supervised by Charles R. Culyer, field representative of the Association for the County Division.

The group elected officers to serve the chapter for the year. They are:

President: Edith A. Zabara, Board of Education, Amsterdam.

First Vice-president: Anna M. Langley, County Welfare Department.

Second Vice-president: Frank Fay, Board of Education, Amsterdam.

Third Vice-president: John Collins, Fire Department, Amsterdam.

Secretary: Catherine Klein, Board of Education, Amsterdam.

Treasurer: Francis Gousseus, Treasurer's Office, Amsterdam.

To Draft Constitution

A committee was selected to draft a constitution and by-laws for submission to the next meeting of the Board of Directors. The committee consists of: Margaret Mullin, Treasurer's Office, Amsterdam; Elizabeth Wilson, Board of Education; J. Webster Bierman, County Welfare Department.

President Zabara will call another meeting of the chapter later in June.

Culyer Visits 19 Counties In 11 Days

ALBANY, June 21—Charles R. Culyer is once again making the rounds of the various counties. His swing last week took him over a wide arc. As Field Representative of The Civil Service Employees Association, Mr. Culyer is covering the following counties this week:

- June 22—Orange County
- June 22—Sullivan County
- June 23—Broome County
- June 23—Tompkins County
- June 23—Cayuga County
- June 24—Erie County
- June 24—Niagara County
- June 25—Chautauqua County
- June 25—Cattaraugus County
- June 26—Steuben County
- June 26—Chemung County
- June 27—Otsego County

Last week, Mr. Culyer covered Ulster, Rockland, Columbia, Suffolk and Nassau.

At his various meetings with employees, he takes up their local problems, and tells them of the advantages of The Civil Service Employees Association.

Legislator Shaw, Workers' Friend, Plans to Retire

ALBANY, June 21—Word has reached the LEADER that Stanley Shaw member of the State Assembly from Tompkins County, will retire from the office at the close of his term this year.

Mr. Shaw has been particularly active in promoting legislation helpful to civil service employees throughout his twelve years of service in the State Legislature.

Full Text of New Ruling On Pay of Temporaries

ALBANY, June 21.—The following is the text of the State Civil Service Commission memorandum, prepared by Counsel Joseph Schechter at the Commission's direction, in relation to pay safeguards for temporary employees and permanent employees temporarily in promotion titles: Salaries of temporary employees who resign and who are reappointed to similar positions on a temporary basis

1. (a) Temporary employees who resign and who are reappointed to similar temporary positions within six months after resignation shall be credited with salary increment-earning service in their former temporary positions and shall be paid, upon reappointment, the salaries which they received in their former temporary positions. A temporary employee who resigns and who is reappointed to a similar temporary position after being out of service more than six months, shall be paid upon reappointment and minimum salary of such position.

(b) Temporary employees who resign and who are given permanent appointments to similar positions within six months after resignation shall be credited with salary increment-earning service in their former temporary positions and shall be paid upon permanent appointment the salaries which they receive in their former temporary positions. As to such employees, their continuity of service shall be deemed unbroken by any absence from the service not exceeding six months, and they are entitled to the benefits of Chapter 272 of the Laws of 1948 (which grants temporary service credit upon permanent appointment to the same or similar position or to a position which, on March 31, 1947, was in the same occupational service and salary grade).

Note: The above ruling changes the former practice and extends from one month to six months the period of time within which a temporary employee may be reappointed to a similar position on a temporary or permanent basis and receive the salary which he earned in his former temporary position.

Salaries of permanent employees serving temporarily in higher grade positions

2. A permanent employee who served on a temporary basis in a higher grade position and earned an increment or increments in such temporary position and who is restored to his lower grade permanent position, is entitled, in the event he is reappointed on a temporary or permanent basis to the higher grade position within one year after restoration to the lower grade position, to receive the salary which he earned in the higher grade temporary position immediately prior to his restoration to the lower grade position.

Salaries of temporary employees who are shifted from one temporary position to another temporary position

3. A temporary employee who served on a temporary basis in a higher grade position and earned

an increment or increments in such temporary position, and who is demoted to a lower grade temporary position is entitled, in the event he is reappointed to the temporary higher grade position, within one year after demotion to lower grade position, to receive the salary which he earned in the higher grade temporary position immediately prior to his demotion to the lower grade position.

Salaries of temporary employees who have served in higher grade positions and who are given temporary or permanent appointments to lower grade positions

4. (a) A temporary employee who served on a temporary basis in a higher grade position and earned an increment or increments in such temporary position and who is appointed on a temporary or permanent basis to a lower grade position, where the duties of the lower grade position are encompassed within the duties of the higher grade position, is entitled to receive the minimum salary of the lower grade position

plus salary increments for temporary service rendered in the higher grade position.

(b) A temporary employee who served on a temporary basis in a higher grade position and earned an increment or increments in such temporary position and who is appointed on a temporary or permanent basis to a lower grade position, where the duties of the lower grade position are not encompassed within the duties of the higher grade position, is not entitled to receive salary increment-earning credit for temporary service rendered in the higher grade position.

Increments

5. Where the aforementioned employees receive temporary reappointments or permanent appointments on or after October 1, they are not eligible to receive increments on the next succeeding April 1.

The above rulings are applicable to all reappointments made during the fiscal year commencing April 1, 1948

Special to The LEADER
KINGSTON, June 21—Employees of Ulster County, through their Association, have had a decisive influence upon the municipal charter of Kingston, and demonstrated again the effectiveness of responsible organization upon the work of good government.

The job was accomplished through the work of the Ulster chapter of the Civil Service Employees Association. Chief spokesmen for the group were A. Foster Winfield, chapter President, and Jesse McFarland, 1st Vice-president of the Association, who came up from Albany for this purpose.

Urge Local Civil Service
The chapter met with the Charter Revision Commission of Kingston. First result of the meeting was adoption by the Commission of an article for the new charter which would retain the present Municipal Civil Service Commission.

The article also provides that the Municipal Civil Service Commission "may appoint to hold office during its pleasure, a secretary and other such employees as may be prescribed by law, by the charter or by the Board of Estimate."

McFarland Asks Protections
Jesse McFarland, in his address to the Charter group, asked that the proposed charter make provision for protection of local civil service employees by the inclusion of such a municipal civil service (Continued on Page 4)

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Conference of Mayors Hears Talk by Tallamy
B. D. Tallamy, Chief Engineer of the State Department of Public Works, addressed the conference of Mayors and other Municipal Officials at the Commodore Hotel, NYC, on the State's Urban Arterial Route program.

STATE AND COUNTY NEWS



The Herkimer County chapter of The Civil Service Employees Association receives its charter from Charles E. Culyer. Left to right, front row: John J. Graves, President of the chapter; Mr. Culyer, Association Field Representative; Mrs. Frances Warren, Treasurer. Back row: George Thomas, Director; John Mackesey, Director; Claude Wells, Director; Albert Petrie, Vice-president; Mrs. Preston Gray, secretary.

The Public Employee

By Dr. Frank L. Tolman

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



MANY MEN, MANY MINDS

ARE you one of those members of the Association who never writes The LEADER, or Merit or your officers, particularly your President, to tell how you want your Association to be run?

If you are one of the few who do write, do you tell what you want and expect of the Association next year or are you still criticizing and perhaps griping a bit at what happened last year or the year before?

This is a time to complain but there is also a time to plan for Association activities. That time is now. The legislative session grows shorter each year, or so it seems. The main gains of the State employees must be brought to a conclusion by April of each year. What we fail to get in the first quarter or third of the year usually has to go over to the next legislative year.

Time to Formulate Ideas Is Now

If you have suggestions as to major objectives of the Association for 1949, the time to formulate them is now. They should be perfected by the democratic process of consideration and debate in the members' local chapter before being submitted to the Annual meeting as resolutions. Letters to the Editor or to the President, or to the membership, are of course always in order. There should be more of them and incidentally, more to them.

Many of the letters now received by your President fall into two main categories. They are either against something or somebody rather than for something or they are personal grievance cases. The really constructive suggestion telling what is needed and why and how to get it is relatively rare. Perhaps this type is sent to the Merit Award Board.

It is frequently assumed that Letters to the Editor are an accurate measure of public opinion. That may have been true to degree in simpler times when propaganda had only a religious and not a political meaning. It is far from true today.

Cross-section of Opinion Sought

My main reason for urging more and still more letters about Association matters is to find a means of arriving at a fair cross-section of Association opinion. The vocal members probably register pretty effectively as things stand. The more radical-minded are quick to criticize and to write, but the great majority of the members never bother to write. Are they silent because they are satisfied or are they silent for the same reason that keeps many good people from voting: the law of inertia or what's the use?

World-Wide Search Locates 180 Retired State Employees

ALBANY, June 21—After a six-months' search, in which clues were followed across the entire United States, parts of Canada, Nova Scotia, Ireland and Continental Europe, State Comptroller Frank C. Moore has reported that he has located 180 former members of the State Employees' Retirement System and returned

to them \$111,106.28 in employee contributions which had apparently been forgotten by them.

At the trail's end, it was discovered that many of the former members had died, so their heirs received, not only the forgotten contributions, but added death benefits which had never been applied for.

Upon leaving the service of the State, or of municipalities participating in the system, a member may leave his contributions on deposit for five years. During which time interest builds up. After five years, interest payments cease and the amount standing to the member's credit is placed in a "non-member" fund. Some of the idle accounts in this fund date back more than 20 years.

"Humanized" System

The search was a direct result of the Comptroller said, of the reorganization of the retirement system to "humanize" its relationship with its members. Citing the

effort to locate owners of the money as the latest example of increased service, the Comptroller said that the over-all humanization program has also resulted in added benefits to members and in dissemination to members of information about their system.

Old records were combed for names and addresses of relatives, beneficiaries and past employers of the former members.

Based on this information, a direct mail search was undertaken.

Upon receipt, in return mail, of further "leads" to their whereabouts, cooperative efforts of postal authorities, State and local police, newspapers and radio stations were enlisted in the hunt for the "non-members".

Four were located in the nearby Capital district while others were finally contacted after searches covering thousands of miles.

Comptroller Moore said that efforts to trace others will be continued.

Assn. Building Committee Makes Detailed Survey

ALBANY, June 21—The Building Committee of the Civil Service Employees Association last week continued its survey of prospective buildings for the new Association home. A sub-committee is making a detailed study of each of the buildings now considered as "possibilities." Architects and estimators will shortly present results of special-arrangement specifications and costs.

The Building Committee consists of the following:

- Harry G. Fox, Chairman;
- Charles A. Brind, Jr. Education;
- Charles H. Foster, Executive; Mrs. Beulah Bailey Thull, Audit and Control; Frederick L. Walters, Mental Hygiene; J. Allyn Stearns, Westchester; Frank O'Marah; Dept. Public Works; Charles A. Massena, Public Works; Henry A. Cohen, Public Works, and E. Kenneth Stahl, State Retirement System. (Mr. O'Marah's name was left out of last week's story by inadvertence.)

John T. DeGraff is counsel and J. D. Lochner is secretary to the Committee.

PROMOTION ELIGIBLES.

Sr. Case Worker (Child Welfare), Essex County, Public Welfare Dept. (Prom.) — Mabel S. Gregory.

Jr. Laboratory Technician, Co. Laboratory Chautauqua County, (Prom.) — Pauline Harito, Margaret Brown.

Supervisor of Good Conduct Bureau, Div. of Parole, Central Office, Executive Dept., (Prom.) — John T. Slattery, T. F. Blaauboer.

Sr. Milk Accounts Examiner, Dept. Agriculture & Markets, (Prom.) — George Norman, Joseph Turner, Roger O. Travis, Joseph T. Waters, Leroy Jay Hardy, Edgar E. Troidle, Robert Lemmon, Walter H. Welch, James R. Allen, Joseph Gardener.

Sr. Laboratory Worker, Div. Lab. & Research, Dept. Health, (Prom.) — Donald F. McCredie, Isabelle Allen, Fanny Bingham, Lillian E. Loftus.

Proposed Promotion Trial Period Subject of Important Conference

Matteawan Status Also Among Matters To Be Considered

ALBANY, June 21—Three important matters will be up for consideration when representatives of the Civil Service Employees Association meet with the Civil Service Commission on Wednesday, June 23.

1. Reclassification of Dannemora and Matteawan employees.
2. The interdepartmental promotion plan (described in recent issues of The LEADER).
3. The proposal of a probationary period for promoted employees.

The Civil Service Commission has invited the Association to discuss these matters.

Seek Changed Status

Dannemora and Matteawan employees have long fought for admission into the competitive class. Their present status, they feel, leaves them insecure and has no tenable reason for continuance. They feel that if competitive status were granted, it would have a strong effect in improving the quality of work performed and the morale of employees. Moreover,

they feel that the two institutions will be guaranteed competent staffing through competitive status.

Protection Sought

As for the proposed inter-departmental promotion plan, the Commission and the Association have agreed on the merit of its basic features. This plan provides for State-wide pooled promotions in the more common titles, and for the selection of eligibles first, by promotion unit; second, by department; third, from a master list. The Association seeks full protection for those on existing lists, and opposes reduction of the

life of a promotion list to two years, as proposed in the plan of the Civil Service Department.

Probation on Promotion

The proposal to have a probationary period on promotion has come up time and again. Employees oppose it on several grounds. It is pointed out, first, that if an employee has passed the necessary tests, has made a good record in the lower grade, and has been selected by an appointing officer, he already has gone through sufficient testing. Also, a probationary period on promotion places the career employee in jeopardy every

time he proves himself capable of passing a test high enough to get promoted. Thirdly, it is argued that if an employee is promoted, and then demoted, he will be "bumping into" another employee who has taken his former job—and this might happen all the way down the line. It is clearly inefficient (as some have suggested) to leave the lower-grade job open until the promoted employee is secure in the new post.

It is believed that these considerations will be presented to the Civil Service Commission by the employee representatives.

Repair of Buildings Nears

ALBANY, June 21—Sealed proposals covering repairs and alterations to State-owned buildings will be received by Superintendent of Public Works, Charles H. Sells, New York.

On July 7 bids will be received for the following:

Albany — Exterior painting, Troop B. Armory, New Scotland Ave.

Brooklyn—Exterior and interior painting, 13th Regiment Armory, Binghamton — Replacement of refrigerating units in North, East, South, West, Edgewood and Fairmount Buildings, Binghamton State Hospital.

Staten Island — Completion of

installation of laundry machinery, Building No. 61, Willowbrook State School.

NYC — Interior painting, Psychiatric Institute.

West Coxsackie — Replacement of sewage pumps, erection of new pump house and installation of sewer pipe, State Vocational Institution.

Projects for which bids will be received on July 14 are:

Helmuth — Rate controllers for water supply, Gowanda State Homeopathic Hospital. Bronx — Exterior painting, 8th Regiment Armory. Bids have been asked also for

the following. Emergency classroom buildings at State Teachers Colleges in New Paltz, Cortland and Potsdam.

Albany—Installation of air cooling equipment for the telephone operators' room at the State Office Building, Albany.

NYC—Repairs to sidewalks, State Office Building. Corning — Exterior painting, State Armory.

Buffalo—Erection of new flag pole, 7th Regiment Armory, 184 Connecticut St.

Poughkeepsie — Replacement of porches, Main Building, Wards 4 and 8, Hudson River State Hospital.

STATE AND COUNTY NEWS

What Employees Are Doing

Broadacres Sanitarium

Dr. David Harrison has been elected President of a new unit of The Civil Service Employees Association at Broadacres Sanitarium. Other officers: Marion Drumm, vice-president; Agnes McLaughlin, secretary; Francis McGrath, treasurer.

The unit is the sixth to be organized in the area, says Larry Hollister, field representative of the Association. Others have been formed at Utica State Hospital, Utica Public Works, Utica chapter of State offices in the city, Rome State School, and Marcy State Hospital.

Clinton Prison

At the regular meeting of the Clinton Prison Chapter of The Civil Service Employees Association, held at the American Legion Home in Dannemora, chapter officers for the coming year were elected.

Re-elected unanimously were Reginald L. Stark as President and John Warner as Secretary. Stephan Thompson was elected Vice-president and Earl M. Keyes, Treasurer.

Seventy-five members were present, and heard a report on the Commissioner's Conference and

the Association meetings held in Albany on May 21 and 22.

A vote of thanks was extended the officers for their work during the past year and best wishes offered the new officers.

President Stark pointed out the importance of active membership, and outlined the work being done by the Association. He also pointed out that proper liaison between employer and employee had the tendency to lead to better fellowship and morale.

A program of events scheduled for the coming year will be announced soon.

Civil Service Department

At the third annual meeting of the Civil Service Department chapter, The Civil Service Employees Association, the following officers were elected:

Lawrence W. Kerwin, President. Thomas Walsh, Vice-president. Matthew Lavenia, Treasurer. Maryon Varley, Secretary.

John Dolan, Marie A. Dolan, Helen Forte, Mildred Kayo and Norma Wells, Executive Council representatives; and Donald Bruce and Garson Zausmer, delegates.

The new officers named committee chairmen for the year as follows: J. Paul Gregware, social committee; Frances Becker, edu-

cation; Elizabeth G. Staley, membership; Theodore Becker, grievance; Edward Clyne, legislative; Elizabeth Ostram, auditing; and Marie Cleary, publicity.

The Chapter has grown considerably in its three years of organization, and membership includes a large percentage of department personnel. The new officers are looking forward to a year of active participation in department as well as general association activities.

Wantagh

A regular monthly meeting of the Long-Island Inter-County State Park chapter, The Civil Service Employees Association, was held June 16 at the Wantagh Fire Hall. Delegates were elected to the next annual meeting of the Association. They are: George Siems, President of the chapter; Fred Pedersen, Fred Mott, Frank Keyser and Marie A. Owen. Alternates are Helen Campbell and Betty Enos.

Thomas Indian School

Wedding bells will ring for Miss Celia Latosi on June 26. The bride-to-be was recently honored at a bridal shower given by Mrs. Paul Harrington. Best wishes.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

DO PROVISIONAL VETERANS HAVE TENURE?

If you were a permanent competitive class employee and were given a leave of absence and appointed to the next higher grade competitive class position without examination on a provisional basis, would you question your appointing officer's right to demote you back to your permanent position at will. Do you think it would make any difference if you were an honorably discharged veteran of World War I or II? If you do, you agree with an employee of the New York City Housing Authority who sought judicial aid to obtain reinstatement to such higher grade position from which he had been demoted.

It seems that, without any solicitation on his part, this World War I veteran was promoted from his permanent position of Property Manager to the competitive class position of Senior Property Manager. He had taken no examination for such position and there was no eligible list in existence for the promotion title. According to the City Housing Authority he was given a provisional appointment, pursuant to Section 15 of the Civil Service Law. The payroll roster record and a notation on the application signed by the employee confirmed this. In addition he was given a leave of absence from his permanent position.

The employee petitioner urged, however, that as an honorably discharged soldier and veteran of World War I, he could not be removed from the position of Senior Property Manager, except for incompetency or misconduct in office, shown after a hearing, upon due notice, upon stated charges.

Provisionals Lack Status

The Supreme Court, in New York County, before which the case was brought cited the general rule that provisionals have no civil service status. It noted that the evidence clearly established that the employee received nothing but a provisional appointment and that the petitioner accepted it as such.

The Court then considered the petitioner's contention that even if he were only a provisional appointee, his veteran status afford-

ed him protection in this provisional job pursuant to Section 22 of the Civil Service Law. This was apparently based on the theory that petitioner's appointment was to a position exempt from examination, for the Court stated that "the provisions of Section 22 which prohibit the removal of an honorably discharged soldier, except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, limit the power of removal of the head of the department, even where a veteran has been appointed to and occupies an exempt position from which others could be removed at the pleasure of the department head. I construe this to mean where the appointment in the first instance, is to an exempt position, which is not the case."

The court took cognizance of the fact, also, that Section 22 of the Civil Service Law specifically provides that "the provisions of this section shall not apply to persons employed under temporary or provisional appointments." This language was added to the statute to make it conform to earlier court decisions which had already rendered it inapplicable to temporary appointments.

Accordingly, the court decided against the petitioner and denied his plea for reinstatement. *Green v. City Housing Authority*

Consistent Ruling

The ruling in the instant case is consistent with that in another recent court proceeding, which involved a temporary appointment to a competitive class position under a rule authorizing such appointments for the duration of the war and up to six months thereafter. The appointee, who was dropped without charges after a period of service, sought reinstatement by a court order. However, it was held that his was a temporary job, hence outside the pale of Section 22 of the Civil Service Law. (*Abrams v. McCurdy*)

PROMOTION ELIGIBLE

Jr. Laboratory Technician, Co. Laboratory Chautauqua County. (Prom.)—Pauline Harito, Margaret Brown.

Sr. Case Worker (Child Welfare), Essex County, Public Welfare Dept., (Prom.)—Mabel S. Gregory.

(Continued Next Week)

Insurance Benefits Told

(This is the fifth of a series of articles concerning the Group Plan of Accident and Sickness Insurance for all public employees in the State of New York, who are eligible for membership in The Civil Service Employees Association.)

By CHARLES A. CARLISLE, Jr.

Ter Bush & Powell, Inc.

The use of waivers permits us to accept many applicants who otherwise would be turned down completely. The Association desires to give this coverage to every person eligible, who can qualify physically. Once qualified, any

condition that arises thereafter shall not disqualify that person from coverage or benefits, unless known to the applicant before making application.

So, from the above you can see that full and complete answers must be given to each question on the application. Tell all the facts and we will do our utmost to give you a policy with or without waivers. If we offer you a policy with a waiver, you are not obligated to accept it. That is for you to decide after the policy is issued. You may rest assured, however, due to the large group involved, we can do much more for you at a lower cost than any company can as an individual and don't let any person tell you otherwise.

The Policy Analyzed

The following is an analysis of the Group Plan Accident and Sickness policy as issued to members of the Plan. The actual words of the policy are followed by an explanation of their meaning and consideration of the differences between the Group Plan and other forms of accident and sickness protection. At the end of this section will be found a check list which sums up the advantages of the Group Plan of Accident and Sickness Insurance.

There are three general considerations in judging the worth of any insurance:

(1) coverage, (2) cost and (3) claim service (reputation of company in claim adjustments and nearness of adjustment offices). The Group Plan has no equal in all three of these phases.

If anyone tells you that he can get just as good protection for \$25 a year, tell him he can also buy a suit for \$30, but that he is not going to get a \$50 suit for that price. The same principle applies to insurance. Quality is worth more; cheapness is worth less.

1. "This policy provides indemnity for loss of life, limbs, sight or time caused by accidental bodily injury, and for loss of time by sickness to the extent herein provided." Note that this is both accident and sickness coverage. Many people have one or the other, but not both. If they have a cheap accident policy, they are likely to object to the cost of the Group Plan. A policy which does not cover both accidents and sicknesses provides poor protection, because it is not complete protection.

2. "In consideration of the statements in the Application for this policy. . ."

The application is part of the policy. It must be made in good faith and completely filled out. It is our responsibility to our policyholders to see that all questions are correctly and completely answered, otherwise the Plan would be unfair and inefficient, and the premiums would event-

ually be much higher. Please remember the policy is issued on the basis of your answers to the questions in the application. Incomplete or incorrect answers may void the policy. Check these answers carefully. A copy of your application is attached to your policy.

3. . . . and the payment of. . . ."

The cost and method of payment are two of the most attractive features of the Plan. Equal protection, from any other source we know of, would cost at least 50 percent to 100 percent more. By using payroll deductions, the policyholder is saving the annoyance of collection agents and while on the payroll is sure of continuous protection. The policy is not found to be lapsed just when most needed. The lack of red tape and the easy method of payment is very important, for many people have had undesirable experiences with other forms of collection.

4. . . . which shall continue this policy in force and effect until. . . ."

(Continued Next Week)

Ulster Chapter Sets an Example

(Continued from Page 2)

commission.

Labor Board

Five proposals for the new charter were made by Mr. Winfield. These were:

1. Provision should be made for a full time secretary to the Municipal Civil Service Commission or a part time secretary with a full time clerk, and the charter should specify that the budget make provision for the same.

2. A public employment labor relations board should be set up to provide methods for consultation and negotiation with power to render decisions and settle questions concerning public employment.

3. Civil Service rules should be made a part of the charter or protected by some means in the charter.

4. Employees should be represented on the Board of Estimate.

5. All boards should have equal representation according to political faith.

Considerable discussion resulted from the proposal to set up a labor relations board, and the charter commission members generally agreed that the present system of settling disputes through action of the association's grievance committee was satisfactory, it was re-

ported by Thomas W. Miller, secretary.

Chairman John J. Schwenk presided over the meeting, at which all members of the commission were present except George Yerry, Jr., who was unable to attend. Besides representatives of the Civil Service Employees Association, Mayor Oscar V. Newkirk also was present at the invitation of the commission.

See Education Board

During his visit to Ulster, Jesse McFarland also met with members of the Board of Education. Appearing with him was Mrs. Rosemary Jones, chairman of the executive committee of the Ulster Chapter. They presented arguments for the upward adjustment of wages, and improved hours, for janitors employed by the school system. The Board of Education agreed to give consideration to the points made.

The Ulster County chapter has done an unusual job, according to executives of the Civil Service Employees Association. Under the leadership of Mr. Winfield, it has performed a notable task for civil service employees everywhere, helped defend the merit system, saved jobs for public workers, introduced better work rules, and in other ways has been a force for good in civil service matters.

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STATE AND COUNTY NEWS

Civil Service Employees Association—What It Is, What It Has Achieved

By MAXWELL LEHMAN
On October 24, 1910, the Albany Knickerbocker Press carried a small item about a new organization: "The Association of New York State Civil Service Employees

Metropolitan Conference Set for Picnic

Plans have been virtually completed to make Saturday, June 26, a memorable day in the history of the Metropolitan New York Conference, at Jones Beach. With some finishing touches to be provided by George Siems, President of the Long Island Inter-County State Park chapter, and his co-workers, it is expected that the arrangements will provide a full, pleasant day to Association members and their families. Larry Hollister, Association field representative, has also been active in these arrangements. Special identification badges and buttons will be given to members and guests at the West Bath House, together with final information concerning arrangements.

Formal Meeting 1:30

Victor J. Paltsits, chairman of the Conference, has called the formal meeting of delegates at the Marine Dining Room, at 1:30 p.m. The meeting also includes the annual election of officers by the chapter-members.

At the recent Southern Conference meeting on June 12, Mr. Paltsits presented a small silk flag of the State of New York to Francis A. MacDonald, chairman of that Conference. The flag was presented as a token of friendship and good will from the Metropolitan Conference. Mr. Paltsits urged that this spirit of good fellowship "be always followed by the Conferences." Mr. Paltsits has sent similar flags to the chairman of the Western, Central and Capital District conferences.

Agenda

- The agenda of the meeting includes:
 - Introduction of guests.
 - Reading of Minutes of previous Conference meeting.
 - Reports of Officers:
 - a) Chairman.
 - b) Vice-chairman, Delegate to Board of Directors.
 - c) Treasurer.
 - d) Secretary.
 - Reports of Committees:
 - a) Legislation—Solomon Heifetz, Chairman.
 - b) Education—Sidney Alexander, Chairman.
 - c) Personnel—Irving H. Scott, Chairman.
 - d) Audit—Joseph J. Byrnes, Chairman.
 - e) Special Committee on Purchase Discounts—Wm. Taner.
 - Old Business.
 - New Business.
 - Date of next Conference is Saturday, September 11.
 - Adjournment.

Goldstein States Limit To Supreme Court Steno Pension Contribution

Attorney General Nathaniel L. Goldstein has rendered a formal opinion on the contributions to the State Employees' Retirement System of Supreme Court Stenographers. He held that all contributions to the State Retirement System by any Supreme Court Stenographer may be made only on the amount of his salary as fixed by law and not on fees received, regardless of the source. Participating municipalities in the System who pay fees to these Stenographers do not have to match any amounts based on donations received by the Stenographers.

which was formed on Monday night promises to be one of the strongest organizations in the State. When the subject was broached several months ago as to the advisability of forming State civil service employees into an association, the question was raised as to who could be relied upon to take the initial steps to perform the arduous task of developing the plan and perfecting the details of its consummation. The question was finally answered by the selection of William M. Thomas. Those who were at first reluctant to join now admit its advantage. Undeniably the gratitude of every member should be expressed to Mr. Thomas, whose experience in matters of organization did so much to pilot the hesitating craft into placid waters. Mr. Thomas has been Chief Stenographer in the department of the Attorney General for 28 years. The prediction in that news story was correct.

The "hesitating craft", starting perilously with a few hundred members, is the present Civil Service Employees Association, recognized without question as being among the most powerful organizations of public employees. For a period of 20 years, the Association struggled uneasily, its membership never reaching even 1,000. But all this time it held fast and solid, establishing the course which has been travelled ever since, and

which the hard logic of events has proven to be the correct one.

Great Achievements

The list of achievements for which the Association has been responsible includes almost every major advance in employee conditions. It was through the Association that employees won the 8-hour working day, the excellent vacation system, retirement improvements, the classification system, salary advances in line with the times, a decent civil service law, protection against whimsical firings, unemployment insurance coverage, the extension of the merit principle.

Conference Methods

Over the years, a method of collective negotiation has been developed—what administrators and employee representatives refer to as the "conference method"—which is proving an effective instrument in the handling of employee problems. The Association is called in for discussion of proposed changes affecting the employees. It sits in frequent discussion with officials of the State—and more recently of local government units—and its voice carries a weight and prestige unprecedented in the annals of government employee organization. With this, there has developed a sense of security among the employees whom the Association represents—a great good infrequently found elsewhere.

Gains Have to Be Won

These gains have not come of themselves. Salary advances have not grown out of the deep magnanimity of public officials, not have better work conditions been handed to employees on a silver platter. If retirement improvements come in the future, they will not arrive because of any kindness inherent in the workings of government. These things have to be fought for. It is in the pin-pointing of its objectives, in the marshalling of its forces, in the building of its factual ammunition, in the power of its appeal to the public and to those legislators and administrators with whom it must deal, that the organization has developed consummate skill.

Ups and Downs

There have been ups and downs. The Association has had barren years and years of deep struggle, as well as fruitful seasons. It has had to meet formidable opposition. But as one of its spokesmen, looking over the years of its activity, put it: "The Association has never made a major mistake."

Although basic policies were laid down at the Association's birth, the group didn't reach adulthood until the 1930's. And its membership today is nearly 45,000. It is a tight, solid organization, with all the internal give and take that a democratic group should have, but with none of the rents and splits which dominate the houses of so

many other employees organizations.

(How the Association has achieved its ends, and its specific accomplishments in its formative years, will be the subject of a second article in this series.)

3 Address Southern Conference

MIDDLETOWN, June 21.—The complete slate of officers elected by the Southern Conference of The Civil Service Employees Association follows:

Francis A. MacDonald, President of Warwick chapter, Chairman; Herbert J. Nelson, of Wascaic State School, Vice-chairman; Rangwald Brusie, Treasurer, and Florence G. Davis, Secretary.

All were re-elections, except for Mr. Nelson.

The speakers at the meeting were Frederick J. Walters, Victor J. Paltsits and Arthur J. Gifford. Mr. Walters is Third Vice-president of the Association and President of the Mental Hygiene Association. Mr. Paltsits is Chairman of the Metropolitan Conference and co-member with Mr. MacDonald on The Civil Service Employees Assn. Board of Directors, on which he represents the Banking Department, while Mr. MacDonald represents the Social Welfare Department. Mr. Gifford, of Rockland State Hospital, is a member of the Executive Committee of the Mental Hygiene Association.

Walters Asks Unity

Mr. Walters said that the policy of The Civil Service Employees Association of making friends was splendid and that Association unity would attain objectives, where internal strife would produce failure. He lauded the Association's ideals. Mr. Paltsits presented, on behalf of the Metropolitan Conference, a State flag and staff to the Southern Conference, as a token of friendship. Mr. MacDonald accepted it in a speech fraught with feeling. Mr. Paltsits invited all present to attend the Metropolitan Conference's picnic at Jones Beach on Saturday, June 26.

Mr. Gifford advised that all members should support The Civil Service Employees Association to the hilt and in that way help to attain better conditions for themselves.

The Conference pledged support of Association aims.

The reports of officers and committees were accepted. One report favored Conference constitutional amendments. The adopted proposals were sent to Association's Board of Directors for approval.

Nellie Innocent Is Ill

Wilfred Bennett, President of the Hudson Valley Armories' chapter, announced that the Armory Employees Conference will meet in Albany on July 22 and 23.

The next meeting of the Southern Conference will be held in September at Westfield Farms, Bedford Hills. Everett Quinn, President of the Westfield chapter, was appointed by Chairman MacDonald to head the committee on arrangements. The Westfield chapter will be the host. Inquiries were made about the final standing of the Building Fund drive.

Harry Phillips, Conference Vice-chairman, was not up for re-election, at his own request, as he has to reduce the workload he's carrying. Nellie Innocent, Chairman of the Committee on Constitution and Bylaws, was absent because of illness. The Conference wishes for her speedy recovery.

Nick Glusco, of the Prudge Authority, reported that there had been some part-adjustment of pay in his department.

Lists of Eligibles

Sr. Laboratory Worker, Div. Lab. & Research, Dept. Health, (Prom.)—Donald F. McCredie, Isabelle Allen, Fanny Bingham, Lillian E. Loftus.

Sr. Milk Accounts Examiner, Dept. Agriculture & Markets, (Prom.)—George Norman, Joseph Turner, Roger O. Travis, Joseph T. Waters, Leroy Jay Hardy, Edgar E. Troidle, Robert Lemmon, Walter H. Welch, James R. Allen, Joseph Gardener.

Supervisor of Good Conduct Bureau, Div. of Parole, Central Office, Executive Dept., (Prom.)—John T. Slattery, T. F. Blaauboer.

Sr. Typist, New York Office, Dept. of Labor (Exclusive of the Ins. Fund, DPUI, Workmen's Comp. Bd., & Labor Relations), (Prom.)—Lasky, Bertha; Ethel M. Smith; Margaret Henley; Rose K. Murray; Mary R. Devins; Sylvia Borsuk; Marjorie Salerno; Lasher, Betty; Horn, Sarah; Singer, Honora; Tenner, Yetta; Thompson, Sylvia M.; Schwartz, Clara; Lambert, Marie.

Prin. Statistics Clerk, New York Office, Dept. Labor (Exclusive of the St. Ins. Fund, DPUI, Workmen's Comp. Bd. & Labor Relations), (Prom.)—Alterman, Hyman; Ferlauto, Joseph; Gendler, Jennie.

Supervising Psychiatrist, Dept. Mental Hygiene, (Prom.)—Kern, Walter S., Dr.; Trapp, Fritz C. E.; Gans, Robert W.; Mehlmann, Alex; Wagner, Robert; Haines, Henry H. Salan, Irving; Pierce, Hugh M. MD.; Brusca, Donald; Harris, William L.; Murray, William;

Sconzo, Joseph; Rosenfeld, Joseph Shelton, Henry Z.; Parker, Ceylon M.; Graffeo, Anthony.

Luke, Harry B.; Dorey, John J.; Gershman, Harry; Papa, Joseph; Gorfinkel, Arthur; Reynolds, W. W.; Goldbach, Martin M.; Hawel, Ewald A.; Pacella, Emilio; Malecki, Edward F.; Carlisi, Dominick; Berardelli, D.

Sr. Actuarial Clerk, Albany Office, Insurance Dept., (Prom.)—Slutsky, Winnie R.; Smith, Margaret R.

Head Statistics Clerk, Upstate Area, DPUI (Prom.)—Willi, Margaret J.

Public Works Officials Speak at Highway School

ITHACA, June 21—Four representatives of the New York State Department of Public Works are among the speakers at the School for Highway Superintendents at Olin Hall, Cornell University, this week. The school is sponsored by the College of Agriculture.

Speakers include Francis L. Brown, State Deputy Superintendent of Public Works and Earl F. Bennett, Director of the Department's Bureau of Soil Mechanics, will speak tomorrow.

Mr. Bennett will be assisted in his talks by George McAlpin, Associate Soils Engineer, and by Clair E. Smith, Construction Engineer of the Department's District 6, Hornell.

They will also participate in a broadcast from station WHCU, Ithaca, tomorrow.

Merit System Planks Are Asked by Employees

(Continued from Page 1)

cannot be chosen in elections by the people. Executive and administrative departments require a plan of recruitment and promotion of the great rank and file of professional and skilled men and women if the policy-forming officials are to carry out their tasks.

Small Proportion

The proportion of elected officials to the more than 2,000,000 of workers in Federal service is very small. It is for this reason that the merit system of appointment

and promotion in non-policy forming positions is of tremendous importance. Without the strongest and most definite laws governing personnel, it is impossible for the best intentioned officials in the world to avoid waste and inefficiency present in a personnel system subject to the tremendous pressures from political, religious, racial and other groups. This lesson was learned as far back as 1883 when the first Federal civil service merit plan was adopted. That lesson must not be forgotten."

Jobs Outnumber Applicants In State Drive to Find Places for June Graduates

ALBANY, June 21—New York State employers are taking prompt advantage of the new statewide clearing house established by the New York State Employment Service for the hiring of veterans and other June graduates of the State's colleges and universities.

Milton O. Loysen, Executive Director of the State Labor Department's Division of Placement and Unemployment Insurance, urged young graduates to lose no time in registering at NYSES offices throughout the State so that they may be considered for the numerous excellent job openings.

One large industrial concern in the electrical field, he said, has listed with the employment service more than 200 openings for engineers, technicians and office workers. Other companies are offering scores of jobs of different types, from single positions to openings by the dozen. One air-conditioning firm has expressed its willingness to start a special school for men with the desired qualifications.

Employment Service officials, who previously had been concerned over a shortage of openings, now hope that enough graduates will register to meet the demands of employers. Lists of openings throughout the State are being sent weekly to all NYSES offices.

Dunkirk School Workers Get \$150 Annual Pay Increase

DUNKIRK, June 21 — School workers in Dunkirk have been granted pay increases. The increases came after the Board of Education, heard Charles R. Culyer, Field Representative of the Civil Service Employees Association. Mr. Culyer made the case for pay increases.

Then, on recommendation of its finance and building committees, the Board voted pay rises to its civil employees, made up mainly of clerical and janitorial workers.

Full-time civil employees, 23 in number, were granted \$150 annual pay increases. Overtime will be paid for at the rate of \$1.50 an hour. The hourly wage of 14 part-time civil employees was raised 9c.

The Board has been asked to support legislation providing for \$100 monthly minimum pension for civil employees at retirement.

STATE AND COUNTY NEWS

Bear Mountain Rings with Praise

The third annual dinner of the Palisades Interstate Park Chapter of The Civil Service Employees Association, held at Bear Mountain Inn, proved to be the most successful event ever held by the chapter.

The occasion turned out to be one for chapter members and guests to pay tribute to the Association and to Angelo J. Donato, President of the chapter and member of the Association's Board of Directors, representing the Conservation Department. One speaker after another lauded Mr. Donato for his sincerity, hard work and penetrating knowledge of State employees' problems and the State government.

The master of ceremonies was John E. Holt-Harris, Jr., Assistant Counsel to the Association, and the principal speaker was Isaac H. Hungerford, Assistant to State Comptroller Frank C. Moore.

Pensioners Get Unexpected Boon
Mr. Hungerford made a strong plea for earlier retirement under the present law than employees generally request. He emphasized that the retirement age was set originally at 60, has never been changed and that retirement at minimum allowable age represented the best buy for the employee, because then the reserves bear the maximum ratio to contributions. He said that the Retirement System tries on its own initiative, without intrusion, to give employees all they are entitled to, has no incentive to do otherwise and cited examples of friendly acts by the System that brought pensioners benefits to which they never knew they were entitled.

He advised that employees retire when they may, rather than when they must, and even find a job in private industry, to supplement the retirement income. He realized that it is only human nature to keep deferring the retirement date, especially as employees wonder how they'll be able to enjoy life without going to work for the State, but he assured them that they could readily make life pleasant and worthwhile in retirement and should not miss the intended benefits.

Banner Legislative Year
Mr. Holt-Harris praised the high plane on which the Association operates and said that the Association was regarded by other public employee organizations throughout the country as a model. Requests for information on the Association's set-up and activities are received not only from domestic sources but also from abroad, he noted, and mentioned some English visitors who had taken the Association as a pattern for their own group activities at home. He warned that "what has been built up so carefully must not be thrown out the window by inconsiderate action."

The Association had had its banner year in the Legislature, in 1948, he said, obtaining the enactment of 47 of the 70 bills that it submitted or supported.

The LEADER Is Praised
He praised the editorial published in the June 8 issue of The LEADER, which took issue with some points made by Comptroller Moore regarding the practicality of liberalizing the State Employees Retirement System. The editorial pointed out the possibilities of improvement.

Mr. Moore has said "the door is always open" but that the burden is on the employees to prove their case.

Mr. Holt-Harris cited The LEADER as unique in its field and as an excellent means of communication for State and local employees, all the more valuable because not a house organ tainted with bias, but an avidly individual newspaper of strength and integrity. He said that The LEADER

was doing a wonderful job in the completeness and the thoroughness of the service it is rendering.

J. Allyn Stearns, Fourth Vice-president of the Association and Chairman of the Board of Directors of the Westchester County Competitive Civil Service Association, said that this was the first time that he had ever attended a meeting of a chapter of the State Division of the Association, and that he was impressed by what he saw and heard. He forecast that as the membership of the County Division increased, the importance of the step taken in opening membership to local employees would be appreciated. Mr. Holt-Harris, in later remarks, indorsed this statement and saw the day, in the not too distant future, when the total membership would be 125,000. It is now approaching 50,000.

Frederick J. Walters, Third Vice-president of The Civil Service Employees Association and President of the Mental Hygiene Employees Association, introduced by Mr. Holt-Harris as "a tireless worker in the cause of civil service," hailed the Association's high sincerity and its advanced thinking. He mentioned the escalator clause recently written into a union contract with the Chrysler Motor Corporation and recalled that five years ago the Association had proposed the same tie-in of pay, with cost of living for State employees.

Mr. Walters told his attentive listeners that the Association had been called into conference on pay and increments, before the budget bill was drawn by the State administration, and he considered this a revelation of the standing of the Association.

Director to Become Member
Dr. Austin J. Canning, Director of the Reconstruction Hospital at West Haverstraw, expressed admiration for the Association's high ideals and its effectiveness in negotiation. He had said as much at the annual dinner of the West Haverstraw chapter, a few weeks before, after which a friend had asked him why, if he thought so highly of the Association, wasn't he a member? At the Bear Mountain dais the doctor declared his intention of becoming a member.

Mary Elizabeth Baker, President of the West Haverstraw chapter, lauded both the value of the Association to the employees and the type of leadership it brings forth. Of Dr. Frank L. Tolman, President of the Association, she said: "Dr. Tolman is a philosopher, a noble warrior, a contemporary literary master. His weekly editorials in The LEADER should be preserved in public archives."

She spoke highly of the loyalty and efficiency of the staff at Association headquarters in Albany. Henry James, Administrative Director of the Palisades Interstate Park Commission, joined in praising the Association as an important asset for employees and told about the work at the park, particularly the direct contact with the employer, the public.

H. J. Bernard, Executive Editor of The LEADER, also spoke.

Those present included also Ivan S. Flood, President of the Westchester chapter; Karl Moyer, Park Superintendent; Hiram Phillips, President of Letchworth Village chapter; Joseph O. Williams, Assistant Comptroller of the Commission, and Mrs. Dorothy Kennedy, of the West Haverstraw chapter.

The officers of the Bear Mountain chapter are Mr. Donato, President; Thomas Mc Govern, Vice-president; Leroy Lembo, Secretary, and Fred Woska, Treasurer.

William C. Adams Dies; Headed Conservation Div.

ALBANY, June 21.—The death of William C. Adams, Director of the Division of Fish and Game of the New York State Conservation Department, brought to a close a career of fish and game conservation service for sportsmen of two States which spanned a period of 35 years.

Tribute was paid to the late Chief of the Fish and Game Division by Conservation Commission Perry B. Duryea. Mr. Adams was 67.

Justin T. Mahoney of Troy, for the past ten years Assistant Director, has been appointed as Acting Director of the Division. Mr. Mahoney, who has a record of 38 years of service in the Conservation Department, is a disabled veteran of World War I. Dr. William C. Senning, Chief Aquatic Biologist and head of the Bureau of Fish and Wildlife Investigations for the past four years, will act as Assistant Director in charge of field operations and technical personnel.

COUNTY
8169. Senior Clerk, Sullivan County, salary \$1,460 to \$1,700, plus a cost of living adjustment of 36 percent. Application fee \$1. At present, vacancies exist in the Office of the County Treasurer and the Veterans Service Agency. (Closes Wednesday, June 23).

8188. Dental Hygienist, Dept. of Health, Erie County, salary at \$1,800 plus \$200 cost-of-living adjustment. (Closes Wednesday, June 23).

Progress Report of Exams

NS—Rating not yet started.
RSP—Rating scale being prepared.
RC—Rating Completed.
WP—Written in progress.
WC—Written completed.
PTP—Rating of performance test in progress.
TEP—Training and experience in progress.
TEC—Training and experience completed.
IP—Interviews in progress.
MP—Medicals in progress.
CW—Clerical work in progress.
V—Pending establishment of veteran or disabled-veteran claims (all rating completed).
SRR—Pending service record ratings.
LP—List sent to printer.

Promotion
Captain, Correction—CW.
Lieutenant, Correction—CW.
Sergeant, Correction—CW.
Asst. Director of Mental Hospitals, Mental Hygiene—LP.
Head Account Clerk, Public Works—WP.
Prin. Account Clerk, Public Works—WP.
Chief Bridge Operator, Public Works—LP.
Canal General Foreman, Public Works Dept.—WC, TEP.
Assoc. Building Construction Engineer, Public Works—LP.
Director of Mental Hospitals, Mental Hygiene—SRR.
Guidance Supervisor, Correction—WC, TEP.
Institution Fireman, Mental Hygiene—DV.
Institution Patrolman, Mental Hygiene—MP.
Chief Lock Operator, Public Works—WP.
Sr. Occupational Therapist, Mental Hygiene—WC, TEP.
Sr. Office Machine Operator (TAB), Health—SRR.
Supv. Psychiatrist, Mental Hygiene—LP.
Supv. of Occupational Therapy, Mental Hygiene—WC, TEP.
Supv. of Social Work (Psychiatric)—SRR.
Chief Court Attendant, N. Y. County—WP.
Head Maintenance Supervisor, Mental Hygiene—SRR.
Stationary Engineer, Correction—CW.
Sr. Stationary Engineer, Mental Hygiene—LP.
Telephone Operator, Mental Hygiene—SRR.
Sr. Account Clerk, Social Welfare—WP.
Sr. Account Clerk, Tax and Finance, Income Tax Bureau—WP.
Sr. Account Clerk, Tax and Finance, Motor Vehicle Bur. N. Y. O.—WP.
Sr. Account Clerk, Tax and Finance, N. Y. O.—WP.
Sr. Clerk, Commerce—WP.
Sr. Clerk, Correction—WP.

Tax Chapter Plans 'Terrific' Affair

ALBANY, June 21.—When a single chapter of an employee organization can get 500 or more people to a social affair—that's something! Yet the Albany Taxation and Finance chapter of the Civil Service Employees Association is aiming to do just that. And if its past record is any criterion, it will succeed.

Beer Is Free
Informal Summer Dance is the name of the event. It will be held on Tuesday evening, June 29, at Crooked Lake Hotel, with free bus transportation from Albany. Admission to the event will be 50 cents. And this will include entertainment, dancing from 9 till 1, and free beer. Employees of the Tax Department can make reservations with Bureau representatives. Others who may wish to attend should get in touch with George W. Hayes, president of the chapter.

Says Mr. Hayes: "We are sparing no expense in making this one of the outstanding affairs in the history of the Association. We are planning some big surprises which are not being made public. Others say it will be a 'terrific' event."

The Planners
The affair is being planned by Vincent Campbell, Income Tax Bureau, chairman of the Special Committee; assisted by Rita Lem-

ieux, Veterans Bonus Bureau; William McConvell, Administration Bureau; Jane Lawrence, Income Tax Bureau; Donald McCullough, Corporation Tax Bureau. The LEADER advises: By all means go to this affair.

Traffic Survey to Be Made in Westchester on June 24

ALBANY, June 21.—A comprehensive survey of traffic flowing to and from New York City on the Sawmill River Parkway, the Bronx River Parkway and the Hutchinson River Parkway will be conducted by the New York State Department of Public Works on Thursday, June 24 between 7 a.m. and 7 p.m. This survey is being made as a supplement to similar ones made in Westchester County cities during the past two years.

Results of this survey will be correlated with returns received in the earlier Westchester county studies and will be analyzed on a scientific basis prior to the completion of plans for State financed urban arterial route systems for each of the cities in the area. The June 24 survey will be under the direction of James S. Bixby, of Poughkeepsie, District Engineer. Parkway police will cooperate with Department employees.

Sr. Clerk, Health—WP.
Sr. Clerk, Public Service—WP.
Compensation Claims Investigator, State Insurance Fund—WC, TEP.
Compensation Investigator, Workmen's Compensation Bd.—WC, TEP.
Sr. Milk Accounts Examiner, Agriculture and Markets—LP.
Sr. Stores Clerk, Mental Hygiene—WP.
Principal Clerk, Correction—WP.
Principal Clerk, Insurance—WP.
Principal Clerk, Public Works—WP.
Head File Clerk, Workmen's Compensation Bd.—WP.
Prin. File Clerk, Workmen's Compensation Bd.—WP.
Chief Industrial Investigator—WP.
Sr. Industrial Investigator—WP.
Supv. Industrial Investigator—WP.
Sr. Law Clerk, Law—WC, SRR.
Occupational Instructor, Mental Hygiene—WP.
Sr. Statistics Clerk, Taxation and Finance—LP.
Stenographer, Mental Hygiene—WC, TEP.
Sr. Stenographer, Conservation—WC, TEP.
Sr. Stenographer, Education—WC, TEP.
Sr. Stenographer, ABC Board—WC, TEP.
Sr. Stenographer, Social Welfare—WC, TEP.
Sr. Stenographer, Taxation and Finance—WC, TEP.
Typist, Mental Hygiene—WP.
Asst. Underwriter, State Insurance Fund—WP.
Sr. Underwriter, State Insurance Fund—WP.
Assoc. Architect, Public Works—WP.
Sr. Architect, Public Works—WP.
Sr. Audit Clerk, Audit & Control, Office Audits—RSP.
Sr. Claims Engineer—WP.
Sr. Clerk (Compensation), Workmen's Compensation Bd.—WP.
Sr. Clerk (Fingerprinting), Correction—WP.
Sr. Clerk (Underwriting), State Insurance Fund—WP.
Asst. Comp. Claims Examiner, State Insurance Fund—WP.
Sr. Special Tax Investigator—WP.
Prin. Stenographer, Labor—WP.
Prin. Stenographer, Taxation and Finance—WP.
Head Compensation Clerk—WP.
Prin. Stenographer, D. P. U. I.—WP.
Principal Clerk, D. P. U. I.—WP.
Principal File Clerk, Div. of Parole—RSP.
Sr. File Clerk, Agriculture and Markets—RSP.
Sr. File Clerk, Audit and Control—RSP.
Sr. File Clerk, Education—RSP.

Sr. File Clerk, Insurance—RSP.
Sr. File Clerk, Labor, N.Y.O.—RSP.
Sr. File Clerk, Taxation and Fin.—RSP.
Sr. Laboratory Secretary—NS.
Sr. Statistics Clerk—NS.

Open-competitive
Field Investigator of Narcotics Control—WC, TEC, CW.
Recreation Instructor, Mental Hygiene—V.
Asst. Director of Nursing (Psychiatric)—WP.
Gas Inspector—V.
Guidance Supervisor—WC, TEP.
Institution Fireman—V.
Institution Patrolman—MP.
Instructor of Nursing—WC, TEP.
Sr. Psychiatrist—LP.
Sr. Statistician—LP.
Steam Fireman—CW.
Supv. of Social Work (Psychiatric)—CW.
Title Examiner—WC, TEP.
Dietitian—WP.
Sr. Dietitian—WP.
Assistant Accountant—LP.
Asst. Building Structural Engineer—V.
Compensation Claims Investigator, SIF—WC, TEP.
Sr. Laboratory Technician (Clinical Pathology)—CW.
Sr. Laboratory Technician (Scatology)—CW.
Social Worker (Medical)—LP.
Associate State Publicity Agent (Radio)—WP.
Principal State Publicity Agent (Radio)—WP.
Sr. State Publicity Agent (Radio)—WP.
Asst. Architectural Estimator—WP.
Sr. Building Construction Engineer—WP.
Court Attendant, 1st & 2nd Jud. Dist.—RSP.
Director of Publications & Public Relations—LP.
Factory Inspector—WP.
Industrial Investigator—WP.
Motor Vehicle Inspector—WP.
Occupational Instructor—WP.
Asst. Supt. of Training School—IP.
Labor Relations Examiner—WP.
Asst. Mechanical Construction Engineer—WP.
Office Machine Oper. (Key Punch)—PTP.
Office Machine Oper. (Calculator)—PTP.
Park Patrolman, Conservation—LP.
Prison Guard, Correction—RSP.
Asst. Compensation Claims Auditor—NS.
Court Stenographer, 1st & 2nd Jud. Dist.—NS.
Forester—WP.
Gypsy Moth Foreman—WP.
Inspector of Weights & Measures—WP.

Culyer Attends Mayors' Conference

Charles R. Culyer, Field Representative of The Civil Service Employees Association, last week attended the New York State Conference of Mayors in NYC. The Conference discussed a variety of civil service matters in Mr. Culyer's province—public employment at the local level.

923 on Typist List Issued by the State

The State Civil Service Commission has just issued the open-competitive list for Typist, State and County Departments and Institutions. There are 923 names on the list. This list may be inspected at The LEADER Office, 97 Duane Street, Manhattan.

STATE AND COUNTY NEWS

Table of Pay Grades

Table with 8 columns: 1st Year Salary Minimum, 2nd Year Salary, 3rd Year Salary, 4th Year Salary, 5th Year Salary, 6th Year Salary Maximum, Yearly Increment, Total of Increments. Rows 1-50.

The 50 grades in State service are tabulated above, exclusive of the five additional ones in the Labor Class.

Corsi to Be Chief Speaker At Apprenticeship Session

LAKE PLACID, June 21 — The fourth annual Eastern Seaboard Apprenticeship Conference, will be held here on June 24, 25 and 26. Joint sponsors of the conference are 16 states and the District of Columbia.

Industrial Commissioner Edward Corsi of the New York State Department of Labor is the keynote speaker at the opening session.

Regis O'Brien, chairman of the New York State Apprenticeship Council, and also head of the General Conference Committee, said: "The rapid advance of technical knowledge and industrial procedures, has brought an increasing demand for the skilled craftsmen who are supplied by apprentice training."

Court Stenographer Test To Wind Up on June 26

The second and final part of the open - competitive examination, Court Stenographer, 1st and 2nd Judicial Districts, will be held, by the State on Saturday, June 26. The first part was held May 8.

Each candidate who took the first part will be notified either to appear June 26, or not to appear because he failed the first part. The failure information is informal, to avoid misunderstandings. Candidates will not be permitted to view their papers or to appeal until the eligible list is formally promulgated, said Thomas L. Bransford, Director of Examinations.

Pay Suit Begun Over Military Law

On behalf of himself and others an appeal has been filed with the Commissioner of Education for an order compelling the Board of Education to place Martin Harnick on the appropriate ninth-year salary of the day academic high schools as of February, 1947.

In February 1940, Harnick was appointed to Junior High School 83, Manhattan, on second-year salary. He served in the armed forces from February, 1943 to January, 1946, returning to Junior High School 228, Brooklyn. Had he not been in the armed services, he would have been eligible to take an examination for teacher of mathematics in the day high schools. Upon his return to the teaching service, the Board of Examiners accorded him a comparable examination.

Cites Military Law

On May 13, 1947 he was notified that he was placed upon the appropriate eligible list with final standing 86.39 percent as of January 17, 1947.

Accordingly, he was number one upon the list. All persons on the original list were appointed by February, 1947.

On July 9, 1947, Mr. Harnick was appointed to the Thomas Jefferson High School as of September 5, 1947 at \$4,200, including \$200 for having the equivalent of a Master's degree. Had Mr. Harnick been appointed in February 1947, he would have received \$4,344 and would be eligible under the schedule then existing to attain a maximum of \$5,400 and advance accordingly.

He contends that it was illegal to deprive him of salary due under the old schedule.

He argued that pursuant to Section 246, subdivision 5 of the Military Law, as he took a comparable examination, he was entitled to the same rights accorded to persons who were lower in standing on the regular promotion eligible list promulgated as of January 17, 1947.

Zelman and Zelman are his attorneys.

District Attorneys Meet At Lake George This Week

The District Attorneys' Association of the State of New York will hold its annual summer conference at the Sagamore Hotel, Bolton Landing on Lake George, on June 24, 25, 26, 27. Most of the sixty-two District Attorneys in the State

and a large number of their assistants are expected to attend.

The conference dinner will be held on Saturday evening, June 26. J. Clarence Herlihy, District Attorney of Warren County, Glens Falls, is President of the Association.

Rochester Chapter Active

Dept. of Employment

A supper meeting of I.A.P.E.S was held in the lounge of the Employment office. A report of the National Convention at Windsor was given by Herbert Ellinwood. Anne Weiser and Consuela Turner also attended the convention and were very enthusiastic over the reception by our neighbors across the border. . . . Congratulations to Frank Thomas, who became Manager of the Batavia Employment Office. The Rochester office suffers by this promotion while Batavia gains. . . . Belated congratulation to Ariene Rumpf Lang whose marriage to Joseph Lang on May 14 was a happy surprise to her associates. . . . Frances Cedarman was welcomed back at work after nearly a month's absence due to illness. . . . After a five months' illness Frank Hayden returned to work. . . . Guy Slover, LVER, was the principal speaker at an Award dinner of a Boy Scout pow-wow. Thirty-two boys and 200 parents attended. Guy's subject was "Parents Responsibility in Future Work Plans." He also talked to a group of Scout Leaders at the Knights of Colum bus. . . . Edward Esse, LVER,

talked to the students at Genesee Junior College in Lima regarding possibilities in summer jobs. . . . James T. Baldwin, Employment Manager, has accepted the office of Vice-president for the coming year in the Rochester Chapter of the Vocational Guidance Association.

Health

Carl Springstead, District Milk Sanitarian, will join the Erie County Health Department in Buffalo on July 1. The regular staff in this department is now augmented by eight summer appointees.

Insurance Fund

Parties are being given for Betty Flaherty who will be married on June 26.

Social Welfare

Congratulations to Eleanor McConville. She recently returned with a degree of Master of Social Work, from the University of Buffalo.

Milk Marketing

Glenda Smith, Ruth Hall and Donald Campbell received permanent appointments as Milk Accounts Examiners. Congratulations.

LEGAL NOTICE

AT A Special Term Part Two, of the City Court of the City of New York, held in and for the County of New York, at the Court-house at No. 52 Chambers Street, in the Borough of Manhattan, City and State of New York, on the 14th day of June, 1948.

PRESENT: Hon. FRANCIS E. RIVERS Justice

In the Matter of the Application of ADRIAN A. LEVINE and ROSE LEVINE, For Leave to change their Names to ADRIAN A. LOWELL and ROSE S. LOWELL.

UPON reading and filing the annexed petition of ADRIAN A. LEVINE and ROSE S. LEVINE (duly verified by both, the 9th day of June, 1948 and it appearing from the said petition, and the Court being satisfied that there is no reasonable objection to the change of names proposed;

NOW, on motion of MORRIS S. WOLIN, attorney for the said petitioners, it is hereby

ORDERED that the said ADRIAN A. LEVINE and ROSE S. LEVINE, be and they are hereby authorized to assume the names of ADRIAN A. LOWELL and ROSE S. LOWELL, on and after the 24th day of July, 1948 and it is further

ORDERED, that within ten (10) days after the date hereof, this order and the papers upon which the same is granted, be filed in the Office of the Clerk of the City Court of the City of New York, County of New York, and that within ten (10) days after the entry thereof, a copy of this order be published in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty (40) days after the date of this order, an affidavit of publication thereof, be filed in the Office of the Clerk of the City Court of the City of New York, County of New York, and it is further

ORDERED, that after the said requirements have been complied with, that on and after the 24th day of July, 1948 the petitioners shall be known by the names of ADRIAN A. LOWELL and ROSE S. LOWELL, and by no other name, LOWELL, and by no other names.

Dr. Hinsie to Address Therapy Convention

More than 500 leaders in the field of occupational therapy, representing every section of the United States, will participate in the 31st annual convention of the American Occupational Therapy Association at the Hotel Pennsylvania, in NYC, September 7 to 11, 1948. Among the speakers will be Dr. Leland E. Hinsie, Assistant Director, New York State Psychiatric Institute.

VET AID BUREAU MOVES

The regional and area offices of the Bureau of Veterans' Re-employment Rights, U.S. Department of Labor, has moved from 11 West 42nd Street, to the Veterans Service Center, 500 Park Avenue, New York, 22, N. Y. World War II veterans and employers seeking information on veterans' reemployment rights may apply in person at the Veterans Service Center on phone Plaza 3-1705.

Shopping Guide

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Civil Service LEADER

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TUESDAY, JUNE 22, 1948

Thanks To Congress For Voting Raise

IT WAS encouraging to find the House of Representatives voting unanimously for a \$450-a-year salary increase for the 480,000 postal employees, but impossible to reconcile such unanimity with failure at the same meeting to vote the same for the 825,000 other Federal employees. Both groups were plainly entitled to an increase. Both groups were ready to settle for much less than the amount necessary to bring their pay to 1939 parity. Both groups face the same economic problem, both render equally faithful and loyal service and both have been patient and temperate.

In the Senate the sentiment for recognition of the needs of all Federal workers received its support. Certainly Senator Robert A. Taft (R., Ohio) was outspoken in saying that a raise must be granted to the group that the House left out in the cold on the first balloting.

The general public that appreciates the fine services of Federal employees, that feels a deep sense of gratitude to the postal workers for a tough job capably done day in and day out, cannot possibly sympathize with any denial that makes second-class citizens out of one group, nor can it be said that the postal workers were other than shocked that their fellow-workers did not get equal recognition.

Neither the postal workers nor the others are completely satisfied with the final result—\$450 in the post office and \$330 elsewhere—but for them to say so would be the poorest strategy. The sensible policy is to say thanks for a raise. That course lightens the task ahead. Present recrimination could kill future projects. Congress may have done no great favor but at least it did something. For a while the result appeared dangerously in doubt. Now that it is settled, rejoicing may not be easy but bitterness could be costly.

VA Jobs in Illinois Include Helper and Baker

The U. S. Civil Service Commission Board of Examiners for the Veterans Administration Hospital, Danville, Ill., has announced the following examinations:

Plasterer, CPC-6, \$2,469; Barber, CPC-5, \$2,243; Painter's Helper, CPC-4, \$2,020; Plumber's Helper, CPC-4, \$2,020; Baker, CPC-4, \$2,020; Meat Cutter, CPC-4, \$2,020.

The stated salaries above are entrance wages. Only men can apply for all the positions with the exceptions of Baker where applications for both men and women will be accepted. There will be no written test but will be rated on extent and quality of their experience and training. Employment will be at the Veterans Administration Hospital in Danville. All forms must be filed with the Executive Secretary Board of U. S. Civil Service Examiners, Veterans Administration Hospital, Danville, Ill., not later than Wednesday, June 30.

Maintenance Men To Discuss Wage Rise

The maintenance men of NYC will discuss wage increases at their meeting on Thursday, June 24, at Werdermann's Hall, 160 Third Avenue, at 8 p.m. Maintenance men of all city departments are invited to attend.

CLEANER (WOMEN) LIST

The Municipal Civil Service Commission has issued the open-competitive eligible list for Cleaner (Women). There are 2,066 names on the list. The list may be inspected at the offices of The LEADER, 97 Duane Street, two blocks north of City Hall Park and just west of Broadway. Ask for Envelope File No. 102.

Sanitation Dept. Mass Has Record Attendance

The Holy Name Society of the Department of Sanitation, Brooklyn and Queens, held its 17th annual corporate Communion Mass and breakfast. Members of the organization attended Mass at the Church of St. Stephen-Sacred Hearts of Jesus and Mary, Summit and Hicks Sts., Brooklyn, and received Holy Communion.

Mass was celebrated by Bishop Thomas E. Molloy, assisted by the Monsignor Leo A. Arcese, Spiritual Director of the Holy Name Society, and the Rev. A. Caprie, pastor of St. Stephen's Church.

After Mass, William J. Powell, Commissioner of the Department, Eugene Price, President of the Society, and officials of the Department and Society, led the procession from the church to the Hotel St. George, where breakfast was served. The Department Band and Color Guard headed the First and Second Divisions, and the Drum and Bugle Corps led the Third and Fourth Divisions.

Andrew W. Mulrain, Assistant to the Commissioner and Chairman of the Arrangements Committee, assisted by James V. Pettit, Chief of the Inspection Division, George J. D'Alessandro, Secretary to the Department, Patsy Anzalone, Chief of Staff, and various delegates and alternates representing the Boroughs of Brooklyn and Queens, arranged the program.

The principal speakers were the Very Rev. John A. Flynn, C. M., President of St. John's University, Monsignor Leo A. Arcese, Spiritual Director, Councilman L. Gary Clemente and Commissioner Powell. William F. X. Geoghan, former District Attorney of Kings County and permanent toastmaster of the Society, presided at the breakfast.

More than 3,000 members attended the Communion Mass and Breakfast, surpassing the attendance of previous years.

Don't Balk At Conferring Authority

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

WE spend a lot of time devising our organizational charts; we spend a lot of time recruiting people for our various organizational units; and then we refuse to give the people whom we place in those organizational units real authority to act. We just won't take time out to develop standards within which they can act and we won't take time out to explain our standards to the people who are working with us. We won't trust our employees to deal with specific problems within the framework of standards.

Instead, we insist on matters "coming up the line", as we put it, to be reviewed by people far removed from the actual problems and by people who are so engulfed with the work involved in making these reviews that they can't possibly exercise good judgment. And then when matters go from bad to worse, we give the reviewers administrative assistants to review and initial, so that the reviewers won't have to review. And so we finally have a situation where the judgment of a CAF-15 administrative officer in the field is finally being reviewed by a CAF-9 administrative assistant before any action can be taken. All of which provides us with the opportunity of saying that we have far too many administrative assistants in government for our own good.

Supervisors Supervised Inversely
Every now and then we become very much impressed over what we read about not having too many people reporting to one person. We decide we must do something about it. We decide that the quickest and most effective way of doing something about it is to put in another level of supervision. The result is that we keep driving the people who have the responsibility for operating further and away from those who have responsibility for developing policy and setting standards for the carrying on of the functions of government.

Certainly we all realize that we should not have too many people reporting to the same person, but, actually, aren't there some other ways of solving that problem rather than following the line of least resistance and putting in another level of supervision?

And it is just possible that there are times when the nature of a particular operation is such that we can have quite a number of persons reporting to the same administrator without any disastrous results.

If we are going to have sound management in the federal government, we must struggle as hard as we can to keep the people who are actually doing the work in close contact with those who develop policy and set standards. At times we seem to utilize all our ingenuity to make sure that the operator and top management are far removed from one another.

You just can't pass the experience which comes from actual operations up through layers of supervisors and administrative assistants and expect those who are in top administrative positions to have a realistic concept of what is actually happening or of what needs to be done.

Democratic Method

Let's not count on one person or a small group of persons to set objectives, to assign duties and responsibilities, to work out methods of delegating authority to act, to eliminate levels of supervision, to set standards of performance, to develop work reporting systems, to develop training programs, to eliminate technical jargon, and to eliminate unnecessary procedures.

Let's bring those who are our colleagues in the carrying forward of the work of government together, and let's give them an opportunity as public servants to come to grips with these problems which we know must be solved if we are to improve the management of government. Let's get their ideas, let's receive in a sympathetic manner the recommendations which they make. And then whatever the decisions may be, they will be the decisions not of an individual or of a small group of individuals, but they will be decisions that grow out of active participation in the problems of management on the part of those who are either the beneficiaries or the victims of good or bad management.

Curran Doffs Cap To Civil Service

THE officials come and go, but the civil service employees are the permanent part of government and I have a particular appreciation of the great work they do."

That from a man who is in the come-and-go category himself—Secretary of State Thomas J. Curran.

He has closely watched conditions in the Secretary of State's office and is frank enough to report: "In the last analysis, it is the caliber of work that the civil service employees do that largely determines the result—the work of men and women who know their business."

Mr. Curran, at 49, has been around a bit. He's been active in politics for 28 years, is a political appointee, although one who looks with interested eye on what civil service employees are doing and what their prospects are. He finds that in the upper brackets of responsibility, which the civil servant of outstanding ability attains, pay is not nearly as much as in private industry.

Calls Government Career Excellent
Immediately there came to his mind the career of Frank Sharp, who was in the Corporation Division of the Secretary of State's office for 47 years.

"He was one of the greatest authorities on corporation law in the country," Mr. Curran recalled with enthusiasm, "and he refused many offers of much large salaries from private law firms."

He was head of the division with the civil service title of Deputy.

Mr. Curran thinks that a career in government is excellent and that, while some salaries may be lower than desired, patience rewards its persistent practitioners, and meanwhile a sense of security is enjoyed.

"The whim of the electorate is very tenuous at best," he remarked, as a contrast between a permanent civil service job and filling an impermanent elective or appointive political office.

The Nostalgic Window

Mr. Curran's private law office is at 29 Broadway, NYC. From his window he can look down on Battery Park where he played as a boy. He remembers Deputy Fire Chief David J. Kidney when he was far removed from thoughts of combustibles and fire prevention, which division he now heads; also the late Police Inspector John J. Seery; and David Mooney, lawyer



THOMAS J. CURRAN

for the County Trust Company. They and many others played in the park, where the historic stones of Fort Clinton are now being dismantled.

He encourages public employees forming and joining religious groups of fellow-workers, of whatever religion coincides with that of the member, because he feels that the teachings of religion instill in a person the philosophy of right living.

"Organization of public employees on a spiritual basis is essential for the improvement of government," he said. "A man who practices his religion, whatever that religion may be, certainly develops higher ethical standards and is more inclined to give quid pro quo for what the government gives him."

Heads State Employees' Group

Mr. Curran is Honorary Chairman of the Dongan Guild of State Employees and is one of the 200 Knights of Malta in the United States. A graduate of Fordham University and Fordham Law School (law class of '23, in which Mayor William O'Dwyer was a classmate), he has received the honorary degree of LL.D. from both Fordham University and Manhattan College. The Manhattan degree was awarded only the other week, at the same time that Manhattan awarded the same degree to Mr. Curran's former classmate, Bill O'Dwyer.

Comment

An Ex-Trooper Speaks Up

Editor, The LEADER:

I am an ex-Trooper but still a Trooper at heart. I know all the working conditions and the supervisors.

The trouble with the Troopers is that there are too few of them for the territory they have to cover. That makes it necessary for every man to know the Troop territory before he is assigned to any one locality permanently. This takes time.

The top brass of the N.Y. State Police are par-excellent, all career men who worked their way up the hard way, and that goes for the Superintendent John A. Gaffney, Deputy Superintendent George M. Searle, Chief Inspector Francis S. McGarvey and the six Troop Commanders, all men who rode horses on extended patrol all through the 62 counties of the State and made the State Police what it is today.

They were instrumental in getting the new \$4,155 a year for first-class Trooper, plus uniforms. What other police force pays as

much, and a month vacation with pay, four full days off every month and two nights off each week?

There is no hounding by superiors. All you have to do to get along is to stay out of the barracks, keep your mouth shut, don't pretend to know it all, obey lawful commands from your superiors and do your work well.

The State Police always had the cream of the crop in personnel.

The people of the State depend on them for real protection and get it.

EX-TROOPER
TROOP K.

Postal Group Hails Editorials

Editor, The LEADER:

I am happy to express the grateful appreciation of the N.Y. State Federation of Post Office Clerks for your fine editorials in support of the pay raise for postal employees. One of the best of the series was the one in the June 15 issue.

PAUL J. MORSE,
Secretary-Treasurer.

Staggered Hours of Summer Work Are Suggested by Mayor O'Dwyer to Officials

Indications were that NYC soon will institute a plan of staggered work hours for employees in most city departments. Such action is expected as a result of Mayor O'Dwyer's request that department heads consider proposals to relieve rush-hour congestion on subway and surface lines.

The plan to rearrange arrival and departure time of City employees is in line with city-wide project for private industry now

being sponsored by the Department of Commerce.

Mayor O'Dwyer already has named a committee to study possible shuffling of work schedules. Edward C. Maguire, Commissioner of Commerce, is Chairman of the Committee. Commissioner Sidney H. Bingham has been attending committee meetings on behalf of the Board of Transportation and Mack Nomburg has been representing the Association.

EXAMS FOR PUBLIC JOBS

Inside Facts on Fireman Medical Test

(Continued from Page 1)

examination will be as follows:

1. The candidate fills out two forms. The questions are substantially the same as some of those that appeared in the application. For instance, whether the candidate was ever confined in a mental institution or had any history of mental disease. When it comes to any of the questions that appear to militate against a candidate's chances, he will sometimes answer No, when he should answer Yes, says Paul M. Brennan, Director of the Commission's Medical-Physical Division. He recalled that one man, after appointment to the Police Department, was dropped from the rolls when subsequent check-up revealed the falsity of his statement "I never went to a hospital."

2. The candidate is fingerprinted. Two prints are taken—one on the back of the medical card and one on a yellow card used for the candidate's exam progress record. The prints are sent to the Commission's own Bureau of Investigation for check-up. One of the comparisons made is with the fingerprints taken of the candidate at the written test. At all stages of the exam—written, medical and physical—fingerprints are taken, and also at the time of appointment, when the Fire Department itself gets into action.

In Shoes and Stockings

1. Real medical part begins: Next the candidate is required to strip, except for shorts, and he is ready for the real beginning of the medical examination. He carries his shoes and stockings with him as he makes the rounds of the test stations with his fellow candidates. Now the testing is conducted in this order:

(a) Hearing. One ear is blocked and the candidate thus subjected addressed in a low tone by the examiner, who covers his own mouth, so that lip reading would be of no assistance to the candidate, who is required to repeat what was spoken. The examiners words are uttered in a whisper at a distance of one foot and the test is given separately for each ear. The candidate must have good enough hearing to catch what is said, in one ear, then another.

Teeth Tests

(b) Teeth. The candidate must have a full complement of teeth, except if a space is too small to be supplied with an artificial tooth represents the width of one tooth in a location so far back in the mouth as to be practically unnoticeable to the average person. The object of requiring a full complement of teeth is for appearance. Therefore false teeth are acceptable and, in an extreme case, a complete set of upper and lower plates would be passable, although rarely is a candidate in Police and Fire examinations toothless, because of the young maximum age limit.

Vision Tests

(c) Color vision. This is the ability to discriminate among colors. Only principal colors and shades are used . . . brown, black, red, yellow, blue, green, brown and orange, and not necessarily all of

these. No fancy shades are introduced. The test may consist of three colors or hues only, for which test tassels are used, or slabs on a vision board. Four types of color tests are now standard and any one of these may be used.

(d) Height. This is measured on a machine. The minimum of 5 feet 6½ inches is strictly enforced. The candidate can see the reading on a dial, just as well as the examiner can. Those candidates who are on the minimum height borderline may gain important advantage by doing a lot of sleeping for as many nights before the medical test as possible, and lying down as much as possible on other occasions, preferably during nearly all of their free time, with muscles completely relaxed. Secretion of hair, or the use of pads or wigs, will get a candidate nowhere, as the examiner watches out for all possible forms of deception, tugs at hair and examines the soles of feet for pads. Any attempted deception will be punished by immediate disqualification of the candidate. However, in Fire and Police examinations it is rare that any deception is practiced. Still, Director Brennan and his staff are watchfully on the lookout. It's been five years now since a candidate in either of such examinations was discovered wearing a wig.

(e) Vision. This is distinguished from color vision because it measures how well one can see, independent of color. The requirement is 20-20, Snellen test, in each eye, without eyeglasses. No contact lenses are permitted. Each candidate's eyeball will be pressed by the examiner, to make sure that no contact lenses are used.

(f) Hands. Now the candidates, grouped by twenties, go to the doctors for examination of hands. The applicants must spread out their hands and expose both the palm and the upper part. The hands must be in a perfect anatomical condition. No missing or deformed fingers are permitted, no broken bones, cracked knuckles or other such impediments.

(g) Feet and Body. The doctor next looks for varicose veins (rare among candidates in this age group), the structure of the feet, especially if there is any sign of a pronated arches, examines the toes carefully and then examines for hemorrhoid condition. A missing big toe is a ground for disqualification, as is the absence of two or more toes, whichever ones they are.

(h) Hernia, spinal curvature, thyroid condition. The candidate is asked to turn his head away from the doctor and cough. Candidates nevertheless sometimes cough in a doctor's face, become nervous over the breach and adversely respond to tests. Coughing is part of the test for hernia. A bad hernia condition is self-revealing, because of the protruberance. A minor hernia condition might not be readily seen, but the coughing puts pressure on the intestinal tract and the hernia can be seen or in any case felt by the doctor. An inspection is made for scars, also, particularly as indicative of the candidate having been operated on, and disastrous if he

denied he had ever been. The examination for spinal curvature relates to a bad case, and not to a slight departure from normal. It refers mostly to the condition known as hunchback. The candidate is then tested for thyroid condition or any other noticeable defect.

(i) Heart. The heart condition for which special lookout is made is TACHYCARDIA (pulse far too fast), which is a cause for rejection. Excessive nervousness speeds up heart beats and candidates on the heart borderline should control themselves particularly. An air of nonchalance at the test, and the thought "your life doesn't go with it" may help considerably. The span that passes is 72 to 105, generous because of stress of an exam on some candidates. Blood pressure also is tested (systole and diastole) only after rejection for other previously listed cause, otherwise at pre-appointment time at Fire Headquarters.

(j) Signature. The doctor signs the card—Passed or Rejected but without disclosure to the candidate.

(k) Candidate brings the card to the uniformed officer of the Medical-Physical Division, and it is the officer who first reveals to him the result: (a) Passed; (b) Rejected, which means that the candidate is out of the examination for keeps; or (c), Conditionally Rejected, which is for curable defects teeth, varicose veins, hemorrhoids, varicocele, hydrocele, acne and other skin diseases.

Strictness on Skin Diseases

The Fire Department is very strict about skin diseases, even slight ones, so that conditional rejection for such reason may be-

come a permanent disqualification, if the candidate fails to have the condition cured before being called for prospective appointment, after passing the Commission's re-medical. The Fire Department Medical Officer repeats the examination that the Civil Service Commission gave and the skin condition certainly does not have to appear serious to him to prevent appointment. The precaution is so strict because Firemen share beds.

It is the pre-appointment time that the Fire Department gives blood and urine tests. The Commission does not.

If a candidate is conditionally rejected he is entitled to a re-examination, but the burden is upon him to request it. The Commission does not automatically notify him to appear again, or set a date, until after receiving and granting the request. The candidate must wait until the eligible list is published before making the application and he can make it as long as the list is in existence. He should apply in writing, addressing the Municipal Civil Service Commission, 299 Broadway, New York 7, N.Y.

Candidates who are marked Passed or Conditionally Rejected in the medical test are entitled to take the physical test.

Just when the physicals are to start has not been definitely decided. There was some expectation that the medicals and the physicals could be combined. The medicals are to start on Friday, July 16 and the physicals might do so, too, if the combining could be practicable. However, the unexpectedly large number who passed the written test, based on the results of the first half of the candi-

dates rated, makes a list of 7,000 or more almost a certainty, instead of the estimated 3,000 to 4,000. With as many as 7,000 candidates no combining would be possible. Also, the combining costs more money, requiring more doctors and other examiners.

The medicals will be held in the Medical-Physical Division of the Commission at the Boardway address, unless combined. The physicals will be held in Van Cortland Park.

Advice from Brennan

"Calmness is a great asset in an examination for Fire or Police jobs," said Director Brennan. "A candidate should be able to control himself under all conditions. Persons who become nervous or excited are not the ones best suited for either Fire or Police jobs."

"One of the immediate effects of nervousness is the acceleration of the heart beat. An allowance is made by us for some ratable effect of a man undergoing an examination, so we pass pulse beats of from 72 to 105."

"Candidates who may be inclined on occasion to be nervous, or to have an excessive pulse rate, should stop drinking coffee and other stimulants and should stop smoking. Also they should put themselves in a calm frame of mind at once, long before the medical test, and never be apprehensive. The Fire Department certainly doesn't want a man who gets excited when the prime necessity on the job is coolness. So candidates are doubly advised to be at their ease, and to remember that they will be given a fair test by examiners, including doctors, who carefully see to it that every candidate gets as good a rating as he earns, but no more."

List of Exams Now Open U. S.

33. Clinical Psychologist, \$4,149 to \$7,102. Applicants must have completed all requirements for a doctor's degree in psychology in a college or university of recognized standing. Also required is five years in the field of psychology, one of these must have been in an administrative capacity in a large neuropsychiatric program. Applicants must be thoroughly acquainted with problems pertaining to hospitalization, out-patient care, and the treatment of neuropsychiatric patients. (Closes Wednesday, July 7).

10-10-8. Meteorological Aid (Trainee CAF-S) (SP-4), \$2,168 to \$2,619. Applicants must pass the written test to be given plus one year experience in the field of physical science or in technology in the laboratory, plant or field operations. A completion of a full high school course, including such subjects as mathematics and physical science may be substituted for one year of experience. Training of this sort obtained in the Armed Forces will be credited. Place of employment is located at the Department of Air Force Air Weather Service Data, Control Unit, New Orleans Port of Embarkation, New Orleans 12, La. Send applications to the Executive Secretary, Board of U. S. Civil Service Examiners for the New Orleans Port of Embarkation, New Orleans, La. (Closes Tuesday, July 6).

10-10-9. Microphotographer, \$2,644 to \$3,397. Applicants must have had at least three years of progressive experience in microphotographic work. Plus at least six months experience supervising two or more subordinate microphotographers. A completed resident course in photography, or an Armed Forces training course in photography may be substituted for six months of the required experience. Advanced training in resident photography in a technical institute or trade school above high school level may be substituted, year for year, up to a maximum of 2 years for the required experience. Technical or scientific education in chemistry or physics successfully completed in a college or university or technical institute above the high school level may be substituted for one half the required experience. No substitution will be allowed for the required six months of supervisory experience. There will be a written

test. Positions are open in Department of Air Force, Air Weather Service Data Control Unit, New Orleans Port of Embarkation, New Orleans, La. Send applications to the Executive Secretary, Board of Civil Service Examiners for the New Orleans Port of Embarkation, 4400 Dauphine St., New Orleans 12, La. (Closes Tuesday, July 6).

101. Printer (Monotype Keyboard Operator and Slug Machine Operator), \$2.12 an hour.—For duty in the Government Printing Office, Washington, D. C. Requirements: Five years of appropriate experience. No written test. (No closing date).

18. Stenographer and Typist, \$1,954.—Jobs are located in Washington, D. C., and vicinity. Some positions at \$2,168 and \$2,394 may also be filled. Requirements: Written test, including typewriting, general tests, and stenography (for stenographers only). (No closing date).

53. Psychologist (Personal Counselor), \$4,902.—Positions are in Veterans Administration in Washington, D. C., and throughout the United States. Requirements: Appropriate college study plus experience. No written test. File application with Board of Civil Service Examiners at the appropriate Veterans Administration Branch Office. (Closes Monday, July 5).

5-82-4(48) Chemist, \$3,397 to \$5,905. For duty in Communicable Disease Center, U. S. Public Health Service, in Hawaii and Baltimore, Md., at \$3,397 and \$4,149 a year. Requirements: Appropriate college study or combination of such study and experience in chemistry, plus professional experience in chemistry. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U. S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

13-1-2(48) Engineer, \$2,644. For duty in the Bureau of Reclamation in Oregon, Washington, California, Arizona, Nevada, Idaho, Montana, Wyoming, Colorado, New Mexico, Utah, North Dakota, South Dakota, Nebraska, Kansas, Oklahoma, and Texas. Requirements: Eligibility in a written test, plus appropriate education or technical experience or a combination of such education and ex-

perience. Applications will be accepted from students who expect to complete their studies by October 1, 1948. Send application to the Executive Secretary, Central Board of U. S. Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo. Age limits: 18 to 35 years. (No closing date).

4-34-2. Chemist — Engineer — Metallurgist — Physicist — Mathematician, \$3,397 to \$5,905. — For duty in Washington, D.C., and vicinity. Requirements: College study or technical experience or a combination of such study and experience, plus professional experience in the appropriate field. Graduate study may be substituted for part of the experience. No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac River Naval Command, Building 37, Naval Research Laboratory, Washington 20, D.C. (No closing date).

—Bacteriologist (Medical), P-2 through P-5, \$3,397 to \$5,905 yearly. Positions are opened in Veterans Administration establishments in the states of Iowa, Minnesota, Nebraska, and North and South Dakota. Applications will be accepted at the Board of U. S. Civil Service Examiners, Veterans Administration Branch Office No. 8, Fort Snelling, St. Paul 11, Minnesota. (Closing date has not been set).

—Medical Technician, SP-3 to SP-8, \$1,954 to \$3,397. Positions are opened in the states of Iowa, Minnesota, Nebraska, North Dakota and South Dakota. Applications will be received at the offices of the Director, Eighth U. S. Civil Service Region, Post Office and Customhouse Building, St. Paul 1, Minnesota. (Closes Wednesday, June 30).

14-69-2. Poultry Coordinator—Veterinary Coordinator, \$4,902 and \$5,905.—For duty in the Bureau of Animal Industry, Department of Agriculture, in Beltsville, Md., and throughout the United States. Requirements: For Poultry Coordinator, appropriate college study or technical experience or a combination of such study and experience, plus professional experience in organized poultry improvement work; for Veterinary Coordinator, completion of full course in recognized veterinary college, plus professional experience in poultry disease control work. Graduate study

Duplicate Testing Avoided in Exams

Since a considerable number of candidates taking the triple examination for Transit Patrolman, Correction Officer and Bridge and Tunnel Officer are taking also the examination for Fireman (F.D.), the NYC Civil Service Commission has adopted a policy of avoiding duplication of identical parts of the medical testing.

Final Check-up Comes Later

Because of the difference in two medical tests it was not possible to count those candidates who pass the medical in the tri-partite test as passing the Fireman medical. Any candidates who passes the medical for the triple test will not have to repeat the checking of color vision, vision, height or hearing when he appears for the Fireman medical, if he is able to give his application number in the

Transit Patrolman exam.

Director Paul M. Brennan, of the Commission's Medical-Physical Division, explained that a uniformed officer will be present and will have the Transit Patrolman candidates' index cards in a large box and will pass along those Fireman candidates whose claim of passing the other medicals checks with the record. Later a comparison will be made of the fingerprint records taken at the Fireman medical and written and medical tests with those in the same tests in the triple exam, to verify identity.

The medicals in the triple examination began on yesterday (Monday), while the Fireman medicals will begin as soon as the other medical is over. The tentative date for the Fireman medicals to begin is July 16.

EXAMS FOR PUBLIC JOBS

(Continued from Page 9)
 may be substituted for part of the professional experience. No written test. File application with the Executive Secretary, Board of U.S. Civil Service Examiners for the Department of Agriculture, Agricultural Research Center, Beltsville, Md. (No closing date).
 5-82-4(48) Bacteriologist (Medical) — Serologist. \$3,397 to \$5,905. For duty in U.S. Public Health Service, in Hawaii and throughout United States. Requirements: Appropriate college study plus professional experience in medical bacteriology and serology. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U.S.

Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).
 5-82-4(48) Biologist—Entomologist — Mycologist — Parasitologist. \$3,397 to \$5,905. For duty in U. S. Public Health Service, in Hawaii and throughout United States. Requirements: Appropriate college study or technical experience in the field applied for or a combination of such study and experience, plus professional experience in the appropriate field. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board

of U. S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

salary \$2,484, which includes a cost-of-living bonus of \$324. In addition, there are 5 annual salary increases of \$120. Application fee \$2.00. At present, vacancies exist

in the following institutions of Department of Mental Hygiene: Rockland State Hospital, State Psychopathic Hospital. (Continued on Page 11)

STATE Open-Competitive

8152. Senior Physician, State Departments and Institutions. Entrance salary \$5,650 which includes a cost-of-living bonus of \$650. In addition, there are 5 annual salary increases of \$240. Application fee \$4.00. At present, a vacancy exists at the Veterans' Rest Camp at Mt. McGregor in the Division of Veterans' Affairs, Executive Department.
 Candidates may compete also in No. 8151, physician. A separate application and fee of \$4.00 must be filed for each (Closes Wednesday, June 23).

8151. Physician, State Department and Institutions. Entrance salary \$4,638 which includes a cost-of-living bonus of \$558. In addition, there are 5 annual salary increases of \$180. Application fee \$4.00. At present, a vacancy exists at Mt. McGregor, Division of Veterans' Affairs, Executive Department.

If eligible, candidates may compete also in No. 8152 Senior Physician. A separate application and fee of \$4.00 must be filed for each. (Closes Wednesday, June 23).
 8148. Physical Therapy Technician, State Institutions. Entrance

Where To Apply

The following are the places at which to apply for Federal, State and NYC government jobs, unless otherwise directed:
 U. S.—641 Washington Street, New York 14, N. Y. (Manhattan) or at post offices outside of New York, N. Y.

State—Room 2301 at 270 Broadway, New York 7, N. Y., or State Office Building, Albany 1, N. Y. Same applies to examination county jobs.

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

NYC Education—110 Livingston Street, Brooklyn 2, N. Y.

New Jersey—Civil Service Commission, State House, Trenton 1060 Broad Street, Newark; City Hall, Camden; personnel offices at State agencies.

Promotion exams are open only to those already in government employ, usually in particular departments, as specified.

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Business and Foreign Service

LATIN AMERICAN INSTITUTE—11 West 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special course in international administration and foreign service. LA. 4-2835.

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EXAMS FOR PUBLIC JOBS

STATE

Open-competitive

(Continued from Page 10)

York Psychiatric Institute Hospital. Candidates may com-

also in 60. 8149, Senior Physical Therapy Technician. A separate application and fee of \$2.00 must be filed for each. (Closes Wednesday, June 23).

8160. Junior Draftsman. State departments. Entrance salary \$2,070 which includes a cost of living bonus of \$270. In addition there are five annual salary increases of \$120. Application fee \$1.00. At present, a vacancy exists in the Albany Office of the Commerce Department. (Closes Wednesday, June 23).

8143. Correction Institution Educational Supervisor (Home Economics). Department of Correction. Entrance salary \$3,582 which includes a cost-of-living bonus of \$462. In addition, there are five annual salary increases of \$132. Application fee \$3.00. At present, one vacancy exists at Westfield State Farm. It is expected that appointment of a woman will be made to fill the existing vacancy. No written examination will be required. (Closes Saturday, July 24).

8142. Correction Institution Vocational Instructor (Plumbing and Steamfitting). Department of Correction. Entrance salary \$2,898, which includes a cost-of-living bonus of \$378. In addition, there are five annual salary increases of \$120. Application fee \$2.00. At present, one vacancy exists at Walkkill Prison. No written examination will be required. (Closes Saturday, July 24).

STATE Promotion

7102. Child Guidance Psychiatrist. Department of Mental Hygiene. Entrance salary \$7,277.50, which includes a cost-of-living bonus of \$727.50. In addition, there are three annual salary increases of \$275. Application fee \$5.00. At present, seven vacancies exist in the Main Office. (Closes Wednesday, June 30).

7101. Assistant Commissioner for Medical Administration, Department of Health (exclusive of Institutions and the Division of Laboratories and Research). Entrance salary \$10,375, which includes a cost-of-living bonus of \$875. In addition there are five annual salary increases of \$300. Application fee \$5.00. At present, a vacancy exists in the Albany Office. (Closes Wednesday, June 30).

County

Open-competitive

8175. Police Patrolman, Village of Port Henry, Essex County. Usual salary range \$150 per month. Application fee \$1.00. Candidates must have been legal residents of Essex County and of the Village of Port Henry for at least one year immediately preceding the examination date and must have been residents of the Village of Port Henry for at least six months next preceding the date of appointment. Candidates who filed applications for examination No. 6037 Police Patrolman,

Village of Port Henry originally scheduled to have been held May 10, 1947 need not file new applications for this examination. However, they should file a supplemental experience statement bringing their experience up-to-date. (Closes Wednesday, June 23).

8185. Street Commissioner, Village of Hastings on Hudson, Westchester County. Usual salary range \$3,000 to \$4,620. Application fee \$2.00. At present, one vacancy exists. Candidates must have been legal residents of New York State for at least one year and of Westchester County and of the Village of Hastings for at least four months immediately preceding the examination date. (Closes Wednesday, June 23).

8180. Permit Clerk, Department of Public Works, Westchester County. Usual salary range \$1,800 to \$2,280, plus an emergency compensation of \$630. Application fee \$1.00. At present, one vacancy exists. Candidates must have been legal residents of New York State for at least one year and of Westchester County for at least four months immediately preceding the examination date. (Closes Wednesday, June 23).

NYC

Open-competitive

5574. Junior Chemist (Toxicology), salary, \$1,681 to and including \$2,160 yearly. There are four mandatory annual increments of \$120 per annum, plus a cost-of-living adjustment of \$660 per annum at present. Vacancies: four in the Office of Chief Medical Examiner at present. Application fee is \$1. (Closes Tuesday, June 22).

5272. Paver, \$3,240. Five vacancies exist in the offices of the Borough Presidents at present. Eligibles must be bona fide residents and dwellers of the City three years immediately preceding the appointment. Application fee is \$3. (Closes Tuesday, June 22).

5520. Thermostat Repairer, \$12.00 daily. Vacancies: six in the Dept. of Education, one in the Dept. of Public Works. Others occur from time to time. Application fee, 50 cents. (Closes Tuesday, June 22).

Promotion

5588. Foreman Ship Carpenter, salary, \$12.04 daily. At present only one vacancy exists, other occur from time to time. Application fee 50 cents. Written test to be held Sept. 20. (Closes Tuesday, June 22).

5295. Civil Engineer, \$4,260 to

but not including \$6,000. Vacancies occur from time to time. Application fee is \$4. Candidates who filed applications during January and March need not file again. Written test will be held Sept. 11. (Applications issued and received from June 23 to June 25).

5402. Claim Examiner (Torts), Grade 4, salary, \$3,000 yearly and over. Vacancies occur from time to time. Application fee is \$2. The written test will be held Sept. 22. (Closes Tuesday, June 22).

5591. Asst. Supervisor of Recreation, \$2,401 to but not including \$3,600 yearly. Vacancies: six. Application fee \$2. Written test will be held Nov. 17. (Closes Tuesday, June 22).

5539. Inspector of Carpentry and Masonry, Grade 3, \$2,401 to but not including \$3,000 per year. Vacancies: two, others occur from time to time. Application fee is \$2. Written test will be held Oct. 22. (Closes Tuesday, June 22).

5112. Attendant, Grade 3, \$2,401 per year and over. Vacancies occur from time to time. Application fee is \$2. Written test will be held Tuesday, July 13. (Closes Tuesday, June 22).

P.67.44. Departmental Steward, \$4,100. This is an ungraded position. Vacancies: one. Application fee is \$4. Written test will be held Sept. 21. (Closes Tuesday, June 22).

5582. Inspector of Blasting, Grade 3, \$2,401 to but not including \$3,000 per year. It is the present intention of the fiscal authorities to promote all who pass this examination. Application fee is \$2. The Practical test will begin Sept. 30. (Closes Tuesday, June 22).

5524. Inspector of Sewer Construction, Grade 3, \$2,401 to but not including \$3,000. It is the present intention of the fiscal authorities to promote all who pass this examination. Application fee is \$2. The Practical test will begin Sept. 23. (Closes Tuesday, June 22).

5538. Superintendent of Laundries, \$2,760 in the Dept. of Correction and \$3,550 in Dept. of Hospitals. This is an ungraded position. Application fee is \$2. The written test will be held Sept. 28. (Closes Tuesday, June 22).

Custodians Protest

A letter has been forwarded to Joseph A. McNamara, President of the Municipal Civil Service Commission, by the Custodian Eligibles Association, protesting the assignment of nine Cleaners to Custodian duties by the Board of Education.

The Association's Corresponding Secretary, Michael White, pointed out that there is a list containing 170 Custodian eligibles in existence and that assigning Cleaners to Custodian positions with the title of Cleaner-in-Charge is an "illegal and arbitrary act."

The Association has asked that the Cleaners holding Custodian jobs be transferred to positions in their own line of work. They also asked that the Custodian list be used immediately to fill all vacancies, and that the position of Custodian never again be filled by

the transfer or appointment of Cleaners.

The Association elected new officers: President, James V. Scotti; Vice-president, Robert G. Higgins; Treasurer, Joseph F. Sinigaglia; Recording Secretary, Dominic Parisi; Corresponding secretary, Michael White.

Four Lists Promulgated

The Municipal Civil Service Commission has promulgated four promotion lists:

Assistant Civil Engineer, Tax Dept., 3 eligibles.

Electrical Inspector, Grade 3, Office of the Comptroller, Bureau of Audit, 2.

Assistant Civil Engineer, Board of Water Supply, Engineering Bureau, Western Department, 1.

Assistant Civil Engineer, Board of Water Supply, Engineering Bureau, Watershed Department, 7.

Clerk, Grade 3 List To Be Issued Next Week

The promotion list for Clerk, Grade 3 is expected to be published early next week, it was learned from the Municipal Civil Service Commission.

The list will be published for each city department with the exception of the Welfare Department. The cause for delay in that department is the incomplete service rating of Welfare candidates.

Out of a total of 4,026 taking the written test 2,113 passed while failure notices were sent out to 1,913.

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NEW YORK CITY NEWS

Laundry Workers Test Opens June 28

For only three days this month—June 28, 29 and 30—the NYC Civil Service Commission will issue blank forms and receive the filled-in applications for Laundry Worker (Women). This is a Labor Class job for which vacancies exist in the Department of Hospitals.

It is expected that the examination will draw a couple of thousand applicants, as there are 331 present vacancies for men and women in the Department of Hospitals, more to follow, and the recent filing period for Laundry Workers (Men) resulted in only 166 valid applications. Therefore the jobs will go mostly to women.

Pay at Least \$1,800

The pay is advertised at \$1,140 plus \$660 cost-of-living adjustment, or \$1,800 total, or \$34.42 a week, but the question whether all new entrants will receive the \$250 addition to base pay has not been decided. If Laundry Worker (Women) is included among the titles thus raised in pay, the salary would be \$2,050, or nearly \$40 a week.

There are two annual increments of \$120 each.

The application fee is 50 cents, the notary's fee 12 cents, total 62 cents. The examination is No. 5594.

Age and Residence

At the date of filing application, the candidate must have at least

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six months of satisfactory experience as a laundry worker. She must be able to read, write and speak English.

At the date of filing applications, a candidate must be a citizen of the United States and a resident of the State of New York. For appointment, an eligible must have been a bona fide resident and dweller of the City for at least three years immediately preceding appointment.

Training or experience of a character relevant to the duties of this position which was acquired while on military duty or while engaged in a veterans' training or rehabilitation program recognized by the federal government will receive due credit.

The examination is open only to persons who shall not have passed their 50th birthday on the first date of the filing of applications (June 28). Age exceptions are made for veterans.

The position requires extraordinary physical effort.

Where To Apply

Apply in person at the Application Section of the Municipal

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Transit Patrolman Physical Test to Begin on August 9

A tentative schedule for the physical tests for Transit Patrolman, Correction Officer and Bridge and Tunnel Officer has been issued by the Municipal Civil Service Commission. The test is expected to start August 9 and continue until the 24th. There will be 5,469 candidates for the test which will take place in Van Cortlandt Park.

The medicals are in progress and are expected to end July 15. Persons who fail the medical will not be allowed to compete in the physical test.

Bills to Amend Preference Will Be Discussed by Vets

The New York War Veterans in Civil Service will hold a meeting on Thursday, June 24, at the Terminal Restaurant, 47 Vesey Street, NYC, at 8 p.m. This will be the last meeting of the season.

County Commander Barclay Farenga, Veterans of Foreign Wars, will deliver an address. Reports on various committees will be made and a special report on the veterans preference bills will be given.

A nominating committee will be named for suggesting 1949 officers.

Civil Service Commission, 96 Duane Street, Manhattan, two blocks north of City Hall, just west of Broadway and opposite The LEADER office. No applications are issued or received by mail.

Since the position of passing candidates on the eligible list is determined by their application numbers, the following procedure will be used for the issuance and receipt of applications. Consecutively numbered applications will be issued at the above location in order of appearance of the applicants at the point of issuance. After receiving an application, candidates must not leave the above location until they have filled in the application form, and paid the fee.

Duties include general laundry work; operation of equipment such as extractors, tumblers, ironers and presses; marking, sorting and inspecting laundry; doing hand ironing; performing general utility work, or performing related work.

Candidates who qualify in experience will be required, prior to certification, to demonstrate their ability to read and write English and their physical ability to perform the duties of the position.

Medical Requirements

Candidates may be rejected for any disease, injury or abnormality, which in the opinion of the medical examiner tends to impair health or usefulness, such as: hernia; defects of the heart or lungs; defective hearing; vision of less than 20/40 in both eyes (eye-glasses allowed); third degree or disabling varicose veins.

Candidates for examination and eligibles on the list must notify the Commission promptly of any change of address between the time of filing the application and appointment to a permanent position from the list. When notifying the Commission of any such change, it shall be necessary to state the title of examination, application number and list number, if known. Failure to do so may disqualify them on any part or parts of the examination which have not already been held and may also result in loss of appointment.



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NYC NEWS

Prison Officer Paraders Poll Public on Pay

Correction Officers turned the Golden Jubilee parade of NYC employees to their advantage by distributing to the public on the sidewalks 2,000 postcards which expressed sentiment on Correction Officer pay. There were three statements printed on the post card. One on the other side was the name Mayor William O'Dwyer as president. The statements:

- 1. Prison pay should be equal to police pay.
2. Prison pay should be less than police pay.
3. Prison pay should be more than police pay.

Delighted by Response

The cards were distributed both before and after by the 300 prison officers who paraded. The poll was under the auspices of the Correction Officers Benevolent Association, of which Richard J. Walsh is President. The Association represents prison officers of the Department of Correction. More distribution of cards at public assembly is planned.

The poll is designed to offer the Mayor an indication of the feeling of the man on the street in the recent failure of the Board of Estimate, in the new budget, to take any step to carry out the recommendation of the Citizens Budget Commission that prison and police pay scales should be equalized. Surprise was shown by many officers upon learning that the prison guard is paid at a lower rate than police. Innumerable expressions of sympathy were offered by citizens. The Association is delighted at the public response.

Increment Victory of Employee Stands as Appeal Is Denied

The Appellate Division, First Department, has denied leave to the Board of Education to appeal in a case in which the Board was ordered in the Supreme Court to include increments in military differential pay.

Irving Silverstein was appointed as a teacher of accountancy at Flushing High School on September 6, 1940 on first-year salary. On April 25, 1942, he was ordered into active duty as 2nd Lieutenant. At that time he was a member of the Officers Reserve Corps. He was honorably discharged on January 19, 1946 and resumed his duties at the Brooklyn High School for Specialty Trades.

Reservists are entitled to receive the difference between their civilian pay and their army pay for the period of their military service. However, the Board of Education, while paying a difference, failed to include the increments which Silverstein would have received had he not been in military service.

He contended, through Zelman and Zelman, his attorneys, that the Military Law should be liberally construed to include the increment for that year.

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NEW YORK CITY NEWS

Lists of Eligibles

JUNIOR ACCOUNTANT Dept. of Finance. (Prom.)

| | | |
|------------------------|-----------------------|-------------------------------|
| Morris J. Erick (d) | Evelyn W. Rosenthal | Helen Pike |
| Michael Ciaffa (d) | Harry Dorkin | Meyer Zlotowitz |
| Paul Morra (d) | Sylvia Rubin | Muriel Goldstein |
| C. J. Cammarata (d) | Sam Weitz | Assistant Architect, Prom. |
| Zelig Herman (v) | Doris C. Silver | Anthony Caputo |
| Harold N. Kaplan (v) | Irving Glassman | Victor Chiljean |
| Paul G. Mauch (v) | Lillian Perlowitz | Philip Miller |
| Thomas O'Connor (v) | Serafino A. Zupa | Lindsey S. Reed Jr. |
| Bernard Josephson (v) | Job C. Stenger | John Truden |
| Robert F. Mah (v) | Sophie Moldow | Joseph R. Schirano |
| Irwin Schlesinger (v) | Helen Sadt | Leo P. Sheirr |
| Fred A. Paul Jr. (v) | Charles Wirzberger | Louis Gersh |
| J. R. VanHorne Jr. (v) | Harry Rabinowitz | Alfred P. Picarello |
| Sylvia Sulsky | Frank H. McLaughlin | Carl S. Fricke |
| Louis Fox | Helen Kaufman | Marcellus M. Portilla |
| Charles Andalord | Marie-Anne Stellwagen | Morris M. Silversmith |
| Abraham Tankleff | Harriet Azaroff | Joseph C. Poline |
| Herman W. Gologowsky | Margaret M. O'Brien | Irwin Klein |
| Irving J. Bowers | Pauline L. Deha | |
| | Eva Cooperstein | |

Tentative Key Answers

FINGERPRINT TECHNICIAN, Grade 1; Examination No. 5502

| | |
|-----------------|------------------|
| 1... 1 Rr 8 | 11... 1 R OI 15 |
| 1 Rr 10 | 1 R II 16 |
| 1 U O O 8 | 2 R O O |
| 2... 1 U O O 10 | 12... 30 U O O I |
| 1 R O O 11 | 10 R O O O |
| 3... 1 U O O 9 | 13... 22 U O O I |
| 1 rRr 11 | 1 Ut 13 |
| 4... 1 U 11 | 14... 1 U 14 |
| 1 R2r 10 | 1 R O O 10 |
| 5... 1 Ur 11 | 15... 1 U O O 10 |
| 9 U O I O | 1 Rt 11 |
| 6... 5 U O O 13 | 16... 1 Rr 6 |
| 27 II 12 | 1 Ar 17 |
| 7... 28 OI 11 | 18 Aa 17 |
| 32 I 16 | 1 R OI 3 |
| 8... 18 O I | 1 U OI 6 |
| 9 Aa | 31 MM 17 |
| 9... 1 a U 1 | 28 II 16 |
| 22 O O | 1 Rr 10 |
| 10... 23 I I | 1 R 11 |

Last date for filing protests with the NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Thursday, July 1.

TABULATOR OPERATOR (IBM), Grade 2; Examination No. 5511

1.A; 2.D; 3.D; 4.A; 5.B; 6.B; 7.E; 8.C; 9.A; 10.D; 11.B; 12.B; 13.C; 14.D; 15.D; 16.B; 17.D; 18.A; 19.A; 20.C; 21.C; 22.D; 23.B; 24.D; 25.C; 26.A; 27.D; 28.B; 29.B; 30.C; 31.B; 32.C; 33.D; 34.C; 35.C.

Last day to file protests with the NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Saturday, June 26.

Progress Report

Following is the latest progress report on City examinations:

CODE
NS—Rating not yet started.
RSP—Rating scale being prepared.
RC—Rating completed.
WP—Written in progress.
WC—Written completed.
PTP—Rating of performance test in progress.
TEP—Training and experience in progress.
TEC—Training and experience completed.
IP—Interviews in progress.
MP—Medicals in progress.
CW—Clerical work in progress.
V—Pending establishment of veteran or disabled-veteran claims (all rating completed).
SRR—Pending service record ratings.
LP—List sent to printer.

Promotion
5303. Stenographer, Grade 4; RSP.
5216. Clerk, Grade 5, Part 1; RC, Part 2 held June 19.
5430. Clerk, Grade 3, (all depts.); RC, LP.
5431. Clerk, (BHE) Grade 3; RC, LP.
5432. Clerk, Grade 4 (all depts); RSP.

Many Fail in Test For Machinist Helper; 451 Pass Written

The Municipal Civil Service Commission has mailed 1,174 failure notices to candidates in the written test for Machinist Helper. Of the 1,625 who took the test only 451 passed.

The resulting eligible list will be used to fill the more than 20 vacancies in various city departments. The salary for this position is \$2,700 a year.

The written has a weight of 60 and the performance test a weight of 40. For both tests the required passing mark is 70 percent.

5433. Clerk, (BHE), Grade 3; RSP.
5101. Stenographer, Grade 4; RSP.
5422. Insp. of Steel (Construction), Grade 3; RSP.
5362. Foreman, Grade 3, (Boro Presidents); RC.
5284. Foreman, Grade 2, (Boro Presidents); RC.
5486. Asst. Supervisor (cars shops); RSP.
5483. Asst. Supervisor (Power); RSP.
5480. Foreman (Buses Shops); RSP.
5471. Foreman (Mech. Power), orals to be held.
5481. Foreman (Surf. Trac), orals to be completed June 25.
5482. Foreman (Track); orals to be held June 28-29.
5470. Station Supervisor; RSP.

Open-competitive
5527. Transit Patrolmen, Bridge and Tunnel Officer, Correction Officer (Men); RC.
5133. Stenographer, Grade 4; RSP.
5301. Policewomen; list being investigated.
5132. Social Investigator, Grade 1; Ready for certification.
5393. First Assistant Marine Engineer (Diesel); WC, PTP.
5446. Architect, President, Manhattan; RSP.
5551. Fireman (F.D.); RSP.
Medicals and Physicals to be held soon.

Health Dept. to Fill \$7,150 Director Job

The Municipal Civil Service Commission has ordered an open competitive examination for Director of Bureau of Records and Statistics in the City's Health Department. The salary is \$7,150 a year.

Candidates must have a college degree and five years' experience as a registrar of records or held a responsible executive position in a health department allied bureau.

A written test will be held on June 25, with a weight of 50, training and experience will count the balance. When a filing date is set for the exam The LEADER will announce it.

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NYC NEWS

FIRE LINES

direction of Fire Commissioner Frank J. Quayle the 25th Battalion (Marine) has been re-established, and is located in the quarters of Engine Co. 86, foot of Bloomfield St., North River. Chief's car assigned thereto is equipped with two-way radio. Telephone in quarters is WAtkins 1-17.

Members of the newly-organized Rescue Co. 5 on Staten Island are still leading a double life being members of H & L 78 as well. It must be odd when a

second alarm hits, to which both companies must respond!

Those booklets "Feed People, Not Rats," issued by the U. S. Department of the Interior and distributed to the various firehouses, are very good, but Firemen wonder why the books were issued to them.

Captain William McCabe, Engine Co. 15, was given a Browning Automatic Shotgun by his fellow officers and the members of his company on completion of 20 years' service with the department.

447 Candidates Earn Place On Five Eligible Lists

Results of recent testing by the NYC Civil Service Commission's Medical-Physical Division, of which Paul M. Brennan is Director, give the final number of eligibles on five lists as follows:

| Exam | Failed | Passed |
|-----------------------------|--------|--------|
| Playground Director (Men) | 1 | 213 |
| Playground Director (Women) | 3 | 138 |
| Comptometer Operator | 1 | 32 |
| Addressograph Operator | 0 | 32 |
| Assistant Architect | 0 | 19 |

An unusual fact about the Playground Director (Men) medical test was that 98 of the 312 summoned or nearly 30 percent, failed to show up, the largest percentage on record.

Bank of B'klyn, Sells \$1,000,000 Insurance

George C. Johnson, President of Dime Savings Bank of Brooklyn, announced that the bank's sales of Savings Banks life insurance have now passed the \$1,000,000 mark.

On November 14, 1941, The Dime Savings Bank of Brooklyn rounded out its thrift service by becoming an issuing bank for savings life insurance. Since that time more than 5,600 persons have availed themselves of this service of savings and protection. Standard forms of policies are available and are written in amounts which range from \$250 to \$10,000.

The protection of life insurance is a necessary part of any savings program," said Mr. Johnson. "We particularly recommend savings insurance account which is a savings account combined with a low-cost savings life insurance policy. With this package, life insurance may be budgeted like rent. One weekly monthly deposit takes care of savings and insurance, and the policy gets the double advantage of interest on his savings and life insurance."

Delehanty Prep to Hold Summer Day Classes

The Delehanty Preparatory School, 120 West 42nd Street, Manhattan, will conduct a summer high school program of day classes for repeat and advance students beginning July 6, according to Michael J. Delehanty, President.

The school is a member of the New York Association of Accredited Private Summer High Schools and Regents and city-wide examinations will be given on the premises at the end of the summer term.

Unique in its location at the crossroads of the world, the school has quiet classrooms high in the Wurlitzer Building and overlooks Times Square.

Bernard B. Galway, who has had many years of experience as a teacher and principal, heads the faculty of licensed teachers.

Summer Steno Course Seeks to Raise Salary

In the New York area there are more than 200,000 persons earning livelihoods as typists because they have no knowledge of stenography. A knowledge of stenography would greatly increase their salaries, and break down, also, the monotonous pressure routine that typists experience.

Realizing this, the Royal Business School, 1595 Broadway, NYC, starts a Summer School covering the two months of July and August only, and offers a complete stenography course in eight weeks. A speed of 125 words or more per minute should be attained.

Prof. Morris Edwynns, a Pitman specialist for more than 40 years, has been engaged to conduct the course.

Lessons begin on Tuesday, July 6.

Summer Jobs Open Recreation Directors

The Community Activities Division of the NYC Housing Authority has scheduled an all-inclusive summer program for all age groups in the neighborhood of its public housing projects. To carry out this program, more than 30 positions will be filled for the July-August period. The salaries will range from \$125 to \$250 per month.

Persons with recreation experience should apply in writing, including summary of experience and education, to Joseph Rechet, Chief of Personnel, NYC Housing Authority, 122 East 42nd Street, New York 17, N. Y., and in the lower left hand corner of the envelope write "Recreation Program."

Applicants on the recently published Playground Director lists are especially invited to apply.

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NEW YORK CITY NEWS

Kaplan Asks for a Stricter Board Policy on Veteran Disability Preference Claims

By MORTON YARMON
 Criticism of the administrative methods being used by the NYC Civil Service Commission in the disposition of veteran disability claims under the recent decision of the Court of Appeals was voiced today by H. Elliot Kaplan, Executive Director of the Civil Service Reform Association. Mr. Kaplan was the successful attorney in the Carey case, in which the court held that a minimum disability rating of 10 per cent was required to entitle a veteran to primary preference.

Mr. Kaplan's criticism was that the Commission was adopting the method of construction that the Veterans Administration uses in deciding whether compensation is to be granted. Mr. Kaplan said that the Federal law required the VA to construe claims liberally in favor of the disabled veteran, but he emphasized that in preference cases the rule of liberal construction does not apply, under the State constitutional provision, because every instance of preference is at the expense of some other eligible.

Three Basic Requirements

"The method of the VA in rubber-stamping veterans' claims is not one that comports with the State constitutional requirement in regard to preference," said Mr. Kaplan.

He asserted that the Court of Appeals, in the Carey case, laid down three basic requirements for primary preference:

1. A disability rating of 10 per cent or more.
2. Continued existence of the disability.
3. A disability certificate of recent date, except in special cases.

He remarked that the requirement of a minimum disability of 10 per cent was what, by construction, the constitution required, since U. S. disability compensation is not paid to veterans with less than 10 per cent VA. rating. The necessity for the continued existence of the disability, he added, is

specifically in the constitution. The necessity of the certificate of disability showing that at some recent date the disability did exist, was all the court said on that subject, and left to the Commission. Mr. Kaplan pointed out, the decision on what constitutes sufficient recency. He objected to the Commission's acceptance of certificates a year or more old as meeting the court's requirement and thought that six months would be as far back as one could go with any assurance of substantial compliance with the court's order.

Sees Need for More Denials

"The court, under the decision, left it to the Commission to administer the law in a reasonable manner, but it can hardly be said that a certificate describing a year-old condition can be a reasonable indication of a person's current condition," he added.

The VA is not equipped to make medical and physical examinations in so many cases as the Commission submits to it, while the Commission feels obligated to process lists promptly. The Commission realizes the existence of a dilemma, in that it is required to act on primary preference claims, but must depend on the VA for certificates under which the Commission is obligated to process preference. Therefore it has adopted the policy of accepting the earliest dated certificates it can obtain from the VA. To this Mr. Kaplan objects, saying:

"The fact that the VA is required by law to be extremely liberal in deciding on claims for compensation does not mean that the same criterion should hold in civil service preference claims. The VA may be reluctant to re-examine veterans, lest the disappearance of the disability be discovered and the compensation cut off, but in disability preference cases veterans must prove their claims to the Commission in the manner and to the degree required by the Court of Appeals."

He holds that the burden of

proof is strictly and always on the claimant. That means that primary disability claims must be denied unless the requirements are met, and they include the necessity of a certificate that shows the recent existence of the disability. In many instances the VA certificates are not dated at all, he observed.

Cites U.S. Officials

The exception noted concerning requirement of recency applies to veterans with a stabilized disability, such as a missing arm or leg, or an illness of an enduring nature, or a permanent affliction, when re-examination is deemed unnecessary.

Mr. Kaplan referred to the Cain bill, which the U.S. Civil Service Commission favored, and which passed the Senate at the last session, but was not enacted. This provided that 30 percent should be the minimum disability rating for Federal 10-point preference. His purpose was to emphasize that the strict construction idea has influential backing, in reference to U.S. veteran preference laws, even among Federal officials and legislators, and should be the policy of the NYC Commission.

Lists of Eligibles

- | | | |
|-------------------------|--------------------|---------------------|
| Property Manager | Marion M. Brennan | Max Wolf (v) |
| Robert S. Whiting (d) | Wm. M. Gittinger | Bernard Leffler (v) |
| William D. Noss (d) | Max London | John T. Wilkin (v) |
| Robert J. McGee (d) | Martin Egan | Simon Lubowsky |
| Harold Malsky (d) | William L. Kiel | Louis Pollack (v) |
| M. B. Rosenblume (d) | Sylvester M. Owens | Samuel Gittleman |
| Albert W. Mackie (v) | Isaac M. Jacobsohn | Alfred Smallens (v) |
| Milton L. Shair (v) | Jerome F. Raab | Max Klein (v) |
| Samuel Albert (t) | Edmond C. Murphy | William Raaf (v) |
| Bernard Smith (v) | Mary Doolan | Samuel Ostrowitz |
| Herbert Weil (v) | Gottlieb Bell | Frank Brennan |
| Leah C. Degnan (v) | Marion V. Moroney | Helen Sulsky |
| Edward A. Rogan (v) | Walter A. Gurnee | Sohl Schoen |
| M. M. Itzkowitz (v) | Morris Goldstein | Joseph T. Warren |
| John M. Griffin (v) | G. C. Ferguson | Sylvia Weinstein |
| Bruno Tonetti (v) | Edward W. Beck | Hyman Freedman |
| James P. Hynes (v) | David Charnatz | Charles Vogel |
| Vincent H. Flynn (v) | Thomas Finnerty | Harold Levine |
| David I. Reiner (v) | Edward W. McCabe | David Fischkin |
| Rose Bloomfield (v) | John J. Stenger | Harry Goldberg |
| John M. Griffin (v) | Joseph J. Rock | Eta G. Karp |
| Theodore L. Jacobson | Ella V. Small | Dorothy Weiner |
| Marvin B. Pollak | Vincent T. Holohan | Jeanette Miller |
| Bernard J. Cahill | John R. Nugent | Mildred A. Goodman |
| Chauncey Davis | F. V. McAllister | Marie D. Debrodt |
| William Van Herzog | John J. Tracy | Matilda Goodman |
| Abraham Kaplan | Bernard H. Minken | Ely Levowitz |
| Morris I. Rosen | | |
| Rose Levinson | | |
| John S. Rossbach | | |
| Bernard D. Goldstein | | |
| Richard Michelson | | |
| George Schwartzman | | |
| William G. Hardt | | |
| Benjamin W. Karlins | | |
| William J. Guilfoyle | | |
| Samuel W. Klugman | | |
| Edward G. O'Brien | | |
| Abraham Lehr | | |
| Assistant Court Clerk, | | |
| Grade 3, Domestic Re- | | |
| lations Court, (Prom.) | | |

Accountant, Dept. of Welfare (Prom.)

- F. A. Hastall, Jr. (d)
- Edw. A. Bernheim (d)
- Theodore H. Engel (d)
- Jacob T. Hoffman (d)
- B. Rubenstein (d)
- Leo Paulinsky (v)
- Irving B. Roberts (v)
- Harry T. Savitt (v)
- Aaron Freedman (v)
- Irving Masion (v)
- Jack Zomick (v)
- Abraham Dobroff (v)
- Norman Reitman (v)

Law Assistant, Grade Office of the Sheriff, New York City, (Prom.)

- Leo S. Auerbach (d)
- Frederick Weinberg
- Joseph Goldstein
- Benjamin Schoen
- M. Samuel Lane
- Dorothy K. Connors
- Nathan Rosenblatt
- William G. Fishman
- Louis Dickstein
- Lawrence Meyer

NYC Plans Exams; Job for Thousands

The Municipal Civil Service Commission plans an intensive program for many examinations to be held in the near future. More than 100 examinations are scheduled and thousands of jobs will be filled permanently.

A Probation Officer, Grade 1 examination is planned to fill vacancies in several city courts. There has been a disagreement with Budget Director Thomas J. Patterson on salary which is holding up its final approval. The present salary range is up to \$2,700.

More than 400 vacancies will be filled from the proposed examination for Maintenance Man in the NYC Housing Authority.

Another important exam for

the Housing Authority will be used to fill the 150 vacancies for Housing Assistant at \$3,060, soon to be opened.

Also to be open for filing in the coming months are the exams for Laboratory Assistant (Bacteriology and Chemistry); Electrician's Helper; Buyer; Plumber; and Dental Assistant.

An exam offering an excellent chance for entering City employ, to recent college graduates with a writing, journalism or advertising background, is going to open for Assistant in Health Education.

Prospective candidates for city positions are advised to follow The LEADER for announcements for filing dates.



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