

ALBANY NEW YORK STATE LIBRARY

See Page 11

EXPERT SAMPLE EXAM FOR FIRE CANDIDATES

\$3,000,000 DeMarco Case Won; Appellate Division Unanimous

By MAXWELL LEHMAN ALBANY, May 10—The employees have won the celebrated DeMarco case. In money, this means nearly \$3,000,000 for employees of the State of New York. The Appellate Division last week unanimously affirmed the decision of Special Term of the Supreme Court, thus probably settling with finality one of the most momentous cases of its kind ever to be fought before the courts of the State. The unanimous decision means that the State could not take the case to the Court of Appeals without special permission. Representing the petitioners was John T. DeGraff, together with John E. Holt-Harris, Jr., Counsel and Assistant Counsel, respectively, of the Civil Service Employees Association. Representing the State were a group of attorneys from the Attorney General's office, with Assistant Attorney General John C. Crary, Jr., doing most of the work. The decision represents a major victory for employees in a case in which interest ran high. What the Case Means Background of the case, in simplest terms, is this: In 1947, the State Legislature enacted a law providing for the (Continued on Page 7)

See You at the Big Assn. Ball-May 22

You'll be there on May 22, won't you? It's the big Building Fund Ball they're talking about—the gala funfest of the Civil Service Employees Association in Albany. That doesn't mean only Albany people will be there. Of course not. In the first place, there'll be important meetings of the Association's Board of Directors and its chapter delegates, on the evening of the 21st, and all day of the 22nd. They're coming from all over the State. Then, too, there'll be those employees who are coming to see how they fare in the results of the building fund drive, which are going to be announced then. And then, the Tony Pastor fans—plenty of them around, you know! For Tony Pastor is the man in person—with his orchestra and Stubby Pastor, too, with his trumpet; and the sweet-singing Clooney Sisters (nice to look at,

too, boys), and Buddy James. They'll all be there, at the State Armory, Washington Avenue, Albany. Dancing begins at 9 p.m., continues to 1 a.m. It's late in May, when the weather's fine, and spirits are high. A round of entertainment is in the works the like of which you've rarely seen. You'll really enjoy it. The admission is \$1.50, plus Federal tax of 30c—and worth it, boys and gals, worth it plenty! Only take heed—the Armory doesn't hold more than 3,000 people, and the demand for those tickets is heavy. The number of tickets sold just has to be limited so there will be enough dancing space. Where can you get your ticket? You can get it from your Association chapter president, or directly from Association headquarters, Room 156, State Capitol, Albany. See you there!

17,000 Compete May 15 for NYC Jobs as Firemen

The NYC examination for Fireman (F. D.) will be held on Saturday, May 15, at high schools. About 17,000 candidates are expected to show up, out of the nearly 19,000 applicants. As an aid to passing the test The LEADER has prepared sample questions and answers. They are preceded by the regular instructions given to candidates by the Municipal Civil Service Commission on the examination paper. FIREMAN TEST Examination No. 5551 Written Test, Weight 50 TIME ALLOWED: 3 1/2 HOURS DO NOT OPEN THIS BOOKLET UNTIL THE SECOND BELL IS RUNG ● If you read these instructions carefully, you will not need to make inquiries. No monitor is authorized to change these instructions or the terms and conditions of this examination. Any official correction necessary will be made by an examiner who will wear an identification badge. Do not attempt to obtain information from or give information to another candidate. If you do, you will be disqualified. Books or other sources of information are NOT allowed. No paper will be rated if your name or other identifying mark is on it. A candidate should use extreme care not to reveal his identity. ● BELLS—FIRST BELL: Question booklets will be distributed face up. SECOND BELL: Open your booklet and begin work. THIRD BELL: This bell is rung at the end of the test. Stop all work. If you finish earlier, summon the monitor. No extra time is allowed on account of lateness. ● During the examination, no candidate may leave his seat except when definitely necessary, and then only when accompanied individually by a monitor. No candidate will be allowed to enter this test after 11:00 A.M. or to leave before that time. Any candidate who wishes to withdraw from the examination without completing it should write across his answer sheet, "I withdraw", and sign his name. (Continued on Page 12)

NYC Delays Promotions

By MORTON YARMON Expected promotions in NYC, particularly in the Fire and Police Department uniformed forces, have been postponed. In general, the deferment is until the new budget goes into effect, on July 1 next, and this includes the Police Department. The Fire Department, however, will get the promotions that Commissioner Frank

J. Quayle has requested. The LEADER was informed, and they will be effective as of June 16 and will be made at a medal ceremony. More Increments Planned As if to offset the depressing effect of the news of postponement, the Budget Director's office is working on a plan to give increments to employees in Grades 3 and 4. Until now this has not been the rule, as increments stop at \$2,400 base pay. But Budget Director Thomas J. Patterson has been convinced that this works an injustice, and it is believed there will be some early action in Grade 3 titles, and later on Grade 4 jobs. The Parks Department reclassification is soon to be announced, upgrading numerous positions.

1948 Legislative Gains of Civil Service Assn. Improve Employee Conditions in Many Ways

Reviewing the 1948 legislative achievements of The Civil Service Employees Association, John T. DeGraff, Counsel, and John E. Holt-Harris, Jr., Assistant Counsel, emphasized the fact that 47 of the 79 Association-sponsored measures were passed by both the Senate and the Assembly. They hailed this as a compliment to the officers and committees of the Association, and to the membership as a whole, and the long months of preparation in advance of the legislative session. The report follows, except for parts published

in The LEADER last week, issue of May 3: Those who sponsor legislation today must have more than preparation and enthusiasm. Successful legislation requires the cooperation of the administration in power and of the individual members of the legislature. This year, with few exceptions, that cooperation was generously extended. It is encouraging to note that where areas of disagreement developed, conferences and negotiations often successfully dispelled the difficulties and reconciled di-

vergent points of view. As in past years, the Association endeavored to create a framework within which problems arising out of public employment could be fully and frankly discussed. The Disappointments The session was not without its disappointments and failures. Not one major liberalization of the laws respecting retirement was effected. The veto, in other instances, nullified proposals which the Association honestly feels are necessary to improve and extend the

merit system. Even in failure it must be observed that the door has not been closed. This is particularly true in the field of retirement legislation. Past history conclusively proves that some proposals will meet success only after several years of inability to reach a common ground. We are convinced that the foundation has been well laid and that, in time, a good sound structure can be built on that foundation. We extend our thanks to the Governor, to Frank C. Moore, State Comptroller, to Charles D.

Brietel, the Governor's Counsel, to John Burton, the Director of the Budget, and to the members of the Civil Service Commission, together with Joseph Schechter and Charles L. Campbell of the Commission staff, and to many others in the administration and the legislature, for their cooperation in attempting to solve our problems with us. Legislation and Negotiation It is obvious that civil servants are peculiarly and vitally affected (Continued on Page 2).

STATE AND COUNTY NEWS

Assn. Reports on Legislation

(Continued from Page 1)
 by legislation. Unlike private industry, we must change our contract, the Civil Service Law, through the orderly democratic methods of legislation and negotiation without resort to the methods at the disposal of the private employee. It is significant to note that the Condon-Wadlin bill, enacted in the preceding session, has in no way hampered the effectiveness of the Association. This fact alone augurs well for the future. Particular attention is directed to that part of this report in which the current proposals for amending the present constitutional provisions respecting Veterans Preference are discussed. These proposals are of paramount interest to everyone in the career service and we strongly urge that they be made the subject of diligent study and concerted action during the coming year.

Salary Legislation

The Association's progress in this field is marked by the shattering of a long and restrictive precedent. This year, for the first time, the Association and the administration held extended conferences with respect to State salaries. We were furnished with all the facts and figures which we

deemed necessary and our own proposals and counter-proposals were fully and carefully considered. We are confident that a new and sound precedent for future salary discussions has been established. Our conviction in this respect is strengthened by the assurance which the Governor gave at our annual dinner that the conferences which preceded this session are the forerunners of future conferences in the years ahead.

It is of high significance that the bitterness which was engendered by our failure to obtain emergency salary increases in the 1947 session was nowhere evident in this year. Equally significant is the obvious fact that our militant campaign last year was the precursor of this year's harmonious solution.

Emergency Increases

Our conferences with the administration resulted in the enactment of three bills. These bills granted emergency salary increases to employees of all State departments, the employees of the Legislature, and those employed in the Judiciary.

By the provisions of these measures, an emergency salary adjustment effective April 1, 1948 grant-

ed a 15% salary increase on the first \$3,000 of basic salary, an increase of 10% on the 4th and 5th thousand dollars, and an increase of 5% on the remainder above \$5,000. These increases, under the express provisions of the bills, are regarded as salary for retirement purposes. The percentages are computed on the gross salary as of April 1, 1948 (including any increment payable on that date) and are calculated before the value of maintenance is deducted. The percentages are computed on all salaries up to \$12,000 and the total amount of individual increase is limited to \$900.

The membership is undoubtedly acquainted with the provisions of these bills. For that reason they will not be discussed in detail here. We feel that the importance of the precedent created, as well as increases themselves, are ample testimony on the fact that membership, and interest in Association activities, are "musts" for every state employee.

Pay for Military Duty or Training

After the war, many State employees remained in the armed forces of the Federal government, or of the state, in the various reserve organizations. In order to preserve their reserve status and

be eligible for promotion, it was necessary for them to perform certain periods of duty or training in each calendar year.

The Military Law, even before the last war, had provided that public employees were entitled to 30 days leave with pay in any year while performing "Ordered Military Duty". The Attorney General had issued an opinion that the only persons entitled to such pay were those who had no choice or volition in deciding when or how such duty could be performed. On the other hand, the reserve organizations of the Federal forces in writing orders for their members, permitted a choice of duty dates and in most cases the orders were so worded that it appeared that they were issued with the consent of the member affected. As a result, it was impossible, under the opinion of the Attorney General referred to above, for such employees to obtain pay during the period of their military leave.

The Association drafted a bill, which has been enacted into law, which provides that public employees shall be entitled to a 30-day leave with pay in any year, to perform military duty or training, whether such duty or training is "ordered" or performed with the consent of the employee. Although three bills to accomplish this objective were passed by the Legislature, it was the Association's bill that was signed by the Governor.

We feel that this measure not only reaches a just and equitable result, but will be of vital importance in encouraging and preserving membership in the various reserve organizations during these extremely dangerous times in our national history.

Armory Employees

The Association drafted and sponsored several measures on behalf of the civilian employees in the State armories. The others will be discussed under appropriate headings. In connection with salaries, this session of the Legislature, for the first time since 1924, increased the per diem salaries for such employees. This increase was substantially the same as the one called for in our bill last year which failed of passage.

We were keenly disappointed in the failure to pass the Hammond-Radigan bill which, in addition to increasing salaries, generally amended the military law with re-

spect to salaries, titles and working conditions of employees in buildings under the control of the Adjutant General. We shall continue to work on this problem and, in every chance of successfully passing this long-needed legislation.

Miscellaneous Salary Legislation
 There is a common misconception that the vast majority of State employees are covered by the salary schedules in the Field Hamilton Law. There are many large groups, including the employees of the legislature and judiciary, whose salaries are administered on a different basis. Among these groups are the employees employed in institutions and agencies under the direction and control of the Department of Education. Salaries of such employees for many years, have been regulated by outmoded and antiquated salary plans, most of which were based on a vague grading system under which the higher paid jobs were all included in a so-called "plus" category. The Association's program included seven bills designed not only to provide salary increases for these employees, but also to modernize the existing salary schedules.

Since the detailed provisions of these bills can only be of interest to certain special groups who are now familiar with their provisions they will not be listed in detail here.

In general, these bills increased salaries and amended classification and salary schedules for employees in State Colleges, in the Indian Schools, in the State College of Forestry, in the New York State Maritime Academy, in the Agricultural and Technical Institutes, and at the Batavia School for the Blind.

In addition to the institutions listed in the preceding paragraph the Association endorsed another measure which substantially increased basic salaries in the Division of State Police.

Cornell Employees

The salary problem at Cornell differs from that in other institutions administered by the Education Department in that employees of the State Colleges at the University and the Experiment Stations were already covered by a section of the Education Law similar in wording and purpose to the

(Continued on Page 3)

HOW YOU CAN CUT THE COST OF YOUR NEW HOME

A Story with a Moral—by THE DIME SAVINGS BANK OF BROOKLYN
 "The Bank That Serves The Home Owner."

Meet-



JOE



BILL



DAVE

THREE HOME BUYERS. Each Buys A Home For \$12,500. Each pays \$66 monthly to pay off the mortgage loan. Each makes a different initial down-payment. See who pays the least—and how much less!



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It takes him 25 years to own his own home free and clear. He has paid off all his \$12,500 loan PLUS \$7,300 in interest.* Total Cost: \$19,800. *(G.I. Loan—4%)

BILL pays down \$2,500.

He'll own his home in less than 19 years. He's paid off all his \$10,000 loan PLUS \$4,787 in interest.* Total Cost: \$17,287. *(4½%)

Bill saves \$2,513 in interest compared to Joe.

DAVE pays down \$4,200.

His home is his own in less than 15 years. He paid off his \$8,300 loan PLUS ONLY \$2,986 in interest.* Total Cost: \$15,486. *(4½%)

* Dave saves \$4,314.00 and owns his home free and clear . . . 10 years sooner.

The Moral

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Sullivan County Workers Join Employees Assn.

Special to The LEADER

MONTICELLO, May 10—As the result of several meetings held with groups of civil employees in Sullivan County, particularly those employees in the County Highway and County Welfare Departments and the Village of Monticello, plans are under way to organize a Sullivan Chapter as a unit of The Civil Service Employees Association. After Charles R. Culyer, Field Representative, County Division of the Association, spoke to a well-attended meeting of the employees of the Highway Department at Eldred, recently, and the employees of the Highway Department joined the Association 100 percent.

Meetings have also been held with the employees of the Welfare Department and interest in membership has resulted from these meetings.

Culyer Addresses Officials

At the request of employees of

the Village of Monticello who became members of the Association. Mr. Culyer addressed the Mayor and Board of Trustees at their regular monthly meeting last week on the advantages of allowing employees to participate in the New York State Retirement System.

A committee is being formed to nominate officers for the Chapter to be organized and an organization meeting will be held soon at the Court House.

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STATE AND COUNTY NEWS

Report on Legislation

(Continued from Page 2)
existing Feld-Hamilton Law. This year the Education Law was amended to make certain changes in the salary schedule and to incorporate into basic salaries the emergency increases which these employees have heretofore been granted.

The administration of the Cornell salary plan is, we feel, still defective in that it permits discretion in the granting of increments under the plan. Our bill to remedy this situation failed to pass although it was advanced to third reading in the Senate before being recalled to Committee. An investigation of the situation reveals that increments are, for all practical purposes, granted automatically at Cornell to clerical and maintenance personnel, but that the discretion vested in the University has been employed by its administration to deny increments to employees in the professional services. The Cornell Administration contends that denial of increments does not indicate that the services of the employee are unsatisfactory but that the persons who do receive increments have performed a sort of "super-satisfactory service".

The Association feels that the granting of increments at Cornell should be predicated on the same ground as that prevailing in the State, namely, satisfactory service; and we will continue our efforts to change the Cornell salary plan to reflect that view.

Unemployment Insurance

Employees of Political Subdivisions
At the preceding session of the legislature the Association was successful in its campaign to extend Unemployment Insurance coverage to employees of the state.

We are happy to report that in this, the first year in which membership in the Association has been open to employees of the political subdivisions, an Association bill of vital interest to those employees has been passed by the Legislature.

The Halpern-Gugino Bill extends Unemployment Insurance coverage, on exactly the same basis as it is now granted to State employees, to employees of all political subdivisions of the State which choose to provide this coverage for their employees. The cost of this extension, under the bill, is to be borne by the local units of government. We feel that this is a milestone in the history of working conditions in the public service and is a further recognition of the principle that public employees, like those in private industry, are entitled to the benefits of enlightened social legislation.

Armory Employees

This group of State employees was excluded from the coverage of the Unemployment Insurance Law, as enacted last year. The civil service status of these employees has never been clear. The military law states that they are in the military service of the State and subject to the discipline inherent to all military organizations. The constitution, however, in its definition of military service is not broad enough to include civilian employees in armories. We further feel that the provisions of the military law placing these employees in the military service are clearly unconstitutional. Furthermore, in the definition of the two branches of the Civil Service of the State, armory employees are not included in the unclassified service. We contend, therefore, that they are, ipso facto, in the classified service and so are entitled to the unemployment insurance coverage afforded to other State employees. However, the bill under discussion was drafted and presented to the Legislature with the idea of specifically stating that armory employees are entitled to the benefits of unemployment insurance coverage.

Workmen's Compensation Extension

Another bill now before the Governor extends the coverage of the present Workmen's Compensation Law to certain State and municipal employees, particularly those employed by education boards, and including teachers and supervisors. It is Association



MRS. ELEANOR P. RIBLEY

Eleanor P. Ribley Accepts New Post To Aid the Blind

ITHACA, May 10—Mrs. Eleanor P. Ribley has resigned from her position as Medical Social Worker at Hermann M. Biggs Memorial Hospital to accept the position of Supervising Vocational Counselor in the Department of Social Welfare, Vocational Rehabilitation Service, Commission for the Blind. After spending a few weeks in Albany, she will continue her duties in the Rochester area.

She went to Biggs Memorial Hospital on July 1, 1938 from the Health Department in Schenectady. Her duties in her new post were interrupted when she felt that she needed to help in the war effort. She obtained a leave of absence in April, 1943, joined the American Red Cross for overseas duty and spent 25 months in the European area with the 121 Station Hospital. She also served five months in the Pacific area with the 148 General Hospital as Assistant Field Director and Medical Social Worker. She returned to Biggs on March 1, 1946.

Mrs. Ribley also has been active in the Civil Service Employee Association. In 1946, she was Treasurer of the Ithaca Chapter and in 1947 its Vice-president. She has always been active on committees, including the membership committee.

policy to broaden the base of such coverage in the field of public employment, and we feel that this legislation, like unemployment insurance, must be extended, in so far as administratively possible, to all persons holding positions in public employment.

Feld-Hamilton Amendments

Increment credit for temporary and provisional service.
At the preceding session of the Legislature an Association bill remedied an inequitable situation of long standing. Under the prior law, a person employed on a temporary or provisional basis who received a permanent appointment to the same or a similar position, was forced to accept that appointment at the minimum salary of the grade.

Our bill last year provided that any employee so appointed between April 1, 1946 and April 1, 1948, retained salary increments equal to the number of years during which he had worked as a temporary or provisional employee. Since that provision automatically expired on April 1 of this year, it was necessary for us to

renew it. The bill passed this year extends those provisions until April 1, 1949.

Increment Credit—Temporary or Provisional Service, DPUI

Although this measure affects only one group of employees, it is discussed here in detail because it again demonstrates the efficacy of the conference system.

During the war large numbers of State employees were transferred from DPUI to the USES. Their rights were protected, under the so-called Condon Law. No provision, however, was made in that law which would permit a non-federalized employee, i.e., an employee entering state service from the USES, to retain the increment credit which he had earned in temporary or provisional capacities while an employee of the Federal government.

It was manifestly inequitable to grant this benefit to returning State employees but deny it to employees who had done exactly the same work as the State employees, but who had not formerly been employed by the State.

When these non-federalized employees were reached for permanent appointment, it appeared that the Civil Service Commission had no alternative but to order their appointment at the minimum salary for the position. The first permanent appointments were made before the legislature convened.

At a series of conferences in which the Association, the Civil Service Commission and the administration of DPUI participated it was agreed that the matter of permanent appointment at the minimum rate would be delayed long enough for the Association to attempt to pass a bill which would relieve the existing inequity.

The Mitchell-Lupton Bill was successfully passed at this session and provides that service in the USES in a temporary or provisional capacity by non-federalized employees will be regarded as State service upon the permanent appointment of such an employee to the same or a similar position in DPUI thus placing federalized and non-federalized employees on a par with respect to the retention of increment credit earned in federal service. The bill also extends to March 31, 1949, the date for holding qualifying examinations for the non-federalized employees thus extending the provisions of the present Condon law which would have otherwise expired on March 31st of this year.

Feld-Hamilton Extensions

The Association's program included bills to extend the Feld-Hamilton law to cover employees in the revolving fund of the Public Service Commission and to Inspectors in the Labor Department. Both bills successfully passed the legislature, but the Governor vetoed the revolving fund bill.

This veto is a bitter disappointment to the employees involved and to the association. We feel that its passage was necessary in order to correct a long-standing abuse. The Public Service Law provides for the creation of a revolving fund to which the State originally contributed the sum of \$300,000. The fund is constantly replenished by assessments made against utilities examined by the Public Service Commission. These assessments, in theory, are levied as a charge against the utilities for service performed by the Commission's employees. The employees are subject to the Civil Service law and to the administration of that law by the Civil Service Commission. They have been denied Feld-Hamilton's benefits solely because of negative and repressing policies. Although this bill has been twice vetoed, we predict that it will soon be enacted into law—despite Mr. Maltbie's opposition.

Health Chapter Elects

ALBANY, May 10 — At the recent annual meeting of the James E. Christian Memorial Health Department Chapter the following were announced as the officers for the coming year: President, John R. Clark; Vice-president, William Siegal; Secretary, Dorothea M. Stephenson; Treas-

urer, Harold Hall; Delegates, Charles Agar and Clifford C. Shoro; Alternate Delegates, Virginia Clark and Robert McAmmond. The Executive Council of the Chapter will consist of Carl Berger, Charles Cox, Mary Ryan, Frank J. Smith and John O. Spain.

The Public Employee



By Dr. Frank L. Tolman

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

A MEASURE OF SMALL MINDS

I PROPOSE to speak frankly about fundamental weakness in human nature that operates to impede the progress of The Civil Service Employees Association and indeed the welfare of all group activities of people. Too many members of the Association tend to judge the Association on the narrow basis of their personal interests and prejudices.

Some want to be protected and advanced, whether or not it is possible under civil service rules and law and whether or not it is for the general good of the service.

Position or office in the Association is sometimes advanced as a reason for special favors, preference and pressures. This comes not from the person directly concerned but from some of his friends and partisans.

Some want all the rights and privileges and none of the hard work and the responsibilities.

Group Must Have Soul and Ideals

A few want every law and rule interpreted for their sole benefit, rather than impartially enforced.

An occasional member wants preference for himself in appointment or promotion and he wants it by any possible means. It is immaterial to him whether it is obtained by political pull or by merit.

The Association is sometimes expected to protect a so-called right to loaf in the job and to defend the person on any charge of inefficiency or unsatisfactory conduct, however well documented and proved.

There are, of course, exceptional cases. They come to the office as anonymous letters, as petitions, as requests and as demands.

For myself, I hold that any association, like any individual, must have a soul or ideals to be worth anything. It must hitch its wagon to a star.

The twin stars of the Association are among the brightest in the upper firmament. The first twin star is Service to the people of the State—the best possible service we can give. The second star is the Merit System—the plan of public employment based on the democratic principle that opportunity to serve the people in government shall be open to all on equal terms and that the best qualified shall be selected on merit alone.

These ideals of merit and service should determine the policy of the Association in small matters and in large policies. Whatever tends to improve the operations of Government in promoting the welfare of all the people, we should be for, and whatever improves the quality of service of public servants we should be for. Whatever tends to degrade or worsen the public service or the civil service we should be against. These great principles should be applied whenever a claim to special privilege is made either inside or outside the Association.

Freedom Train Committee Appointments Made by Dewey

ALBANY, May 10—Governor Dewey appointed Gerald H. Salisbury of Albany, Chairman of the Freedom Train Commission, and Wallace A. Brennan, of Dunkirk, Vice-Chairman. Other members appointed were Harry Pritchard Talcott, of Brewster, Herbert C. Campbell, of Loudonville, and Dr. Charles F. Gosnell, of Albany.

New York State Department of Commerce. Dr. Gosnell is the State Librarian in the Education Department.

The other members of the Commission are State Senators Henry W. Griffith, of Palmyra, Robert C. Groben, of Utica, James J. Crawford, of Brooklyn, Assemblyman Elmer J. Kellam, of Hancock, and John P. Morrissy and Mrs. Maude E. Ten Eyck, both of NYC.

Mr. Campbell is director of the Division of State Publicity in the

The Civil Service Reform Association
AND
The National Civil Service League

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Both organizations are devoted to the protection and extension of the merit system, to the proposition that a good civil service is a democratic asset to the people. Sponsors of the Civil Service Law and Constitutional provisions.

Officers, National Civil Service League: President, Nicholas Kelley; Chairman of the Council, Robert L. Johnson; Treasurer, Oaden H. Hammond; Executive Director, H. Elliot Kaplan.

Officers, Civil Service Reform Association: President, Charles Burlingame; Chairman, Executive Committee, Howard C. Kelly; Treasurer, Roger B. Williams; Director and Counsel, H. Elliot Kaplan.

STATE AND COUNTY NEWS

15 Jobs Upgraded; 69 Appeals Denied

ALBANY, May 10. — Fifteen upward reallocations of positions were approved by Budget Director John E. Burton and five were denied. All 20 were recommended by the State Salary Standardization Board. Also, the Board denied ap-

Title	Present	Proposed	Action
Asst. Manhattan District Supervisor	G37	G36	A.
Adm. Supervisor of Title Abstracts	G25	G30	A.
Asst. Director of Office Audit (Payrolls)	G31	G32	A.
Asst. Supervisor of U.I. Records	G20	G22	A.
Cleaner (non-statutory)		LG2	A.
Director of U.I. Accounts		G39	A.
Insurance Fund Finance Director		G39	D.
Insurance Sales Director		G39	D.
Junior Housemother (non-statutory)		LG2	A.
Placement and U.I. Superintendent		G26	A.
Senior Cancer Pathologist		G27	A.
Senior Employment Manager		G23	A.
Sr. Industrial Homework Investigator		G16	D.
Senior Insurance Audit Clerk		G 7	A.
Sr. Insurance Fund District Manager		G32	D.
Senior U.I. Manager		G23	A.
Senior U.I. Referee		G28	A.
Supervising U.I. Investigator		G23	A.
Underwriting Director		G39	D.
U.I. Assistant Field Superintendent		G26	A.

The Board's memo on the 69 denials (Allocation List 18) follows:

Listed below are the determinations made by the Salary Standardization Board on titles under the jurisdiction of this Board which were reviewed in 1947 previous to October 1st. After study the Board has affirmed the existing allocations and recommended no change at this time for these positions. If any of the titles listed below were reallocated subsequent to October 1, 1947 a separate notice to this effect has been furnished to all departments and agencies.

Title	Grade
Admin. Officer, DPUI	G32
Admin. Supervisor of U.I. Records	G25
Asst. Admin. of Compensation Claims	G27
Asst. Comp. Claims Auditor	G14
Asst. Comp. Claims Exam.	G12
Asst. Comp. Review'g Exam.	G18
Asst. Dir. of Comp. Claims	G34
Asst. Dir. of Employment	G32
Asst. Dir. of Tax and Wage Records Bureau	G32
Asst. Sanitary Engineer	G20
Asst. Self-Insur. Examiner	G12
Asst. Underwriter	G12
Asst. U.I. Claims Examiner	G12
Asst. U.I. Review Examiner	G12
Assoc. Comp. Claims Auditor	G25
Assoc. Comp. Claims Exam.	G22
Assoc. Insurance Solicitor	G20
Assoc. Payroll Auditor	G22
Assoc. Self-Insur. Examiner	G22
Assoc. Tax Collector	G20
Assoc. Underwriter	G22
Assoc. U.I. Claims Examiner	G22
Assoc. U.I. Field Supt.	G28
Chief Comp. Investigator	G22
Chief Self-Insurance Exam.	G34
Construction Payroll Audit.	G14
Deputy Dir. of Employment	G32
Dir. of Comp. Claims	G42

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peals for upward reallocation of 69 positions.

The Board's memorandum (Allocation List 17) to heads of departments and agencies on the 20 titles follows (A stands for Approved, D for Disapproved):

Title	Present	Proposed	Action
Director of 5mployment	G39	G34	A.
Dir. of Indus. Board Review	G34	G35	A.
Director of Planning	G35	G22	A.
Employment Consultant	G22	G18	A.
Head Comp. Clerk	G18	G 8	A.
Insurance Collector	G 8	G18	A.
Insurance Solicitor	G18	G 8	A.
Junior Comp. Claims Audit.	G 8	G12	A.
Jun. Insur. Serv. Review'g Exam.	G12	G 8	A.
Jun. Sanitary Engineer	G 8	G14	A.
Prin. Comp. Clerk	G14	G12	A.
Prin. Comp. Claims Exam.	G12	G27	A.
Prin. Employment Counselor	G27	G17	A.
Prin. Insurance Collector	G17	G25	A.
Prin. Payroll Auditor	G25	G20	A.
Prin. Payroll Examiner	G20	G26	A.
Prin. Safety Service Super.	G26	G15	A.
Prin. Self-Insurance Exam.	G15	G27	A.
Prin. Underwriter	G27	G15	A.
Safety Inspect. of Construc.	G15	G19	A.
Safety Service Organizer	G19	G18	A.
Safety Service Supervisor	G18	G20	A.
Self-Insurance Examiner	G20	G18	A.
Sr. Comp. Claims Auditor	G18	G25	A.
Sr. Employment Consultant	G25	G14	A.
Sr. Employment Counselor	G14	G18	A.
Sr. Employment Interviewer	G18	G14	A.
Sr. Insurance Service Inves.	G14	G14	A.
Sr. Payroll Auditor	G14	G11	A.
Sr. Payroll Exam.	G11	G23	A.
Sr. Safety Service Inspector	G23	G25	A.
Sr. Safety Service Supervisor	G25	G18	A.
Sr. Sanitary Engineer	G18	G18	A.
Sr. Tax Collector	G18	G18	A.
Sr. U.I. Claims Examiner	G18	G18	A.
Sr. U.I. Reviewing Examiner	G18	G25	A.
Sr. Underwriter	G25	G 8	A.
Supervis. Payroll Examiner	G 8	G32	A.
Tax Collector	G32	G32	A.
U.I. Field Superintendent	G32	G32	A.

(The table of all grades, salaries and increments was published in last week's LEADER, issue of May 4.)

Dist. 10, Public Works

A special meeting of the chapter will be held on Friday, May 14, 8 p.m. in the District Office, Babylon. For those employees who cannot conveniently get to Babylon, a sectional meeting will be held at the Oddfellows Hall, Main Street and Griffin Avenue, Riverhead, the same evening. The meeting has been called so that delegates could get instruction on how to vote on the proposed increase in Association dues, to decide whether the chapter should join the Metropolitan Conference, and to discuss the annual picnic. Membership in this chapter is scattered from the Bronx to Montauk Point. William A. Greenauer is President.

Goldstein Heads Group in Drive

Attorney General Nathaniel L. Goldstein is chairman of the Committee to solicit State employees in The Greater New York Fund's campaign to raise \$8,000,000 this year in behalf of 423 local hospitals, health and welfare agencies.

Mr. Goldstein's campaign organization consists of volunteer workers who are canvassing State workers in behalf of the 423 Catholic, Jewish, Protestant and non-sectarian agencies participating in the Fund.

This year the Fund's campaign chairman is Henry C. Alexander, Vice-president of J. P. Morgan & Company. The Fund's appeal will continue through June 11.

R. I. QUEEN ON COMMITTEE

Robert I. Queen, Department of N. Y. Public Relations Director of the Army-Navy Union, was appointed by Mayor William O'Dwyer to serve as an Honorary Member on the "I Am An American Day" Committee. Mr. Queen is Past County Commander of the Bronx County Disabled American Veterans and is serving on the New York County American Legion Rehabilitation Committee.

Education, Albany

The first social gathering of the newly-organized Education Chapter, was held at Jack's restaurant in Albany, at noon on Monday, May 10. President Albert B. Corey announced Dr. Corey addressed the 275 members and inducted officers for the coming year as follows: Dr. Frederick H. Bair, President; Mary B. Brewster, Vice-president; Rose Dollard, Secretary; Jane L. Bartell, Treasurer; Dr. Wayne W. Soper, Representative to the State Association.

Dr. William K. Wilson was master of ceremonies for the entertainment program immediately following the luncheon. Members of the social committee in charge were Dr. Harry V. Gilson, Chairman, Deloras G. Fussell, Mary Lindsay, Benedict A. Moloney, Agnes Beck Vedder and Dr. Wilson.

Dannemora Group Hears Pledge of Aid on Guard Duty

Renewed and strenuous efforts to obtain the status and pay of Prison Guards for Attendants at Dannemora and Matteawan are continuing. The fight this year will be stronger than ever before, with the employee leaders in both institutions mapping strategy on wide fronts.

Assemblyman James A. Fitzpatrick, of Clinton County, has publicly told the Dannemora State Hospital chapter of the Civil Service Employees Association that he will support the cause. Mr. Fitzpatrick had introduced a bill at the recent session of the Legislature embodying the desires of the attendants at the two hospitals for improved status. He has associated himself with their cause and spoken and written of the need for correcting the situation. The Assemblyman, at the recent Dannemora meeting, told of the manner in which the bill had been pigeonholed in the Ways and Means Committee, despite his ardent efforts to get it to the floor for a vote. He pledged his continued support. Howard J. St. Clair, President of the Dannemora chapter, expressed his thanks for the Assemblyman's pledge of aid.

Of interest to employees was Mr. Fitzpatrick's detailed explanation of legislative procedure.

Dr. Francis C. Shaw, director of the institution, spoke of his concept of competitive civil service, citing what he deemed to be advantages and disadvantages.

EMPLOYEE EVENTS

The LEADER learns of a variety of employee events at Dannemora.

Perley S. Harris, for more than 41 years an employee of the hospital, died after a short illness. Deepest sympathy was extended to his family.

News from Syracuse of the death of Edward Muldoon, retired in 1945 from Dannemora, came as a shock to all who knew him. Mr. Muldoon was well known in the Department of Correction, having been employed as a guard at several of the prisons.

The recent election of officers of

the local Chapter Benefit Group saw James LaFountain become Financial Secretary; Howard Clair, Recording Secretary; Kenneth Gonyea, Treasurer; Edward Beauchemin and Wesley LaPorte elected to the Advisory committee.

The Bowling League is rapidly approaching the completion of other season with the team Roger Bigelow, Captain; Alfred Fayette, James Ryan, Alfred Davies and William Davies, closing first place in the six-week loop.

The Dannemora Rod and Club returned N. Leslie Jordan to the office of President at its meeting in recognition of his work during the past year.

Emmett Ryan, stonecutter the past fourteen years, has been given an appointment as Attendant. The Stonecutter position has been abolished.

Among new papas are Frank Kimbell with a girl, and Frank Kimbell with twin girls.

The medical staff is kept busy these days giving the employees their annual physical exams.

The vacancies created by resignation of Joseph Pratt and Bernard Lavine have been filled by Clifford Ducatte and Robert Carter.

Membership in the Dannemora Chapter is well over 300, almost 100 per cent.

Building Fund Activities

The Association Building Fund donations are coming in better. The Chapter's percentage to date is considerably below 100 per cent. The deadline is May 14.

An accident claimed the life of Robert Carter, an Attendant. Mr. Carter was a World War II veteran. The uniformed person and over 40 veterans of World War II attended the funeral.

Among those on extended sick leaves are James Kelly and Joe Bigelow. How about dropping a line of cheer to these fellows? Francis Carter and James Carter are back at work after having long siege of sickness.

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STATE AND COUNTY NEWS

Warwick Sets Precedent in Giving Medals

GREENWOOD LAKE, May 10. An innovation was instituted by the Warwick chapter of The Civil Service Employees Association when, at a dinner ceremony at Joe Jackson's, it conferred medals on employees of the State Training Schools for Boys, for years of service, starting with five years minimum. President Francis A. MacDonald was congratulated on the fine spirit and worthwhile initiative embodied in the plan to make medalists of employees who stay on the job rendering faithful service year in and year out. Mr. and Mrs. MacDonald were themselves recipients of medals.

The medals were presented by Mary Goode Krone, Chairman of the State Personnel Council. In her remarks, preceding the presentation, she praised the value of the innovation, said that it was an incentive to employees and would be a dividend of honor and ambition to them, as well as being beneficial to the State, their employer, as an instrument of good government.



Addressing the dinner of the Warwick Chapter is its President, Francis A. MacDonald, who is also Chairman of the Southern Conference and one of the most industrious and effective workers in The Civil Service Employees Association. Left to right on the dais: Mrs. Louis B. Ebling; Mary Goode Krone, Chairman of the State Personnel Council; the Rev. Edward P. Monckton, Catholic chaplain of the Training School for Boys, who was toastmaster; Mrs. A. Alfred Cohen, wife of the school's popular Acting Director, and Louis B. Ebling, a member of the Board of Visitors of the institution and President of Ebling's Brewery.

Besides President MacDonald and Miss Krone the speakers were the Rev. Edward P. Monckton, Catholic chaplain at the State School, who was toastmaster; Louis B. Ebling, member of the Board of Visitors; Acting Director A. Alfred Cohen; Maxwell Lehman, Editor of The LEADER, and H. J. Bernard, Executive Editor.

Pictures of some of the medalists are published this week. (Others will appear next week.)

Eligibles Win Right to DPUI Jobs by Board Action

Special to The LEADER

ALBANY, May 10 — Senior Employment Counselors, DPUI, will have to give up their positions and be replaced by persons on the Senior Unemployment Interviewer eligible list.

The Civil Service Commission so ruled after a hearing last week. In 1944, the New York State

Employment Service, then under the jurisdiction of the Federal Government, promoted a number of Employment Counselors to the Senior rank. These promotions were made from an eligible list established by the State Civil Service Commission, which certified the positions in regular order of standing from the list. The

candidates did not, however, take a written examination.

Ask Validation

The issue arose when the incumbents asked the State Commission to validate their positions. Appearing as their counsel was H. Eliot Kaplan.

The application was opposed by The Civil Service Employees Association, the American Legion and the Senior Employment Interviewer eligibles. Since no additional promotions are intended, the eligibles had a vital interest in the outcome. Representing The Civil Service Employees Association was John E. Holt-Harris. The Legion was represented at the hearing by Robert H. Schaffer, former Acting Corporation Counsel of NYC and D. Cady Her- rick.

Opposing Arguments

The arguments made by Mr. Holt-Harris were principally these:

1. No examination, written or oral, had been held, on the basis of which the Federal promotions were made, and therefore the pro-

motions did not conform to the standards of the State of New York required for promotion, even under the special provisions of the Condon law relating to the transfer of employees from the U.S. Employment Service back to the N.Y. State Employment Service of the DPUI.

2. The Senior Employment Counselors had been given the same opportunity as others to compete in the examination held May 24, 1947, for promotion to Senior Employment Interviewer, and if they failed to take the examination, it was nobody's fault but theirs, while if they did take it, and failed to get on the list, they had no remedy, and if they passed the test, they would have to await their promotion according to the laws affecting eligible lists.

3. As the examination was held nearly a year ago, the application is tardy and is made only after those Federally promoted to Senior Employment Counselor found out how they made out on the Senior Employment Interviewer promotion examination.

Claim Legal Appointment

The present incumbents claimed that they had been legally promoted to their positions, and that the promotions had been made in substantial compliance with the Condon law, and meet the standards of State civil service. Therefore, they maintained, their positions were permanent.

The Civil Service Commission ruled, however, that the positions are temporary, and must be vacated to make place for those on the eligible list.

The eligible list for Senior Employment Interviewer consists of 466 names, 98 being those of veterans.

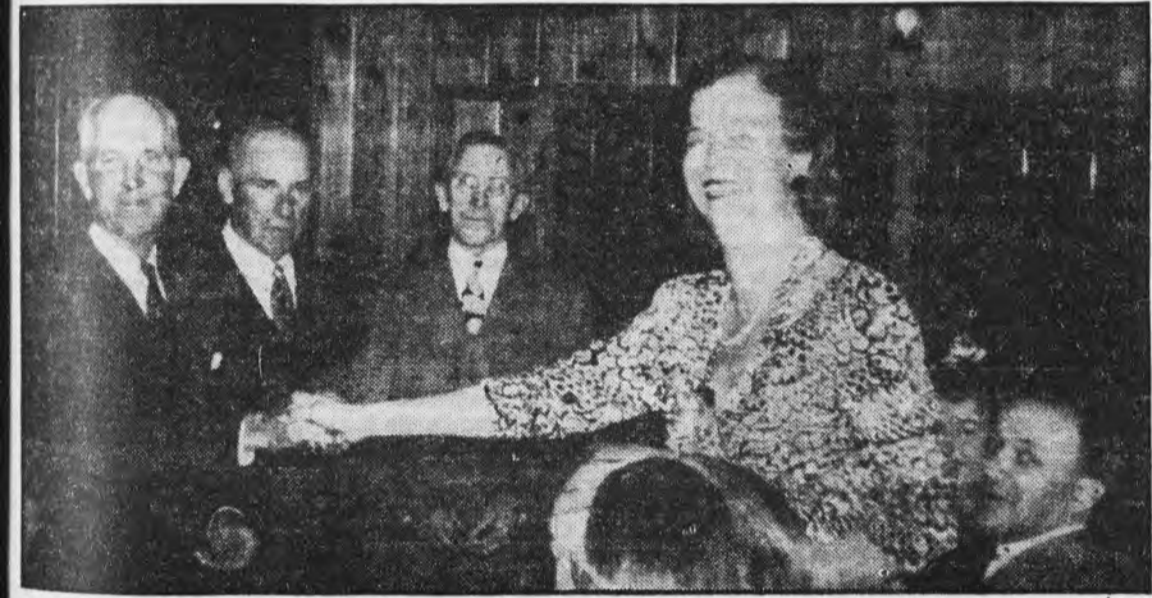
Farmingdale Offers Technical Courses

An air conditioning unit is now being installed in the machine shop of the Industrial-Technical Division of the Long Island Agricultural and Technical Institute, Farmingdale, by a group of students in the heating, refrigeration and air conditioning courses. In addition to moderating high temperature conditions, the unit will remove excess moisture from the air thus eliminating the problem of condensation on the machinery during the summer months.

The two-year programs of the Institute provide practical and technical training also in building construction and several industrial and related fields. High school graduation is required for entrance. Tuition is free to residents of New York State.

SPEED SHORTHAND COURSE

Erasmus Hall Evening High School is now giving a course in speed shorthand, from 80 to 120 words a minute.



Mary Goode Krone presented service medals to employees of the Training School for Boys. The ranking group in years of service—Emery Culver, Louis Myers and Jess Wheeler. At right, Dr. A. Alfred Cohen, Acting Director of the school, and, face half hidden, Mrs. Louis B. Ebling.



Front row, Dr. Irving Knapp, Psychiatrist; Mrs. Gertrude Clark, Mrs. Susan Fry, Mrs. Margaret Russell. Second row, Charles Miles, Mrs. Mary Miles, Milton T. Veale, Mrs. Francis A. MacDonald. At rear, Byron C. Clark. The group received five-year medals.

Building Fund Drive Is in Last Stage

ALBANY, May 10—The great Building Fund Drive of the Civil Service Employees Association is rounding into its final lap.

An unprecedented activity of employees, the drive has called forth unexampled enthusiasm among the employees. But the need now, according to Dr. Frank L. Tolman, is the final punch to put the drive over. The need for a new Associa-

tion building has been amply demonstrated. The recent photographs in The LEADER, showing the overcrowded conditions under which the organization's employees work, brought forth comments from throughout the State that "We simply have got to do something about it."

Letter from Dr. Tolman That "something" is to assure

the success of the drive. Not many days are left—and employees are being asked to do their utmost—to "really put on the steam."

In a letter to building fund workers, Dr. Tolman writes:

"We haven't much more time to put the Headquarters Building Fund Drive over the top. We urge your continued effort—we must rely on you. The stake is impor-

tant. Adequate headquarters is important to you and your fellow workers, to your interests and welfare."

The most recent Honor Roll of chapter action (as of May 1) shows the New Hampton chapter leading all others in amount of contributions. The Honor Roll will be published next week in The LEADER.

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TUESDAY, MAY 11, 1948

Ideas for Improvement Are Boon to the State

WE hope you read the article in last week's issue about cash awards to New York State employees for good ideas.

One employee saves the State \$1,200 a year by a simple idea for using vari-colored ink on the State seal. Another devises a way of stopping fraudulent requests for motor vehicle registration. A group of three employees work out a way for speeding up the process of planting trees.

The LEADER feels that the acceptance of employee suggestions, and actually paying for them, is an important step forward in relations between employees and management. It is an incentive program which is working out exceedingly well.

A Merit Award Board, which examines all suggestions and determines who should be paid how much for them, has been made a permanent part of the State Government.

The LEADER was the first to suggest this program. It became law through the sponsorship of The Civil Service Employees Association. It is an example of modern good-government procedure.

Here's a thought for State employees: Why not write for a copy of the State's Suggestion Plan, and see if you can contribute ideas. A pamphlet has been prepared, and is obtainable without charge from the Merit Award Board, State Office Building, Albany 1, N. Y.

Group Health and Accident Insurance Need Explained

This is the first of a series of articles concerning the Group Plan of Accident and Sickness Insurance for all Public Employees eligible for membership in The Civil Service Employees Association.

By CHARLES A. CARLISLE, JR.
Ter Bush & Powell, Inc.

The Civil Service Employees Association has as its primary motive the welfare of its members as a whole.

With this thought in mind, in 1936 the Insurance Committee of the Association conceived the idea that the membership of the Association, being a very large group, should be entitled to purchase income protection in the form of accident and sickness insurance at a rate lower than that paid by the individual.

After considerable discussion and consideration of various plans and ideas, a broad-form, low-cost Group Plan of Accident and Sickness Insurance was worked out which was to be made available to the Association members at a price of one-third to one-half of that paid for the individual policy.

Protection The Main Purpose
The primary thought was to help Association members in time of need, by providing a steady monthly check equivalent to a large percentage of the regular salary of the member, during any period of disability due to an unexpected accident or illness. This protection for the members' income is arranged at so low a cost that every eligible person should take advantage of it.

Association Membership

This plan, it was decided, must be made available to all persons eligible for membership in the Association, but it was also agreed that it would be necessary for anyone taking out this insurance, who was not already a member, to become a member of the Association within a reasonable time after his insurance became effective.

This plan has now increased so that there are many thousands of members insured under it, and the annual claim benefits are averaging about \$250,000 a year, with a

total payment since the plan started of more than \$1,500,000.

Co-operative Plan

Throughout the years that the Group Plan of Accident and Sickness Insurance has been in operation, Ter Bush & Powell have had excellent co-operation from the Association and its local employee organizations. Now that the Plan is better understood, still more effective cooperation has been forthcoming.

One Mental Hygiene institution succeeded in enrolling more than 150 new members in three months, largely through the work of the members of the local organization who made it their business to explain the advantages of the Plan to new employees and those who had not yet realized how valuable the Plan was. This institution now has well over 60 percent of its employees insured in the Group Plan. This interest and support was appreciated by all the employees working there and represents one of the ways that the group can be enlarged so that the broad coverage policy and the low premiums now available can be maintained and possibly expanded. Every policyholder and every local employee organization should actively promote the Plan. It is a cooperative enterprise—a Group Plan, and the help of every employee is needed.

This plan does three things:
1—It provides low cost accident and sickness protection, thereby helping the employee in time of need.

2—It increases the membership of the Association by requiring all insured employees to become members of the Association.

3—Through extensive field work of an educational and social nature, the Group Insurance Department of Ter Bush & Powell attempts to promote harmony and cooperation generally and assists in the development of stronger and more effective local employee organizations.

(The second instalment will be published next week. Address any questions on the Group Accident and Sickness Insurance to Charles A. Carlisle, Jr.

What Public Employees Should Know

Veterans Entitled to Hearing Where Removal Is Threatened

By THEODORE BECKER

THE right to a hearing and to court review in a case of the removal of an employee on charges is of utmost importance because of the opportunity afforded, in the first instance, to cross-examine the witnesses based on a review of the record to see whether there is any evidence in support of the charges.

In recognition of their services to the community, war veterans and exempt volunteer fireman have been accorded this added protection against removal from their civil service jobs. Section 22 of the Civil Service Law provides that they cannot be removed from their positions (in the competitive, non-competitive, or exempt class—other than secretary, deputy or cashier) except for incompetency or misconduct "shown after a hearing upon due notice upon stated charges, with the right to such employee or appointee to review" pursuant to Article 78 of the Civil Practice Act.

Entitled to Court Review

Accordingly, if a war veteran or an exempt volunteer fireman is removed after a hearing on charges, he is entitled to a court review, and where the determination of removal is made after a hearing is held and evidence taken pursuant to statutory direction and the sufficiency of the evidence is put in issue, the case can be heard in the first instance in the Appellate Division of the Supreme Court. This expedites the review on behalf of the employee involved and is a decided advantage to him.

But, suppose the veteran in the case was not removed after the hearing, but was found guilty and reprimanded for some charges and suspended without pay for two months on another charge. Is such a veteran entitled to a review by an appellate court before the case is acted on by a lower court? This was the issue recently decided in the Supreme Court in New York County in the case of a New York City employee.

In the notice of the charges against him, this employee, a war veteran, was advised "If you are found guilty of the above charges, you will be subject to removal from your position unless in the discretion of the Authority a lesser penalty will be deemed sufficient." After the hearing, penalties other than removal were imposed. The veteran sought court review and immediate transfer of the case to the Appellate Division.

Court Followed Precedent

The defendants of the suit urged that inasmuch as the penalties imposed did not constitute a removal, the hearing was not one required by law and, hence, no right to go directly to the higher court existed.

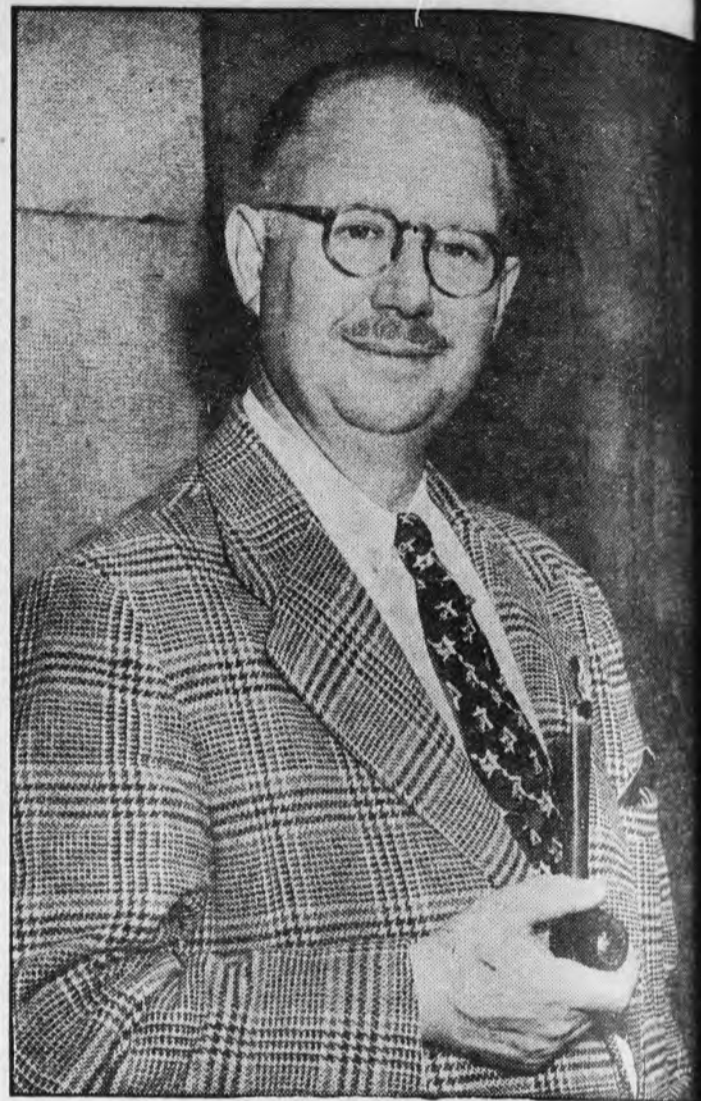
In arriving at its determination, the court in this case considered prior cases relied upon by the defendants and decided they were not controlling. In the case of *Greenfield v. Moses*, the employee involved had not been removed, but had been fined without a hearing. Inasmuch as the penalty had been decided on and imposed in advance and such penalty was less than removal, no hearing was required in that case.

In the case of *Tiernan v. Walsh*, the Court of Appeals had said "Removal of the petitioner was not sought and Section 22 of the Civil Service Law has no application here."

In the present case, the Court noted, removal of the veteran was a distinct possibility as appeared from the notice of charges, even though a lesser penalty was ultimately imposed. The court said: "I hold that where charges are brought against a veteran which may result in his removal he is given the right to a statutory hearing, and if found guilty he is entitled to a review of the evidence, irrespective of the punishment inflicted. The penalty meted out at the conclusion of a hearing cannot convert the nature of the proceeding from a statutory one to a discretionary hearing."

Accordingly, the case was ordered transferred to the Appellate Division. (*Brown v. Moses*).

Merit Man



JAMES LESLIE WINNIE

JAMES LESLIE WINNIE argues formidably for more merit in the merit system. He holds that "honesty and efficiency in public service are dependent upon the integrity of the civil service."

He's a veteran of 26 years in public service himself. In his career he has seen examples of the spoils system and examples of merit. He's been able to size up the results of both systems on the work of Government.

And "Lee" is a powerful fighter for the rights and prestige of public employees—he feels that these factors must inevitably have a direct effect on the quality of government. Poorly selected, underpaid, underprivileged public workers cannot do the job which well-paid, self-respecting employees, selected through a modern personnel system, will do.

Active for Employees

He works to effectuate his theories as representative of Chemung Chapter and a member of the Board of Directors of the parent Civil Service Employees Association. J. Leslie is a descendant of one of the early Dutch families of Beaverwyck now Albany. His immigrant ancestor, Peter Winnie, was a commissary of Killian Van Rensselaer, the first patroon, one of the first magistrates of Albany and a founder of the First Dutch Reformed Church. So the heritage of public service goes deep into the family roots.

Born in Cleveland, in 1903, Les's parents took him back to New York State early. He attended public schools in Cortland, and high school in Cortland and Binghamton, graduating from Binghamton Business College. He went directly into public service in 1922, as stenographer in the office of the District Attorney of Broome County.

Next upward step was a position as Special Deputy County Clerk, assigned as clerk of the courts.

To Another County

In 1931, he left Broome County to become County Court Stenographer of Cortland County, also assisting the District Attorney of that county. Taking a competitive State Civil Service examination for Senior Stenographer in 1937, he was appointed Senior Steno-

grapher in the Binghamton office of the State Department of Social Welfare. There was no vision for a Hearing Stenographer in the Department at that time and Les volunteered to act in capacity.

Becomes City Court Steno-

In 1943, he passed the examination for City Court Stenographer of the Binghamton City Court, was appointed to that position. Another examination, for Supreme and County Court Stenographer brought him the position of County Court Stenographer, Chemung County, at Elmira. Until 1946 he was also Clerk of Children's Court in Chemung County and when the positions were separated he continued as official stenographer of the County, surrogate's and Children's Court position he still holds. For many years he has acted as temporary Supreme Court Stenographer, substituting in the Sixth Judicial District during illness of official porters.

Campaigned for Association

Leslie first became a member of the Civil Service Employees Association while employed by the Social Welfare Department, and one of the organizers of the Binghamton Chapter. Disappointed the fact that he could not continue membership in the Association when he became an employee of the City of Binghamton, he one of those who campaigned for admission of employees of local subdivisions of the State membership in the Association. When this privilege was granted early in 1947, he organized Chemung Chapter and is proud of the fact that Chemung shares honors with Westchester for first charters granted to chapters.

Raises Spaniels

He is married and has one son, Peter. The Winnies reside on a farm at Cayuta, where they raise pure bred cocker spaniels, train them for hunting. They have won many prizes exhibiting dog shows and cite the fact that blood lines of Winnewyck Kennel are well recognized among horsemen. The Winnies are enthusiastic horsemen, keeping two fine horses. They ride every day, when permitting. Les is also an active Mason.

Comment

Action Wanted on U. S. Raise Editor, The LEADER:

What happened to the so-called raise we Federal workers were supposed to get? In the last two weeks I haven't heard of any progress. The way things are now I'll have to get a part-time job. I can not possibly make ends meet

on a grade CAF-2 salary. I wonder if Congress realizes that cost of living has gone up tremendously in the last two years. There is nothing we can do until Congress acts fast and stops ny-pinching and gives us Federal workers a raise. RALPH FUR

STATE AND COUNTY NEWS

Central Conference Goes on Record for Dues Increase

BINGHAMTON, May 10—The Central Conference of The Civil Service Employees Association has heard a detailed report of the Association's many expanding activities, and has gone on record as favoring an increase in dues. The Conference, consisting of

chapters in the central New York State area, held discussions and forums on problems affecting State employees, during a meeting of its representatives in Whiteboro, N.Y., on April 24. **Objectives Gained**
The meeting, presided over by

chairman Clarence W. F. Stott, heard Joseph D. Lochner, Association executive secretary, outline objectives recently gained by the Association, and state some of the problems now faced by the growing organization.

Mr. Lochner cited the work of the Association in obtaining the emergency salary increase. He also enlarged upon the work of the Association, pointing out the need for more adequate working space to carry on activities at headquarters. He recalled that the membership had grown from 800 members in 1931 to its present 42,000. The growth of the organization, with its attendant increased activities, was the basis of the discussion of the Building Fund Drive for which the meeting was called. Increased cost of operation was also cited in the discussion.

In view of the rising cost of operations of the Association, the Central New York Conference has

generally favored an upward revision in the dues now levied. The growing need for more publicity is cited as a major problem for the office staff in Albany. The present office facilities are not considered adequate to do justice to this problem, indicating the necessity to have more money to carry on this work.

Stott Praises Group

Mr. Stott congratulated the group on its unusually large attendance and thanked Mr. Lochner for his informative address. Mrs. Florence A. Drew, Conference Secretary, reported the following representatives of the Conference Chapters present: Ernest L. Conlon, Binghamton; Herb Jones, Fort Stanwix, Rome; Mary Anne Zmek, Ithaca; Ruth G. Howland, Oneonta; Emmett J. Durr, Ray Brook; Helen B. Musto, State College, Ithaca; Doris LeFever, Syracuse; Margaret M. Fenk, Utica State Hospital; E. J.

Riverkamp, Utica; Carl Schneider, Oxford, and Byron A. Chrisman, guest from the Mid State Armory Chapter.

Meeting June 19

The next meeting of the Conference will be held at 3 p.m. on June 19, at the Hotel Saranac. It will be followed by a dinner and dance in the evening in conjunction with the annual dinner-dance of the Raybrook State Hospital Chapter. Emmett J. Durr, Treasurer of the Conference and President of Ray Brook Chapter, together with Albert McClay, Secretary of that Chapter, are in charge of arrangements.

Miss Fenk, Vice-Chairman of the Conference, announced that the annual field day is scheduled for August 22 at Beck's Grove in Rome. A business meeting of the Conference will be held on April 21 at Hutchings Hall, Utica State Hospital.

A buffet luncheon and dancing followed the meeting.

Increment Victory Upheld

(Continued from Page 1)

establishment of 50 grades in the State service, plus 5 additional grades in the labor class. Each grade has its own salary spread. Under the Feld-Hamilton law, salaries were somewhat different. Many positions, in fact, earned a grade of pay considered far too low for the work being performed.

\$3,000,000 for Upgrading

The Salary Standardization Board recommended upgrading of some positions. The Legislature provided \$3,000,000 to finance the additional cost of the upgrading. Said the Legislature, in effect: "We're voting this money to make the upgrading of positions retroactive to April 1, 1947." The retroactive feature was specifically included in the law. The reason for this was that the Salary Standardization Board hadn't completed its survey—and if the Legislature hadn't made an appropriation, employees might have to wait an extra year before they could receive their higher pay. The law also provided that there was to be no retroactive pay for upgrading beyond October 1, 1947.

Budget Said No

Then, after all this, the Budget Office refused to grant the upgraded salaries, except to those employees whose pay was below the minimums of the new grades, and in a relatively few other cases. So a whole vast group of employees found themselves without any of the benefits which they had expected the \$3,000,000 appropriation to confer upon them and which benefits the Legislature had mandated.

The Budget Office dug up some old sections of the Civil Service law, arguing from these sections that there was no power to make the grants. Altogether, out of the \$3,000,000, about 10 percent would be used for the purpose apparently intended. The employees' representatives argued that the retroactive clause of the 1947 law applied, for the 1947 law implemented the whole operation, not something enacted years ago.

And that's the way it was. It had to be decided in the courts.

About Daniel DeMarco

Now, Daniel DeMarco is a laboratory worker in the Health Department. He was appointed to this position, after passing a competitive exam., on February 15, 1945, at \$1,400 a year. At that time, the position was allocated to Service 2, grade 1-b. In addition to his base pay, DeMarco earned \$280 bonus, bringing his pay up to \$1,680.

On April 1, 1946, an increment brought the base salary to \$1,500, which together with emergency compensation of \$390, made a total salary of \$1,890. This was DeMarco's pay for a year, until March 31, 1947.

Now the section of the Civil Service Law setting up DeMarco's grade was repealed, and new salary schedules were enacted. The position of laboratory worker (previously under Service 2, Grade 1-b) was changed to Grade G-2 of April 1, 1947. For the new grade,

the annual salary ranged from a minimum of \$1,600 to a maximum of \$2,200.

Since April 1, 1947, DeMarco has received a salary of \$2,080. Here's how this was worked out:

The law says that an employee receives the pay in such salary grade as corresponds with the number of years of service on which his salary was based on March 31, 1947. In addition, he must receive any annual increment to which he is entitled.

So, DeMarco's salary was changed from \$1,500 for fourth year service in Grade 1-b under the old law to \$1,960 for fourth year service in Grade G-2 of the new law. This sum, plus the annual increment of \$120 for G-2 employees, brought his salary up to \$2,080.

Up to this point, everyone agrees.

He Moves Up a Grade

But on April 14, 1947, DeMarco was moved up another grade to G-3, by the Salary Standardization Board. And here the controversy began.

DeMarco claimed he should receive a salary of \$2,180 beginning April 1, 1947; that is, that he should receive \$2,060 for fourth year service in Grade 3 plus \$120 increment for satisfactory service during the preceding year—and that this should be retroactive to April 1, 1947. And he cited the law to prove it. He pointed to these facts (1) the reallocation was made after April 1, 1947, and before October 1; (2) it was approved by the Budget Director; (3) the Salary Standardization Board had upped him as a consequence of its salary survey made in 1946.

The State held that the law cited by DeMarco didn't apply, but that other, older provisions of the Civil Service law did, which stated that in a case like DeMarco's, the employee has to wait until annual increments bring him up to his new salary position to which he is entitled. Under this reasoning, DeMarco wouldn't have been entitled to any salary increase or increment after being moved up to grade G-3, until April 1, 1948.

Courts Uphold DeMarco

The courts agree with DeMarco. The Appellate Division held the language of the new law to be the "final successor" of a number of older statutes. Said the Court: "... when the Legislature adopted a new complete and comprehensive plan for the allocation of grades with appropriate salaries in the enactment of chapter 360 of the Laws of 1947 it must be assumed that the restrictive provisions of provision 5-c of section 39 [the old law which the State cited] were not intended to apply to those who came under the new enactment. Otherwise the specific directions contained in the new statute... could not be applied to petitioner [DeMarco] although his situation fits them precisely in every respect... the prior statute must yield to the later enactment..."

The importance of the decision cannot be over-emphasized. It affects many employees whom, like DeMarco, the "situation fits in every respect."

Shopping Guide

Just about this time it seems everyone is ready for a fresh permanent, Lincoln Hairdressers (located in the Hotel Lincoln, mezzanine floor) are offering a \$7.50 permanent, for \$3.50 complete, this includes shampoo, set and haircut. The regular \$10.00 Eugene Wave is only \$5.00, or you can get a cold wave for \$7.50. Call Mr. Rocco for an appointment.

If you're planning a Decoration Day week-end holiday, consult the ads on Page 15 of The LEADER. Here you'll find vacation suggestions to fit every purse and taste, from tramp trips to out-of-season vacations in Florida.

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DONGAN GUILD RETREAT
A retreat for men is being planned by the Dongan Guild on the week end of May 21 to May 23 at the Bishop Molloy Retreat House, Jamaica. Any Catholic employees of the State Departments in the Metropolitan Area who are interested in attending, should communicate with their departmental representative or James A. Dermody, Civil Service Department, 270 Broadway, New York 7, N.Y., for information.

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WESTCHESTER COUNTY GROUP HONORS

Diners Hail The County Executive

By H. J. BERNARD

The 575 diners rose. They gave as resounding a demonstration of affection as any present had ever heard. Applause, shouts, cheers and ecstatic cries of joy filled the air. The occasion was the "introduction" of Herbert C. Gerlach at the annual dinner of the Westchester County Competitive Civil Service Association, at Schmitt's Farm, Scarsdale.

Introduction? Mr. Gerlach, popular County Executive and the guest of honor at the dinner, seemed to know everybody present by his or her first name. The few with whom he was not on terms of such familiarity were from out of town, and yet most of the out-of-towners knew him as intimately as did Westchesterites. Guests were present from all parts of the State and attested to the statewide reputation that he has established as an extraordinarily capable administrator, a boss noted for his fair-dealing with employees, a conscientious public servant and a man of noble character.

Dinner for Stearns

The dinner, and the dance that followed, constituted one of the best-arranged affairs that those present ever attended. In fact, the clockwork precision of the whole evening's activities and the distinction which marked the event, were the subject of praise by diners at tables and on the dance floor. The general chairman of the Dinner Committee was J. Allyn Stearns, former President of the Association and one of the Vice-presidents of the statewide Civil Service Employees Association. The Westchester group is in the County Division of the parent organization, as a local of the Westchester chapter.

There were wreaths of flowers on the faces of the happy assemblage as all hands paid stirring tribute to the outstanding achievements of the County Executive. Notables on the dais, at the invitation of Mr. Stearns, who was toastmaster, to say a few words, and every one of those distinguished men bestowed the highest praise on the honor guest.

State Superintendent of Highways Charles H. Sells read a letter from Governor Thomas E. Dewey in which the Governor uttered full and deep acclaim of Mr. Gerlach's career.

The letter was addressed to Mr. Stearns and in it the Governor said that he was "happy to send warmest greetings to the members of the Westchester County Competitive Civil Service Association" and to its guest of honor, and was sorry that previous commitments made it impossible for him to attend. The Governor said that Mr. Gerlach, as County Executive, and all through his previous career in public service, had served the people well, and had justified the wisdom that had made him "the most logical choice" for the County Executive position.

The Governor congratulated the Westchester County Competitive Civil Service Association on its "fine reputation" earned by a record of achievement and was proud that in 1943 the State administration began to improve the conditions of employees, to make the work more attractive and provide commensurate pay levels, especially as "happier employees" always do better work.

To Mr. Gerlach, through Mr. Stearns, the Governor sent the "warmest personal regards."

Mr. Sells, on his own account, related experiences in the West-



An engraved gold card was presented to County Executive Herbert C. Gerlach by the Westchester County Competitive Civil Service Association, at its 1948 annual dinner, given in his honor. Ivan S. Flood, former President of the Association, made the presentation. Standing with him are State Superintendent of Public Works Charles H. Sells, Mrs. Herbert C. Gerlach, Mr. Gerlach, Mr. Flood, William F. Bleakley, former President of the Association, General Chairman of the Annual Dinner Committee and toastmaster.

chester county government, when Mr. Gerlach was his boss, and noted that for a brief period he himself had been a County Executive, a fact that had been unknown to many present, as it seemed that the honor had not endured beyond one day.

John T. DeGraff, Counsel to the statewide Civil Service Employees Association, representing Dr. Frank L. Tolman, President of the Association and one of the Vice-presidents of the statewide Civil Service Employees Association, said that the type of organization that the statewide group is "is a great pleasure to be here," said Mr. DeGraff, "and see how many civil service employees gathered together."

"First, let me express my congratulations to the first county chapter in the Association, and also the largest, and to assure you that this is the best and most enjoyable dinner that I have ever attended." (He's been to thousands of them.)

"For three years I had been advocating the merger of the county and city employees with the employees of the State. I can report that Westchester county seems closer to Albany now, or maybe the reciprocal is true, that Albany is moving closer to Westchester county."

"You are members of a very peculiar organization, a group of employees, not a labor union, not resembling a Bar Association nor a medical association, but something unique, an association of

civil service employees that is half way between these two extremes. "As civil service employees we don't feel that we should engage in war on our employers; we are not in a battle of the classes; but we sit down with our employers and observe the amenities in working out results that are fair both to the entire people, the employees and the administration. This is called the cowan at a table and agree on policy before a decision is made. We visit Charlie Sells regularly once a year, for instance, and find him one who never refuses a reasonable request that it is within his power to grant. Mr. Stearns, Mr. Cleary, Mr. Flood and the others in your organizations employ the same method."

Mr. DeGraff, a member of the State Board of Law Examiners, concluded with a prophecy that the Westchester group had laid a foundation so strongly and so well that its Association was destined for steady growth and a successful future.

H. Elliot Kaplan, Executive Secretary of the Civil Service Reform Association and Counsel to the Westchester Association, told of the necessity of constant vigilance to preserve the merit system. In his tribute to the Westchester Association he said:

"In my long observation of public servants in the United States and Canada, I have rarely had the experience of dealing with an em-

ployee organization of the calibre of the Westchester County Competitive Civil Service Association."

He extolled the services and character of Mr. Gerlach.

William F. Bleakley, former Supreme Court Justice and former County Executive, made certain significant statements widely applauded by those present. In favor of good pay for public employees, Justice Bleakley said:

"Men are not content when they are not receiving just compensation for service rendered. If we expect something of them, they can expect something of us in return."

Mr. Bleakley highly praised the ideals and achievements of the Westchester Association.

Speeches were made also by James C. Harding, Commissioner of Public Works; William F. Horan, Chairman of the Board of Supervisors; Representative Ralph A. Gamble, Supreme Court Justice; Frederick G. Schmidt, and finally, Mr. Gerlach.

Ivan S. Flood, former President of the Westchester group, presented an engraved gold testimonial card to Mr. Gerlach, who expressed deep thanks, and also gratitude for the many kind words that had been said of him by the guest speakers.

Mr. Gerlach said that there has been a great improvement in the relationships between the county employees and their employers since the Westchester Competitive Civil Service Association has been functioning. He was sure that much of the success of his own administration resulted from the loyalty and co-operation of department heads in their dealings with him and one another, and in their relations with the employees.

The speech of welcome was made by President Michael J. Cleary.

Officers and Directors

The officers of the Westchester Association are: Michael J. Cleary, President; Anne H. McCabe, 1st Vice-President; John J. Broen, 2nd Vice-President; Ruth M. Delehanty, Secretary; Carl R. Ellis, Financial Secretary; Eileen Kelleher, Treasurer, and Solomon Leider, Sergeant-at-Arms.

The Directors consist of: J. Allyn Stearns, Chairman; Richard A. Flinn, J. Harold Keeler, Delos J. McKinstry, Francis J. McNulty, Margaret M. Hughes, Leonard Mecca, Gordon W. Molyneux, Viola C. Berg, Wilbur F. Curran,

John T. Donegan, Julia F. Donegan, and Ivan S. Flood, Past President.

The Three Groups

The Westchester County Competitive Civil Service Association is the major local unit of the Westchester County Competitive Civil Service Employees Association.

The President of the statewide Association is Dr. Frank L. Tolman.

The Chapter is headed by Ivan S. Flood, the County Representative on the statewide Association's Board of Directors. He is a former President of the Westchester County Competitive Civil Service Association.

The Chapter is composed of representatives elected by the different units and usually meets quarterly. It has its own officers and directors and elects a County Representative to the Board of Directors of the parent body, The Civil Service Employees Association.

The Westchester Assn.

The Westchester County Competitive Civil Service Association was organized in October 1937 and incorporated in January 1944. From a numerically small beginning the Association has grown to over 1300 County employees financially and maintains its own offices. It has become recognized as the accepted consultant on County Service matters as a result of its continued fostering of sound personnel practices and fair salary scales, a reasonable and

cooperative approach in working for improvements, and its wholehearted backing by the entire body of employees.

Chief among matters in which an active part was taken by the Association or which were sponsored by it, are: revision of Personnel Rules and establishment of the Classification Board—1941; re-inauguration of general County Service increases in 1942 and placing them on a yearly basis—1945; establishment of War Emergency Compensation in 1943 and placing on a flexible semi-annual adjustment basis—1944; a complete pay scale survey by an outside agency in which the Association actively participated and which resulted in general upward revision of scales—1946. The Association has also conducted a number of fact finding surveys at the request of the Administration; provided and main-

tained an Honor Roll of County employees on military duty; made available low-cost accident and sickness, and life insurance plans in cooperation with the Administration.

Early in 1942 the Association began to be consulted for leadership and advice by other local groups and began the groundwork for a Countywide and Statewide organization of public employees. Other groups had been working towards this same end and in October 1946 a Statewide group, The Civil Service Employees Association, Inc., was formed.

Gerlach's Career

HERBERT C. GERLACH became County Executive of Westchester County on August 4th, 1941, succeeding former Supreme Court Justice William F. Bleakley, who resigned to accept the chair-

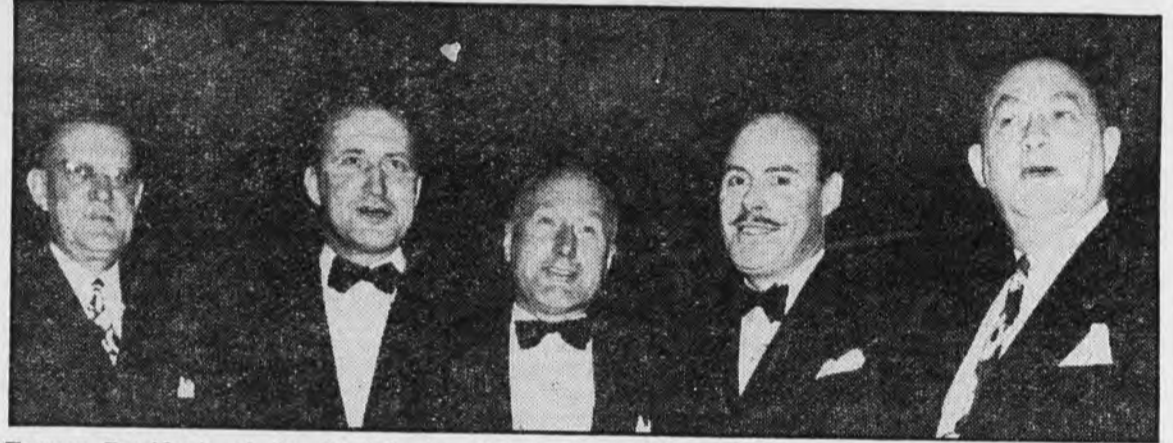
GERLACH AT DINNER—STEARNS PRESIDES



Ruth Taylor, dynamic Commissioner of Public Welfare in Westchester County, was one of the many notables who attended the dinner in honor of County Executive Gerlach.



Among the distinguished speakers at the Westchester dinner were H. Elliot Kaplan (left), Executive Secretary of the Civil Service Reform Association, and John T. DeGraff, Counsel to the Civil Service Employees Association. The Westchester group is a member of the County Division of the parent Association.



Former Presidents of the Westchester County Competitive Civil Service Association and the incumbent President (left to right): Harold J. Palmer, Ivan S. Flood, Michael J. Cleary (Incumbent), J. Allyn Stearns and John A. Krug. Charles B. Cranford, also a former President, was in California.

ter is composed of representatives elected by the different units and usually meets quarterly. It has its own officers and directors and elects a County Representative to the Board of Directors of the parent body, The Civil Service Employees Association.

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John E. Holt-Harris, Jr., Associate Counsel to The Civil Service Employees Association; Eileen Kelleher, Treasurer of the Westchester Association.

Association Matters Considering Rise

ALBANY, May 10—Chapter of the Civil Service Employees Association throughout the State are considering the feasibility of raising the organization's dues. The LEADER last week gave some aspects of the situation as seen from Association headquarters in Albany.

The program now evolving next year, including some of the Association's long-range plans for improving employee conditions, cannot, it is pointed out, be achieved without the expenditure of cold, hard cash.

\$5 Is \$3

Says a memorandum from Association headquarters: "Yes, if the present \$3 dues the State Division would purchase what it did in pre-war days the Association might be able to do along. But the \$3 buys about \$1.80 worth of what it did before. \$5 dues today will purchase \$5 did before."

"At \$5 dues per year, the member would invest about a cent one-third per day in the work of the future improvement of working conditions, to the profit of his interests and welfare."

It is significant that the point had to be made to win great employee pay raises.

Headquarters Staff

Plans are in the formative stage to increase headquarters staff and provide additional service to employees and to publicize the work of the Association.

Order To Retire

There have been unwilling members to halt or to re-

Ivan S. Flood Presents Gold Gift

manship of a special State Reapportionment Commission.

Mr. Gerlach brought to the position a wealth of experience in public affairs and particularly in the affairs of Westchester.

County Executive Gerlach's term in office has been marked by numerous accomplishments for the benefit of the County at large and for the employees as well. Chief among general benefits are the continued reduction in the County Debt, a matter with which he had a great deal to do in his days as a member of the Supervisor's Budget, Equalization and Finance Committees; the legalized establishment of tolls on the Hutchinson River and Saw Mill River Parkways, to pass a portion of the burden of upkeep onto the shoulders of users from outside the County; the completion and continued improvement of the Westchester County Airport at Rye Lake, one of the first County-owned airports in the United States.

Happy Relationship

Mr. Gerlach's relations with County employees were off to a happy start when he included increases for about one-third of the County Service in the 1942 Budget within a few months of taking office. These were the first general County increases since 1930 and had been recommended by Judge Bleakley before leaving office. During 1942 Mr. Gerlach began a policy of discussing various general employee matters with the officers of this Association, which resulted in the establishment of a pleasant, working relationship and has brought many benefits to the County and the County Service. It is a simple truth that well treated employees do better work for the greater benefit of all.

Among the major benefits to employees have been the establishment in 1944 of the first flexible cost-of-living salary adjustment in New York State; a complete and cooperative salary study and upward revision of pay scales in 1945; the establishment of a policy of annual increments within the limits of pay scales in 1945; the setting of a basic 40-hour work week in 1947. One of the chief but more intangible of these benefits has been the establishment by the County Executive of a "County Policy" on all important personnel matters; resulting in a generally uniform application to all employees and greatly reducing personnel unrest. Employee-paid payroll deduction plans of accident and sickness, and of life insurance sponsored by the Association, have been serviced by the County on approval of Mr. Gerlach.

WARWICK

The Warwick Chapter, composed of employees of the State Training School for Boys, selected Byron C. Clark and Vincent J. Criscuolo as delegates to the May 22 meeting of The Civil Service Employees Association, to be held in Albany. The Chapter President, Francis A. MacDonald, will be present at the meeting of delegates, and also, on the previous night, at the session of the Board of Directors. Mr. MacDonald is the Representative of the Social Welfare Department on the Board of Directors.

The chapter adopted unanimously a resolution praising The LEADER for its value to employees of the State and of local government.

Exams for Permanent Public Jobs

U.S.

98. Medical Technical Assistant, \$2,394 to \$3,021. Positions are largely in Federal prison hospitals throughout United States, and are under jurisdiction of Department of Justice and U. S. Public Health Service. Some positions in these and other agencies in Washington, D.C. also may be filled. File Form 57, Card Form 5001-ABC and Form 14 (if claiming veteran preference and if required in your case) with U.S. Civil Service Commission, Washington 25, D.C. (Closes Tuesday, June 1).

99. Social Worker, \$2,644 to \$4,149. For positions in Washington, D.C., and throughout U.S. Majority of positions are in District of Columbia Government in Washington, D. C. To perform or supervise social work services in medical or psychiatric social work programs, child welfare, public assistance, and classification and parole. File card Form 5000-AB only. Send application to U. S. Civil Service Commission, Washington 25, D. C. (Closes Tuesday, June 1).

STATE

Open-competitive

8136. Senior Typist, County Clerk's Office, Tompkins County, \$1,900 to \$2,200. Fee, \$1. One vacancy. Must be legal resident of Tompkins County for four months preceding examination. Requirements: Either (a) five years office experience including typing, or (b) one year office experience including typing and graduation from high school, including or supplemented by course in typing, or (c) equivalent of foregoing training and experience. (Closes Monday, May 24).

8135. Sealer of Weights and Measures, Essex County, \$2,760. Fee, \$2. One vacancy. Must have been legal resident of Essex County for one year preceding examination. Requirements: Either (a) two years experience involving use of mechanical weighing or measuring devices or in their sale or inspection, and completion of high school, or (b) equivalent training and experience. (Closes Monday, May 24).

8127. Assistant Civil Engineer, State Departments, \$4,242 total.

Five annual increases of \$180. Fee, \$3. Vacancies in Department of Public Works at district offices in Albany, Utica, Syracuse, Rochester, Buffalo, Hornell, Watertown, Poughkeepsie, Binghamton and Babylon, and in Conservation Department in Albany office. Must have either (a) graduation from college in engineering and three years field experience in civil engineering, or (b) graduation from college in engineering, a master's degree in civil engineering and two years experience, or (c) equivalent. (Closes Monday, May 24).

8128. Assistant Civil Engineer (Design), Public Works, \$4,242 total. Five annual increases of \$180. Fee, \$3. Vacancies in Albany. Must have either (a) graduation from college with degree in engineering and three years experience in design of bridges, grade separations, canal structures, or equivalent structural design, or (b) graduation from college with degree in engineering, master's degree in civil engineering with specialization in structural design and

two years experience, or (c) equivalent. (Closes Monday, May 24).

8129. Junior Mechanical Draftsman, Public Works, \$2,070 total. Five annual increases of \$120. Fee, \$1. Vacancies in Albany Office of Department of Public Works. Must have either (a) one year drafting experience and graduation from high school or vocational school, or (b) completion of one year course in engineering, or (c) equivalent. (Closes Monday, May 24).

8130. Senior Railroad Engineer, Division of Engineering-Railroad Bureau, Department of Public Service, \$5,232 total. Five annual increases of \$220. Fee, \$4. Vacancy in Albany office. Must have either (a) degree in civil engineering and five years experience in design, construction, and maintenance of track and structures on railroad projects, of which one year was in an inspection capacity and two years in responsible charge of railroad construction projects, or (b) graduation from high school and nine years experience including

one year in inspection capacity and two years in responsible charge of railroad construction projects, or (c) equivalent. (Closes Monday, May 24).

8131. Junior Gas Engineer, Department of Public Service, \$3,430 total. Five annual increases of \$132. Fee, \$2. Two vacancies in NYC. Must have either (a) graduation from college in mechanical or chemical engineering and one year general experience with public utility or regulatory body in engineering work for the production and distribution of gas, or (b) graduation from high school and five years experience, or (c) equivalent. (Closes Monday, May 24).

8132. Industrial Foreman (Textile), Correction Department, \$3,036 total. Five annual increases of \$120. Fee, \$2. Vacancies at Attica and Clinton Prisons. Must have either (a) Five years experience in one of the fields of the textile industry, either carding, spinning or weaving, of which at least one

(Continued on Page 11)

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Exams for Public Jobs

(Continued from Page 10)

year must have been in responsible supervisory capacity, and graduation from high school. (Closes Saturday, June 19).

8088. Junior Land and Claims Adjuster, Public Works, \$3,346 total. Five annual increases of \$132. Fee, \$3. Eighteen vacancies. Must have either (a) one year experience in acquisition of real property for governmental agency or public utility corporation, and graduation from college in engineering or business administration, or (b) graduation from law school or admission to the Bar in New York State or, (c) three years experience in acquisition of real property for governmental agency or public utility corporation, and graduation from high school or, (d) equivalent. (Closes Monday, May 24).

8089. Assistant Land and Claims Adjuster, Public Works, \$4,638 total. Five annual increases of \$180. Fee, \$4. Twenty-eight vacancies. Must have either (a) three years experience in acquisition of real property for governmental agency or utility corporation and graduation from college in engineering or business administration, or (b) one year experience and graduation from law school or admission to Bar in New York State, or (c) five years experience and graduation from high school, or (d) equivalent. (Closes Monday, May 24).

8090. Senior Land and Claims Adjuster, Bureau of Rights-of-Way and Claims, Public Works, \$5,650 total. Five annual increases of \$240. Fee, \$5. Seventeen vacancies. Must have either (a) five years experience in acquisition of real property for governmental agency or utility corporation, of which one year must have been in supervisory capacity, and graduation from college in engineering or business administration, or (b) three years experience and graduation from law school or admission to bar in New York State, or (c) seven years experience and graduation from high school, or (d) equivalent. (Closes Monday, May 24).

8091. Associate Land and Claims Adjuster, Bureau of Rights-of-Way and Claims, Public Works, \$6,963 total. Five annual increases of \$275. Fee, 5. Three vacancies. Must have either (a) seven years experience in acquisition of real property for governmental agency or utility corporations, of which at least two must have been in administrative capacity, and graduation from college in engineering or business administration, or (b) five years experience and graduation from law school or admission to Bar in New York State, or (c) nine years experience and graduation from high school, or (d) equivalent. (Closes Monday, May 24).

(Prom.), \$5,232 total. Five annual increases of \$220. Fee, \$4. Must be permanently employed in Division of Placement and Unemployment Insurance and must have served for one year preceding examination as Head Law Clerk and must be admitted to New York State Bar. (Closes Saturday, May 15).

7062. Junior Civil Engineer, Public Works, (Prom.), \$3,450 total. Five annual increases of \$132. Fee, \$2. Vacancies throughout department. Must be permanently employed in Department of Public Works and must have either graduation from college in engineering and one year as Senior Engineering Aide or Senior Draftsman or equivalent or graduation from high school and nine years Engineering experience of which one must have been as Senior Engineering Aide or Senior Draftsman or equivalent. (Closes Saturday, May 15).

7063. Junior Civil Engineer, Public Works, (Prom.), \$3,450 total. Five annual increases of \$132. Fee, \$2. Vacancies throughout department. Must be permanently employed in Department of Public Works and must be high school graduate with nine years of engineering experience of which at least eight years must have been as Junior Engineering Aide or Junior Draftsman or equivalent. (Closes Saturday, May 15).

7065. Junior Civil Engineer (Design), Public Works, (Prom.), \$3,450 total. Five annual increases of \$132. Fee, \$2. Vacancies in Public Works. Must be permanently employed in Department of Public Works and must have either graduation from college in engineering and one year as Senior Engineering Aide or Senior Draftsman or equivalent positions or graduation from high school and nine years engineering experience of which one year must have been as Senior Engineering Aide or Senior Draftsman or equivalent. (Closes Saturday, May 15).

7066. Senior Civil Engineer (Design), Public Works, (Prom.), \$5,232 total. Five annual increases of \$220. Fee, \$4. Vacancies in

Albany. Must be permanently employed in Department of Public Works and must have served permanently in competitive class for two years preceding date of examination as Assistant Civil Engineer (Design). Must be licensed to practice professional engineering in New York State or must be able to submit proof of eligibility to obtain professional license within 18 months of date of establishment of eligible list. Will not be certified from eligible list until license has been obtained. (Closes Saturday, May 15).

7067. Senior Civil Engineer, (Design), Public Works, (Prom.), \$5,232 total. Five annual increases of \$120. Fee, \$4. Vacancies in Albany. Must be permanently employed in Department of Public Works and must be high school graduate with thirteen years engineering experience of which at least six years, preceding date of examination, must have been as Junior Civil Engineer (Design). Each year of college training in engineering may be substituted for two years engineering experience. (Closes Saturday, May 15).

NYC Promotion

5531. Examiner (Law Department), Grade 4 (Prom.), \$3,000 and over. Fee, \$2. Vacancies from time to time. Open to permanent employees of Law Department employed in Grade 3 or 4 of the Legal Service (except Examiner, Law Department, Grade 4. (Closes Tuesday, May 25).

Transit Pay Raised

The Board of Transportation adopted a resolution increasing the hourly rated employees of the New York City Transit System by 24 cents. The increase becomes effective July 1. Comparable increases were approved in the same resolution for the annually-paid employees in the transit system who are not in city-wide titles.

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Rail Mail Clerk Exam All News To U.S. Civil Service Commission

WASHINGTON, May 10 — The U. S. Civil Service Commission has made no preparation for any examination for Railway Postal Clerk for N. Y. State applicants, one of its top officials told The LEADER today, and had no present expectation of announcing any such examination.

Announcements for examinations in that title were made for the other States late last year, but none for N.Y. because the Second Regional Office, of which James E. Rossell is Director, had more than enough eligibles. No word of any shortage of eligibles, at present or in the foreseeable future, has been received.

How a report got started that there would be an examination in N.Y. soon in that title, the Commission did not know. However, it explained that two weeks would be required for printing the examination notice and three weeks for distributing it, so that there was no possibility whatever of

such an examination opening in N.Y. in June.

No word request from the Post Office department for the holding of the examination was on record.

The Second Regional Office of the U.S. Civil Service Commission has received no word from central office on any Railway Postal Clerk examination for N.Y. State. Such examinations are controlled from Washington, and if ordered to do so, the Second Region would comply.

The present eligible list has been diminished very slightly since last being reported to Washington.

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FINAL KEY FOR STENO
The final key for Stenographer, Grades 3 and 4, has been approved by the Municipal Civil Service Commission. There was one change in the Grade 3 tentative key. C or D is the correct answer for Question 34, instead of C.

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NEW YORK CITY NEWS

Sample Exam for NYC Fireman

(Continued from Page 1)

- Monitors are instructed not to indicate the time either orally or on the blackboard at any time during the course of the examination. Candidates have been instructed to bring watches and will be required to abide by the bell signals. Please do not ask the monitor what time it is.
- Be sure to write your answers on the official Answer Sheet before the third bell has rung. You may, for future reference, make a record of your answers in the question booklet and take the question booklet with you. No time, however, may be taken for this purpose after the signal is given for the end of the test. Candidates should make notes of their application numbers and keep them for future reference; they should mention their application numbers in any communications to the Commission.
- This booklet consists of 12 consecutively numbered pages and contains all the questions of the written test. The pass mark in the written test will be the score of the candidate who ranks 4,000. There are 100 questions, all of equal weight. Answer all questions. Examine your booklet after the second bell has rung to be sure that it contains all the pages and is not defective in any way. You are responsible for obtaining a complete booklet, and for the collection by the monitor of your answer sheet.

● Print answers to questions on your answer sheet IN INK only (blue or black). Pencils may be used only for scratch work. For each question, you will select the best one of the five choices given. You will record your answer by PRINTING the capital letter which precedes the best choice in the space on the Answer Sheet alongside the number of the question. In order to help you understand the procedure, the following sample item is given:

Sample O: The sum of 5 plus 3 is
(A) 11 (B) 8 (C) 9 (D) 2 (E) 7.

The sum of 5 plus 3 is 8, so that the correct choice is written thus on your Answer Sheet:

Sample O.....B

- The only department or agency, among the following, that does not share with the Fire Department any responsibility for the safety inspection of buildings is
(A) the City Planning Commission (B) the Police Department (C) the Department of Water Supply, Gas and Electricity (D) the Department of Marine and Aviation (E) the Department of Housings and Buildings.
- Permits for the warehousing, storage and transportation of alcohol, the manufacture of ammunition, authorizing common carriers of explosives to operate in the NYC streets, to sample turpentine, all concerning highly inflammable substances, are issued by
(A) the Mayor's office (B) the Department of Licenses (C) the Board of Fire Underwriters (D) the Federal Government (E) the Fire Department.
- Of the following functions, the one over which the Fire Department has no jurisdiction is
(A) manufacture of barbers' supplies (B) use of blank cartridge on theatre stage (C) storage of calcium carbide (D) fire hydrants (E) none of these.
- The rapid growth of the city, the development of the outlying sections, the traffic congestion in the central Manhattan's main thoroughfares and on the bridges, all tend to produce a reduction in the number of fire houses, but not the number of firemen, because
(A) the small population density per unit area enables better and faster service if fewer fire houses exist (B) Chiefs of most outstanding ability are more easily chosen for the fewer resulting positions of command (C) motorization of the Fire Department has rendered obsolete the location plan adopted for horse-drawn apparatus more than two decades ago (D) the number of firemen on call in a district, not the number or location of fire

houses, is the controlling factor (E) there is no relationship between fire houses and protection from fires.

- The State workmen's compensation law is important to the NYC Fire Department's fire prevention work because
(A) group insurance is made possible for employees in a given category, on the basis of adoption of joint and uniform safety measures that include full compliance with fire-prevention laws and adoption of most efficient fire-protection devices (B) NYC Firemen are compensated under the workmen's compensation law for injuries suffered in the line of duty (D) a well-compensated worker lives more carefully and therefore is a safety contributant, instead of being likely to start an accidental fire through nervousness (E) the Fire Department is principally a law-enforcing agency.
- "The best service that the Fire Department can render to the citizens of NYC is to operate independently, because fire prevention and fire extinguishment are solely Fire Department duties, and if outside departments are permitted to share any part of these responsibilities, chaos would result, and loss of life and property, because of fires, would increase." The foregoing statement is false principally because
(A) nobody would dare to tell the Fire Commissioner what should be done about fire fighting (B) the City Charter, as adopted in 1948 and amended in 1942 (Sec. 849), gives the Fire Department sole authority, hence there is no question about the independent and exclusive authority of the Department in fire fighting and prevention (C) safety precaution is an all-inclusive duty, shared particularly by specified other agencies of government, as NYC Charter and NYC Administrative Code provisions attest, and every citizen also has a responsibility for doing all possible to prevent fires, so that independence or exclusion is abhorrent to legal and social concept (D) the Fire Department is not the only one without the existence of which there would be chaos (E) any duty that is imposed on a government agency is everybody's business, since our country is a democracy.
- You live in a thickly populated area but in a one-family house of your own. All houses are attached. You are alone in the cellar of your home near a staircase, when a small boiler explodes. You can escape readily, unharmed. There is a fire extinguisher at the other end of the room. Your wife and infant daughter are upstairs, in the living room. It would involve some risk of injury to yourself to try to reach the fire extinguisher, but obviously you could do it, if you didn't lose a moment's time. You should
(A) run upstairs, tell your wife what happened and hustle her and the child into the street (B) run upstairs, call the telephone operator and report the fire, so that the Fire Department can get there at once (C) make as speedily and cautious a dash for the extinguisher, and try to put out the fire because your duty as a citizen not only to save your own house but also to prevent the fire from spreading to other homes and endangering other lives (D) call your wife to come and help you (E) shut off the gas and electric supply.
- In Fire Department promotion examinations it is customary to allow extra credit for departmental awards made on recommendations of Deputy Chiefs and Acting Deputy Chiefs. There are three Class Awards—1, 2 and 3, and two Service Ratings—A and B. The Class Awards are the ranking ones. Both the Class Awards and the Service Ratings are listed in this statement in the direct order of superiority. The characterizations of the five different types of acts are:
v—great personal risk
w—extreme personal risk
x—unusual personal risk
y—personal bravery in conjunction with initiative and capability
z—personal bravery, or initiative and capability
The description of the act is properly allocated to the type of award by transposing
(A) v and z (B) v and y (a) y and w (D) v and w (E) v and x.
- A bin 10 feet wide, 10 feet long and 5 feet high contains 26,000 pounds of coal. The number of pounds of coal a bin 5x5x5 feet will contain is
(A) 6,500 (B) 6,750 (C) 7,500 (D) 6,000 (E) 6,250.
- You are a fireman on duty and observe persons maintaining fires in a vacant lot, including a small ground-fire and a fire in a metal receptacle. You should
(A) put out the fire and order the persons to disperse (B) tell them to put out the fire and disperse (C) advise such persons that they are violating the law and that such fires are likely to cause possible damage to property and loss of life, because sparks and embers may enter adjacent buildings, and if they don't desist, issue a summons (D) see that the fire is put out, or put it out yourself, and go on your way, after emphasizing the danger of such fires (E) phone the Captain in charge of your fire house for instructions.
- The word "available" means most nearly
(A) handy (B) obtainable (C) effective (D) on tap (E) useful.
- Whenever it becomes necessary at a fire to communicate by telephone with other City departments, public service corporations or agencies the rule and its reason are that
(A) a fireman should grab a phone quick and call the department, corporation or agency himself, because at a fire time is most important, for life and property are at stake (B) a fireman should know that it is not his responsibility to make such calls at a fire but that an officer will assume the responsibility and discharge it or order it discharged properly (C) members shall transmit such messages through the Telegraph Dispatcher because it is the Dispatcher's duty to record accurately all such messages, which record shall include time of receipt of message, whom notified, time of notification and the name of the Officer by whose order the message was transmitted (D) not waste any time at all, which means don't stop to send telephone messages, because they interfere with fire fighting (E) none of the foregoing is correct.

(Continued on Page 13)

PBA Weighs 25c Death Benefit Levy

Patrolman Ed Crane, Delegate from the 70th Precinct, wants Patrolmen's Benevolent Association to adopt a resolution for 25-cent contribution by each member to the survivors of any active member of the police force who dies. Mr. Crane wrote President John E. Carton that at the PBA meeting a motion was introduced for a contribution of \$1 for every member of the Force to the dependents of a member killed in the line of duty. This was amended by Mr. Crane and seconded by Healy, Delegate, 70 Pct., to provide for the 25-cent contribution.

This amendment was advanced for these reasons, said Mr. Crane in his letter:

"1. The dependents of a member killed in the line of duty receive a sizeable award compared with bereaved of a member dying under any other condition, who, we know, are left practically destitute."
"2. This would be insurance lower than the lowest priced insurance, namely "Group-Term Statistics, as of March 18, 1948, reveal 116 deaths for a 10-year average. The contribution from 20,000 members at 25 cents a death would amount to \$5,000, an average cost of \$28.80 per year per member."

"3. The contributions or assessments could be collected in the same manner and period as bed tax, etc., handled by the Dept. Bookkeeper and collected and dispersed monthly."

"4. This plan has proven successful over a period of years in the Emergency Division."

"5. This would assure added security and peace of mind to beloved ones of we Peace Officers engaged in such a hazardous situation."

"Although the maker of the original motion or myself are not on the committee, I am at your service for any help I may add to promote the true meaning of our organization."

Anchor Club to Meet

President Joe Lawler, of the Insurance Anchor Club, announces that the next regular meeting will be held on Thursday, May 20, 8 p.m. in the Old 69th Regiment Armory, Lexington Avenue at 25th Street. A large attendance is requested.

The annual Communion Mass and breakfast will take place Sunday, May 16. The Mass will be held at 9 o'clock in the Church of St. Francis of Assisi, 135 West 31st Street, and the breakfast at Hotel Pennsylvania.

"A Fatima Holy Hour" will be held at the Church of St. John, 209 West 30th Street, from 8 to 9 p.m., on Thursday, May 13, sponsored by the Supreme Anchor Club. All men are urged to bring their families and friends.

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Sample Fireman Test

(Continued from Page 12)

"The first duty of a citizen is to obey the law" is a saying often heard. One-way streets are created by law. Government makes the laws. In this country the people are the government. Laws also provide for the fullest possible protection of life and property, both of which may be destroyed by a fire. In view of the foregoing, which of the following is the correct statement and reasons:

(A) the driver of a fire truck or engine is no better than anybody else, so must go only in the permitted direction on a one-way street (B) Fire apparatus has the right of way and is a law unto itself, so can go in either direction at any time, on a one-way street (C) Only in daylight may fire apparatus go in either direction on a one-way street, because then visibility is greatest (D) when answering an alarm the fire apparatus may go the "wrong" way on a one-way street, if necessary to provide the shortest route, but never on returning from a response to an alarm, because only major necessity justifies departure from the traffic-direction rule (E) One-way streets should be wholly avoided by fire apparatus, as too great a hazard.

A fireman noting the following fire violations would have to notify the Officer in command of the nearest fire Company, or both the nearest Hook and Ladder Company and the Police Department, in which one of the following cases:

(A) baby carriage in hallway (B) rubbish in cellar (C) roof door locked (D) obstructed fire escapes (E) child locked in bathroom.

In dealing with bombs or infernal machines, real or suspected, it is advisable for safety to submerge the device in light lubricating oil, so that if it does go off, serious effects may be avoided. In this connection initiative is best demonstrated by

(A) the assignment of only one member to lift the device into a container of oil, everybody else at a safe distance (B) the retention of the same relative position of the nefarious device, to avoid detonation caused by external motion or jarring (C) precaution taken not to remove the device from the oil (D) keeping bomb containers and large oil cans in each Division Headquarters at an easily accessible point, ready for instant use (E) the exercise of calmness in connection with bomb handling.

You are a fireman operating a street shower, as is permitted between July 1 and September 1, where the temperature is 80 degrees Fahrenheit or more. Children are enjoying the bath in the street at 11 a.m. Some tenants call to you from their window to shut off the shower, as their water pressure is so low they get only drops from their faucets. The bathing children scream their protest and say there's always enough water in the houses when their shower is on. You should

(A) shut off the shower at once and dismantle the fittings (B) pay no attention to the protests from the windows, because the children are right, otherwise all the neighbors would be complaining (C) get someone from the fire house to tend the shower while you investigate the complaint, which is heeded only if found justified (D) let the shower flow and investigate the complaint yourself (E) Ask a neighbor to guard the operating shower while you enter houses to investigate.

A fireman on inspection duty visits a business storage place where, he has been tipped off by a stranger, fireworks are being stored without a permit from the Fire Department. He finds no fireworks. There are family living quarters upstairs. The door of one apartment is slightly ajar. Through the opening he sees under a bed what seem clearly to be fireworks. He should under those circumstances and at that time

(A) go away and write in his report what he thought he saw (B) knock on the door and ask to be admitted in the name of the law (C) walk right in and look under the bed, and elsewhere, for fireworks (E) say in a loud voice that he's wise to what's going on and warn offenders they'll be haled to court if they don't stop violating the law.

When a corporation applies for renewal of a permit or certificate authorizing the storage of combustibles, major violations of safety laws forbid renewal, until they are remedied. If an employer corporation has employees for whom workmen's compensation insurance is required, and has taken out such insurance, the serial number of the insurance policy, the name of the insurance policy, the name of the insurance carrier and the expiration date of the policy shall be noted. If the policy expires on the very day of the inspection from the fireman inspector should

(A) tell the boss at the corporation to get the policy renewed right away, otherwise the renewal of the permit must be denied (B) just make the required record and include the facts in his report to his superior (C) tell the boss at the corporation to let him know when the renewal of the policy is made, so that a return inspection trip can be made when full compliance with the law will guarantee renewal of the permit (D) telephone his Company Commander, asking what he should do next (E) notify the corporation's employees of the injustice being done to them by their employer.

The sole owner of a fuel oil business maintains a two-car garage, not for purposes of storing the cars, and applies for a garage permit from the Fire Department. You are the fireman sent to inspect the premises, the nature of which was not previously known to the department. The owner explains to you that he has been under heavy expense because his wife has been in a hospital for six months, their infant child died last month and his mother was killed in a building collapse only two weeks ago, so funeral expenses, added to hospital expenses, have left him financially crippled. He offers you a check in payment of the permit fee, dated only one day ahead, explaining that a check deposit he made two days ago can then be drawn against. You should

(A) Accept the check and turn it over to your Company officer (B) refuse the check on the ground that post-dated checks cannot be legally accepted by the Department (C) refuse the check on the ground that no permit is required (D) refuse the check and tell the proprietor you'll be around tomorrow, when he can cash a check himself and pay you the permit fee in cash, as no checks are acceptable for permits (E) refuse the check and tell the proprietor that inspectors are not allowed to collect money or checks.

Installation of an oil storage system is permitted only under conditions of public safety. The least important factor in determining fire safety precautions in such an installation is

(A) the height of adjacent or other proximate buildings (B) the Use District Maps of the City that designate allowable use of structures and installations in a district (C) distance to nearest street fire alarm box (D) accessibility for approach of fire apparatus (E) location of fire hydrants surrounding sites.

As of July 1, 1948, the pay of a NYC fireman, fourth grade, is (A) \$3,150 a year, consisting of \$2,150 base pay and \$1,000 cost-of-living bonus (B) \$3,150 a year, consisting of \$2,400 base pay and \$750 cost-of-living bonus (C) \$3,150 base pay, no bonus (D) \$3,150, consisting of \$2,900 base pay and \$250 cost-of-living bonus.

"It is me." The sentence quoted is (A) incorrect English, by unanimous decision of authorities on English-language usage (B) incorrect English by overwhelming but not unanimous decision of such authorities (C) correct English by unanimous decision of such authorities (D) correct English by overwhelming majority, but not unanimous decision of such authorities (E) correct English, according to a large number of such authorities and by common usage among intelligent persons. (Answers in next column).

2,066 Women Seek Jobs as Cleaners

There were 2,066 applications for Cleaner (Women) during the three day filing period, May 4 to May 6. Candidates will be on the list according to their application number, subject to veteran claims. They must pass a medical test.

Dates Advanced In Welfare Tests

The Municipal Civil Service Commission has announced that applications for the examinations for promotion to Assistant Supervisor (Child Welfare), Supervisor (Child Welfare), and Senior Supervisor (Child Welfare) will be issued from Wednesday, May 12 until Thursday, May 27, instead of from May 10 to May 25, as originally announced.

INSPECTOR EXAMS CANCELED

Promotion examinations for Inspector of Markets, Weights and Measures, Grades 3 and 4, Department of Markets, have been canceled by the Municipal Civil Service Commission.

FIREMAN KEY ANSWERS

The key answers to the sample Fireman examination follow: 1, B; 2, D; 3, E; 4, C; 5, A; 6, C; C, C; 8, D; 9, A; 10, C; 11, C; 12, C; 13, D; 14, E; 15, D; 16, C; 17, A; 18, B; 19, C; 20, A; 21, B; 22, A.

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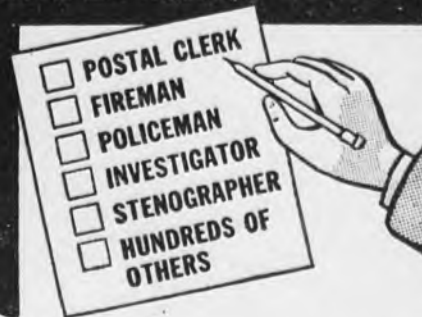
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- 44. Clerk, CAF-4 to CAF-7 \$2.00
- *5. Clerk - Typist - Stenographer \$2.00
- 6. Conductor \$2.00
- *38. Court Attendant.... \$2.00
- *83. Dietitian \$2.00
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NEW YORK CITY NEWS

Veteran Wins Appeal on Pay

The decision of the Appellate Term and the City Court in favor of a teacher who came under the pay-difference provision of the Military Law but was denied increment benefit was unanimously affirmed by the Appellate Division, First Department.

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 to active military duty as a Sec-

ond 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.

In accordance with the Military Law, Section 245, he received salary for his first 30 days after his entrance into the military service. However, the Board of Education, in computing his differential between his civilian pay

and subsequent army pay, failed to include the increments which he automatically would have received had he remained in the teaching service.

The lower court held that Mr. Silverstein's true salary in any given year included the increment for that year and accordingly granted judgment to plaintiff for \$1,166.53, with interest.

Mr. Silverstein's attorneys are Zelman and Zelman, 100 West 42 Street.

Kaplan Wins Suit To Fill Education Job by Promotion

ALBANY, May 10—The Court of Appeals held unanimously, in reversing the Appellate Division, First Department, that the incumbent of an ungraded competitive position cannot be put into a promotion position just because the absence of an open top to his grade would enable placing him the salary of the promotion title.

'Certainly a Promotion'

The NYC Board of Education was directed to stop its employment of Dr. John E. Conboy as Medical Examiner in charge of its medical staff. The matter was sent back to the Supreme Court for further proceedings not inconsistent with its ruling. The court held that the Medical Examiner in charge position could be filled only from a promotion eligible list.

In March, 1942, the board reorganized its medical staff, and provisionally appointed Dr. Conboy, then serving as Acting Chief Medical Examiner at \$4,000 a year, to the post of chief medical examiner at \$7,500 salary. In 1946 the board abolished the position and restored Dr. Conboy to his original job of examining physician. He was put in charge of the medical staff and his \$7,500 salary continued.

Opinion Written by Loughran

Chief Judge John L. Loughran wrote the opinion which set forth the appointment to Medical Examiner in Charge was "certainly a promotion in every fair sense of the word."

H. Elliot Kaplan, Executive Secretary of the Civil Service Reform Association and its attorney in the case, said the decision was one of the most important decisions affecting the civil service in the last fifteen years.

"Evasion of competition through the guise of abolishing positions or changing their titles to favor particular appointees has finally been effectively stopped by the court," he commented.

Police and Fire Vets Meet to Get State Housing

Veterans' leaders in Police and Fire Departments have arranged a meeting for tonight (Tuesday) 8:30, for veterans in those departments who need housing. It will be held at Werdermanns Hall, Third Avenue and 16th Street. Representatives of the State Division of Housing will describe the Park Gardens, the State-sponsored veterans mutual garden-city housing project to be built at Bayside, Queens.

This partly tax-exempt development will result in savings of about \$5,000 to each veteran participant. State Housing Commissioner Herman T. Stichman estimated.

Where To Apply

The development, which is open to veterans of all boroughs regardless of their affiliation with an organization, is located between Springfield and Bell Boulevards, 67th to 73rd Avenue. It will cover 40 acres and house 800 families.

Applications may be filed at Veterans Service Center, 500 Park Avenue, Room 412. The center is open from 9 to 5 daily, Saturday from 9 to 12, and Sunday from 10 to 5.

Residence Waiver For Vets Would Be Extended by Bill

Councilman Alfred J. Phillips introduced a bill (Int. No. 4) in the Council to amend the administrative code of NYC by extending until December 31, 1948, the waiver of residency requirements for an employee whose employment was interrupted by service with the armed forces during World War II and who upon discharge took up residence outside of the city. The bill was referred to the Committee on Civil Employees and Veterans.

Municipal Bowlers Oppose All-Stars

High average bowlers from the Municipal Bowling League held an exhibition match against all-star bowlers on Wednesday, May 5 at Kanner Recreation Center, 13th Street and Fourth Avenue, Manhattan. Frank Branch is President of the Municipal Bowling League.

Police Group To Hold Mass on May 19

The New York Veteran Police Association, of 150 Nassau Street will attend Solemn High Mass at St. Andrews Church on Wednesday, May 19, at 12:10 p.m., to pray for deceased members.

The officers are John J. Schmitt, President; Patrick Reilly, 1st Vice-president; Patrick H. Nancy, 2nd Vice-president, and James J. Ganigan, Secretary-Treasurer.

Law Exam Reopening

The Municipal Civil Service Commission has announced the reopening of the examination for Promotion Examiner (Law Department) Grade 4, open only to employees of the Law Department, will be reopened until Saturday, May 15 at noon. Candidates who filed applications in March, 1948, need not refile again, but may make additions or amendments to their applications. Vacancies occur from time to time.

Progress Report

OPEN-COMPETITIVE

Railroad Clerk. Physicals in progress until Tuesday, May 11. Cleaner (Men). Physicals began on Monday, May 10, at 2 p.m. There were 370 candidates on that date. On Tuesday, May 11, there will be 375 candidates,

starting at 2 p.m. On Friday, May 14, also 375 candidates will be called, but starting at 8 a.m. On Tuesday, May 18, there will be 375 candidates again and the same number on Wednesday, May 19.

Laborer (Male). Investigation of candidates is now taking place. The physicals have been completed.

Bookkeeper. Written test being rated.

Attendant. Written test being

rated. The list is expected during the summer.

Social Investigator. Some of the orals have been completed. List should be out in a few weeks, even before all orals are completed.

Transit Patrolman, Bridge and Tunnel Officer, and Correction Officer. Written examination will be rated when key is validated.

Clerk, Grade 2. Papers being rated.

PROMOTION

Deputy Chief (Fire Department). List expected by mid-May.

Lieutenant, Police Department. List being delayed because of similar issues in Sergeant eligibles suit, now in court.


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Speedwriting, which was introduced 24 years ago, differs from the other shorthand systems in that it uses the letters of the alphabet rather than symbol systems.

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STUDY MATERIAL For Law Examiner

The Municipal Reference Library has put together study material for the forthcoming civil service examination for EXAMINER, (LAW) Grade 4, Comptroller's Office.

The Library has a complete collection of previous examination question papers and answers which are also available for study. The Library is open from 9 to 5 on week days and 9 to 1 on Saturdays. The Library is in Room 2230 Municipal Building, Manhattan.

EXAM IS CANCELLED

The examination for Assistant Director (Child Welfare) has been cancelled by the Municipal Service Commission.

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NYC NEWS

RO-ZEE's "ROUND-UP"

Sebago Lake. Chief contender for title of the heaviest landlock so far this season is ex-heavyweight champion of the world, Jack Sharkey . . . Congratulations to Florence Jacobs, of the Lord Tarlton clan, who weds Murray Tucker soon . . . Alamac Country Club, Woodridge, NY, adds a Week Vacation to the long list of awards that will be given the latter part of May at the Museum of Science & Industry to the winner of the title of "Miss Cinderella of Television." Send entrance requests and photo to Telesonic Corporation of America, 5 West 45th Street . . . Streamlined trains will be replacing those old ones on the Catskill run this summer . . . Till next time this is Ro-Zee who wishes that everything with you, till then, remains, rosy.

Ro-Zee, director of Schroom Okun, in the Adirondacks, writes that 1947 rates will be kept in spite of increased costs. Francisco: Lena Horne opens Hotel Fairmont, May 4 with hairdo. Fishermen find a fishing paradise if they find Gaylord Lodge in Adirondack, N.Y. Private hotel planes take you to Paroah Lake in minutes. A dream come true. Pelham Heath Inn owners, Pelham and Jean Schubert, purchasing a mountain hotel . . . Maine: Bob Elliot writes that just about everybody is latching on to landlocked salmon at

FIRE LINES

Commanding officers have been selected to examine all one quart fire extinguishers in possession to determine if they are functioning properly. The telephone number of the Bureau has been changed Walker 5-6393 to ALgon 5-3226; the Blood Donor Unit Walker 5-1510 to ALgon 5-0747; and the 5th Battalion Walker 5-2337 to ALgon 5-0236. During the Daylight Saving period this year the Time Signal will be transmitted at noon Daylight Saving Time. That was a very touching letter Mrs. Mary A. Kane, widow of the late Vincent J. Kane, sent the Fire Commissioner, expressing her deep gratitude for the care and respect paid to her departed husband by the members of the department. The Blueshirts defeated the Department of Sanitation baseball team to the tune of 6-0 at Victory field last week in the first game of the season. Lieutenant Charles V. Keogan

and Firemen Bernard Brunet and John Bannon were overcome by a combination of illuminating gas and smoke at the two bager that destroyed Columbia Hall, a Richmond Hill landmark for over fifty years. If they keep on sending so many posters to the various fire houses, bigger and better bulletin boards will be necessary. The latest publicizes the "Campaign to Prevent Forest, Woods and Range Fires in 1948".

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To meet increasing demands of the future, we stepped up the biggest construction program in our history, calling for expenditures of some \$280,000,000 within the next four years.

Revenues reflected the record output: up 7%. But our payroll topped \$100,000,000 for the first time. This, together with rising prices of fuel and materials, increased our costs by 17%—or more than double the income gain. There was a net loss on gas operations for the System amounting to \$3,500,000.

A total of 23 different kinds of taxes applicable to this Company took more than 20 cents out of every dollar you paid us for service. The greater share—nearly \$34,000,000 (up more than \$2,300,000 over the year before)—went to New York City and Westchester localities (not including N. Y. C. Sales Tax).

Our complete Annual Report for 1947 is available on request. For your free copy, write to Consolidated Edison, 4 Irving Place, New York 3, N. Y.

Statistically, here's where each dollar we took in went to:

We took in	\$336,377,000	100%
This was used:		
For operating wages	88,288,000*	26.2%
For taxes	69,340,000	20.6%
For fuel—coal and oil	70,549,000	21.0%
For materials and outside services	29,849,000	8.9%
For depreciation of plant and equipment	32,199,000	9.6%
For interest on long term debt and other costs	13,442,000	4.0%
For dividends—Preferred Stock—to 32,804 stockholders	10,945,000	3.2%
For dividends—Common Stock—to 124,038 stockholders	18,362,000	5.5%
For surplus—for investment in new construction and other assets	3,403,000	1.0%

*Does not include wages paid to Con Edison employees engaged in new construction.

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