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See Page 8

MAIL, SUPPLY CLERK JOBS OPEN FOR OLDER PEOPLE

High School Students Also Sought by State

Civil Service Employees Assn. Pushes Legislative Program

By MAXWELL LEHMAN
ALBANY, Jan. 3—Higher pay, realized retirement, a labor relations act for public employ-

ees, the Mitchell vet preference amendment, repeal of the Condon-Wadlin "anti-strike" act, extension of the law providing increments for temporary employees—these head the legislative items on the program of the Civil Service Employees Association.

This week, working against the deadline of the Legislature's opening, the Association was putting the final touches on the bills it plans to sponsor in behalf of State and local workers. Its program, all in all, will include at least 50 measures—and it anticipates good results in the Legislature this year.

Conferences Held

In seeking higher pay, the Association had already held several conferences with representatives of the administration. The organization, basing its stand on the economic situation, finds that a minimal 12 per cent increase in salaries is required, if employees are not to fall behind the cost-of-living index. In some salary classifications, this 12 per cent is found to be grossly insufficient. The Association, while concentrating great energy on higher salaries for State employees, is pushing for upward pay revisions in all counties and municipalities where it has membership, and has already rolled up an impressive score on the local front.

Retirement

A primary imperative this year will be a minimum retirement allowance for all members of the Retirement System. A mass of facts has been accumulated to show that old people who have

spent their lives working for government frequently end their last days in poverty, with a miniscule allowance to keep them alive. The Association will press for a

\$1200 minimum retirement allowance. In line with this move is the battle to have pensions exempted from Federal income tax. (Continued on Page 2)

What Walter Winchell Said About The Civil Service LEADER

IN ITS new dress as a political column, DON'T REPEAT THIS, in just one month, has zoomed to the top rung as the most talked-about, most quoted new column to hit the newspapers. Here's what Walter Winchell said about it December 27:

"Newspaper people are talking about The Civil Service LEADER'S new political pillar called 'Don't Repeat This!' Call it the breeziest new column in a long spell. A former Mirror man is publisher, you know. . . ."

On December 28, the New York Post, under a big 3-column headline, made an interesting feature story out of the lead item in last week's DON'T REPEAT THIS. "Civil Service Leader Turns Oracle on Mayoralty Race," read the sub-head.

On December 29, the New York Times' well-informed political reporter, Warren Moscow, completely confirmed the story which first appeared exclusively in DON'T REPEAT THIS on December 21, that former War Secretary Robert P. Patterson had been offered, and had turned down, an appointment to the State Court of Appeals.

Public officials and those who know politics are reading DON'T REPEAT THIS avidly. Civil service people are finding the Column immensely readable. It appears every week in The LEADER. Make sure you don't miss it . . . so you'll be "in the know" all the time.

ALBANY, Jan. 3—Whether you're young or old, if you seek a job with government be sure to look into the "Big 6" series of clerical positions available with the State of New York.

In fact, there is one group of jobs—at least 50—that will be particularly interesting to middle-aged and older people. The position is that of Mail and Supply Clerk, and it will provide steady lifetime work—until retirement, to those who pass the test.

There are no educational or experience requirements for any of these tests.

A simple written test will be given to see if the candidate has the ability to perform the duties of the position; and where typing is required, there will be a typing test.

The Jobs

The jobs available are in these fields:

- Typist
 - Stenographer
 - Clerk
 - Dictating Machine Operator
 - File Clerk
 - Account Clerk
 - Statistical Clerk
 - Mail and Supply Clerk
- You must apply before January 22. The test will be held on February 19.

The Details

Here are the details: There are no age limits. However, you must be at least 18 years old at the time of appointment; and retirement age is 70. You can be less than 18 when you apply.

Outside of meeting the age limits, and being a citizen, there are no other qualifications needed before you can take the exam.

Salary

Minimum starting salary \$1840, which includes a cost-of-living bonus of \$240. Five annual increases of \$120 are provided by law. Additional salary increases may be obtained after appointment by promotion to higher positions.

3,000 Appointments

Nearly 3,000 appointments will be made from the lists resulting (Continued on Page 2)

STUDY BOOKS

Study books for Social Investigator, Railway Postal Clerk, Postal Clerk-Carrier, other popular exams on sale at LEADER Bookstore, 97 Duane Street, two blocks north of City Hall, just west of Broadway.

Don't Repeat This Strategy Is Urged by Mayor O'Dwyer in Budget with State

ONE of the most astute thinkers in New York City's government has come up with an old Al Smith proposal which he's trying to sell Mayor O'Dwyer, to solve the perennial feud between New York State and New York City. New York City, he says, should break away and become a separate state.

This wouldn't be easy, of course. He reasons that the wheels do it ought to be set in motion. And the project would dramatize the City's plight in relation to the State as nothing else could. Here's his argument. The City is always giving more to the State than it receives. The State, in return, treats the City as a stepchild. In 1948, when the City came up with a rational program to solve its complex fiscal ills, the State administration in the Legislature torpedoed the bill. That torpedoing was a purely political affair, that stank in (Continued on Page 6)

General Raises Ruled Out By O'Dwyer Budget Orders

By H. J. BERNARD
Mayor William O'Dwyer called the heads of all the NYC departments and told them off con-

cerning the 1949-50 expense budget, now in preparation.

What the Mayor told the commissioners dooms general city employee pay raises, as of now—unless

some new ideas turn up. And even by the time you read this, some such idea may have occurred.

The Commissioners were told by the Mayor himself that the de-

partmental estimates were not to exceed the total amounts appropriated for the departments in the current budget; that if any (Continued on Page 15)

N. Y. Times Supports LEADER on Reclassification Cites Civil Service LEADER as Authority; Urges Thorough Job Overhaul

The New York Times, in an editorial dated December 30, cites The LEADER as an authority on the subject of NYC reclassification, and goes down the line in full support of The LEADER'S position, point by point. The Times editorial welcomes recognition by the City administration that a job reshuffle is

long overdue. And makes the additional point, buttressed by The LEADER statements, that a job survey must be penetrating and thorough if it is to be truly constructive.

The Editorial

The Times editorial follows: "Mayor O'Dwyer's order for a survey leading to thorough re-

classification of city civil service classifications and pay schedules constitutes recognition of a long-neglected and highly important problem. The need for such action has been admitted for many years, and the last authentic attempt at a general reclassification is said to have been made about thirty years ago.

"Mr. O'Dwyer's announcement

puts the Budget Director, Thomas J. Patterson, and the president of the Municipal Civil Service Commission, Joseph A. McNamara, in charge of the proposed study, and they are instructed to draft such help as needed from their departments. These departments are comparatively small, and if they are not to receive outside help it

seems to us extremely doubtful that the broad and yet intensive study needed to do this job right can be made and reported on in six months. Actually, in our opinion, the survey should go beyond the 150,000 regular city employees and include such ancillary agencies as the Board of Transportation, (Continued on Page 6)

STATE AND COUNTY NEWS

Legislative Program of Assn. Pushed

(Continued from Page 1)

payments. Here, too, some progress has been made; and in this, State Comptroller Frank C. Moore has been especially helpful.

Other Retirement Plans

Other parts of the Association retirement program include:

Optional retirement at age 55 or thereafter on the basis of 1/120th of the average salary, with the State to bear one-half the cost;

Death benefit to be increased to an amount equal to 1/12th of the member's annual salary for each year of service up to 12 years, and an additional amount for longer service.

Optional retirement after 25 years of service at half-pay for prison guards, park patrolmen and rangers, game protectors, institutional employees and other State and local workers whose duties require earlier retirement;

The right to purchase additional annuities.

The total legislative program is most inclusive, and if the Association succeeds in having a substantial portion of it adopted, it will result in major improvements for public workers.

Seek Wide Adjustments

In addition to its major program, the Association seeks such adjustments as time-and-a-half for overtime work; annual salaries for per diem employees; salary increments after five years; salary increments for employees of localities; revitalization of the civil service administration; extension of Feld-Hamilton to certain groups of employees who don't enjoy its benefits now; unemployment insurance for all public employees.

(Next week THE LEADER will discuss the Association legislative program in greater detail).

If Holiday Falls on Saturday

ALBANY, Jan. 3.—The vacation credit for holidays falling on Saturday has been taken up by the Civil Service Employees Association with officials of the Mental Hygiene Department and the Civil Service Department.

The Civil Service Department stated that it saw no reason for changing the views expressed in Mental Hygiene Department Circular Letter A. 499, issued on October 27, 1947, disallowing leave credit for holidays falling on Saturday. It was pointed out that employees affected are not required to work on Saturdays and are paid for such days in their annual pay.

The further point was made that while the law does provide that holidays falling on Sunday shall be observed on Mondays, the law does not recognize Saturday nor recognize it as a day of rest.

Governor Dewey personally intervened to allow State employees two days time off before Christmas and New Year's. Mental Hygiene employees who have had to stay on the job will have time off on other days in lieu of the days they didn't get.

Mail Supply Clerk Exam

(Continued from Page 1)

position of Office Machine Operator (Graphotype). A separate list will be set up for Dictating Machine Transcriber, including thereon candidates for Typist who indicate at the time of the written examination that they wish also to be considered for Dictating Machine Transcriber. Persons wishing to be considered for only Dictating Machine Transcriber should file for No. 8450 Typist. Appointments from list No. 8452 Clerk may also be made to the positions of Stores Clerk, Office Machine Operator (Addressograph) and Office Mach-

The lists will be out early in June, and appointments will be made shortly thereafter. Appointments from list No. 8450 Typist may also be made to the

Tolman Seeks Wide Extension of Competitive Status to Employees

ALBANY, Jan. 3.—The Civil Service Employees Association wants the State Civil Service Commission to do something positive about extending competitive status to employees in State and local service who don't have it now.

In a letter to the three commissioners, Dr. Frank L. Tolman made the Association's view sharply clear in this matter. Dr. Tolman wrote:

"From time to time, the Civil Service Employees Association has called to the attention of the Civil Service Commission some of the major pending problems of civil service as we see them. The Commission has also in its wisdom seen

fit to consult us on some of its problems under consideration.

"I believe it has been demonstrated that the deep interest we share in our major objectives makes consultation and cooperation productive.

"It is my hope that the major and very real difficulties that stand in the way of good civil service administration may be met by a solid front of the Commission and the employees.

"The major problem is, of course, the jurisdictional classification of jobs which can properly be filled by competitive examination as exempt, labor or non-competitive.

"Since the beginning of World

War II in December 1941, to a period after the close of the war, the administration of public service had to face problems arising from the severe competition for the services of men and women possessed of the character and ability desirable in government. The application of the merit system was obviously interfered with during the war period.

"War conditions have now largely passed. We are entering upon what promises to be a considerable period of production and distribution capable of maintaining wage and salary scales and prices on a fairly balanced plane, and therefore the supply of professional and skilled workers must be recruited on the present levels of prices.

"It is obvious that in the business of government, the policy must be one of meeting the competition for able workers on all levels.

"Under such sound policy it will be possible to apply the merit system of recruitment and promotion to its full extent.

Re-Survey Asked

"We therefore ask that the Civil Service Commission give immediate attention to a resurvey of positions not in the competitive class in State and Municipal service with the purpose of extending competitive classification to cover all positions except those of a purely policy forcing character as is mandated by the constitution.

"The result of such action should be to remove from the exempt and non-competitive classification as 'exempt laborer' for future appointments, thousands of positions now in such classes and to effect a return to the provisions of the constitution covering appointment and promotion of civil employees.

Faster Lists

"It is also of the utmost importance that the examination procedure be given prompt attention and eligible lists be made available to appointing officers in all departments and on all levels. We are glad to note that this matter is under study.

"We suggest that this matter of vitalization of the merit system be made the subject of special conference of your Commission and ourselves to arrive at definite plans for improvement. We feel that such action can contribute to the maintenance of efficiency in our civil government and respect for the merit system."

When Is Shop Worker Not a Shop Worker?

BUFFALO, Jan. 3.—Clarence J. Brown, who works at the Buffalo State Hospital doesn't feel that being a foreman for 21 years should entitle him to be called—just plain shop worker.

He can't understand just what it is that prevents the big muckamucks in Albany from seeing plainly that certain duties are supposed to have certain titles. And Harry B. Schwartz, the president of his CSEA chapter, is right in there backing him up.

Back in November, Clarence appealed to the Classification Board, for the second time. He argued that the work he does entitles him to the position of head industrial shop worker.

Board Says No

The Board ruled against him, however, telling him that a comparison of his duties with those of other industrial shop workers in the Mental Hygiene Department showed that "your position is properly classified."

But Clarence, backed by Harry, feels he isn't licked yet.

Here's why:

Title Reduced

Before the classification program went into effect, his title was shop foreman. Then he en-

tered military service. Upon his return, he was reduced to industrial shop worker.

But even with the lower title, his position calls for a working knowledge of several trades. He supervises a ward attendant detailed to the Industrial Shop.

Here are his tasks:

Arranging a daily schedule for six patients and the employee; supervising and instructing patients in various trades; and being responsible for the production of mattresses, pillows, brooms, canvas goods, window shades, canvas shoes, repair sheets, stretcher pads, shock treatment carriers, canvas and rubber sandbags.

Making layout patterns; building many articles;

Estimating all materials and supplies for the shop, and maintaining responsibility for the stockroom;

Submitting quarterly inventories, weekly and annual reports; Responsibility for conduct and welfare of working patients.

These duties, Clarence maintains, are far beyond those of an ordinary shop worker, no matter what the Classification Board says.

Clarence Brown's position is in the non-competitive class. It pays \$1,920 to \$2,520 a year.

26 Mental Hygiene (T B) Positions Are Upgraded

ALBANY, Jan. 3.—The Salary Standardization Board upgraded 26 Mental Hygiene department positions dealing with tubercular work, as offset to loss of hazardous and arduous pay, benefiting 1,100 employees. The titles and new grades:

Domestic (TB Service)	LG 3
Dining Room Attendant (TB Service)	LG 3
Cleaner (TB Service)	LG 4
Hospital Attendant (TB Service)	G 3
Attendant (TB Service)	G 4
Practical Nurse (TB Service)	G 5
Nurses Aid (TB Service)	G 5
Staff Attendant (TB Service)	G 6
Dental Assistant (TB Service)	G 6
Criminal Hospital Attendant (TB Service)	G 8
Dental Hygienist (TB Service)	G 9
Stal Nurse (TB Service)	G 9
Criminal Hospital Senior Attendant (TB Service)	G 10
Occupational Therapist (TB Service)	G 11
Resident Dentist (TB Service)	G 11
Head Nurse Psychiatry (TB Service)	G 11
Institution Teacher (TB Service)	G 11
Criminal Hospital Charge Attendant (TB Service)	G 12
Supervising Nurse (Psychiatry TB Service)	G 14
Supervising Surgical Nurse (TB Service)	G 14

Supervising Operating Room Nurse (TB Service)	G 14
Nurse Anesthetist (TB Service)	G 14
Dentist (TB Service)	G 22
Sr. Psychiatrist (TB Service)	G 27
Supervising Psychiatrist (TB Service)	G 34
Sr. Supervising Psychiatrist (TB Service)	G 36

Eligibles

Sr. Stenographer, (Prom.) Dept. Taxation & Finance. Salary: \$2,040 to \$2,640.—1. Claire Kendelen; 2. Irene Dobrowski; 3. Alice E. Secor; 4. Frances Hynds; 5. Annette R. Gusy; 6. Emma Haselbach; 7. Rita M. Lemieux; 8. Katherine Ghezzi; 9. Fay Alpern; 10. Muriel Broks; 11. Margaret M. Ryan; 12. Pauline Erenstein; 13. Marie Fitzgerald; 14. Evelyn A. Murray; 15. Mildred Felitti; 16. Madeline Meglio; 17. Annette Levin; 18. Edith Ooloff.

Suffolk Employees Win Raise

RIVERHEAD, L. I., Jan. 3.—The civil service employees of Suffolk County have put up a long, bitter fight for pay increases. Working as a chapter of the Civil Service Employees Association, they have persisted under the most trying conditions, in an attempt to improve their condition. In this, they had the help of Charles Culyer, county field representative of the Association.

Last week, at least partial success was won. The County Board of Supervisors voted to increase salaries of 550 employees—but the increases were far smaller than the chapter had asked.

Those in higher brackets will get from \$200 to \$500 a year more than they are now earning. Those in the lower brackets will get an amount equivalent to their increments—\$60 to \$120 a year.

Employees of Suffolk, a wealthy county, have been seeking a better relationship with the administration, on the theory that a better relationship always makes for more efficient government.

CIVIL SERVICE LEADER

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20 Canal Employees Share \$1,000

ALBANY, Jan. 3.—Twenty employees engaged in the maintenance and operation of three locks on the Barge Canal, chosen as winners in the 1948 competition, will have their Christmas stockings weighted down with additional gifts totaling nearly \$1,000. Each year the New York State Department of Public Works awards salary bonuses to the crews directly engaged in the operation of the prize winning locks which were announced today by Bertram D. Tallamy, State Superintendent of Public Works.

Individuals sharing in the awards included:

Lock 15 at Fort Plain: Ross Minckler, chief lock operator; L. D. Smith, canal structure operator; Raymond Lipp, canal structure operator; H. Groffman, canal structure operator (relief); Carl Bramer, canal helper; Carl Wehrau, canal helper; E. A. Bush, canal helper.

Lock 1 at Phoenix: Donald Peter, chief lock operator (provisional); John Duffin, chief lock operator; Othmer H. Chapman, chief lock operator (acting); Raymond Ellis, canal structure operator; George M. Hudson, canal structure operator (provisional); Roland Lefevre, canal structure operator (relief); M. Foster, canal helper; Clifford V. Clark, laborer. The award for Mr. Peter, who died during 1948, will be made to his widow, Mrs. Stella Foster of Phoenix.

Utica Harbor Lock: Raymond H. Peters, chief lock operator; Carl Trowbridge, canal structure operator; Stanley Krausz, canal structure operator; William Hodge, canal structure operator; M. B. Atkinson, chief lock operator (relief).

Based on Efficiency

These awards are based on frequent inspections of the locks by a special committee headed by Fred R. Lindsey, Assistant Superintendent of Operation and Maintenance of the State Department of Public Works. Inspections are made to determine the general efficiency of the employees maintaining and operating locks and other general equipment. Keen rivalry exists among lock crews and as a result the general conditions were found to be excellent that awards were determined by small fractions, with less than fifteen-hundredths of per cent separating the first three winners.

Honorable Mention

While cash awards are distributed only to crews on the three prize winning locks, employees on the locks having the next to highest ratings are given honorable mention. Locks so recognized in 1948 are:

Lock 12, Erie Canal, Tribes Hill; Lock 20, Erie Canal, Whitesboro; Lock 6, Erie Canal, Crescent; Lock 6, Champlain Canal, Ft. Miller; Lock 29, Erie Canal, Putnam; Lock 2, Oswego Canal, Fulton; Lock 13, Erie Canal, Yonkers; Lock 10, Erie Canal, Cranesville; Lock 3, Oswego Canal, Fulton; Lock 24, Erie Canal, Baldwinsville.

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THE LEADER carries a full report on the progress being made by Civil Service Commissions in rating examination papers; and publishes eligible lists when they are ready.

STATE AND COUNTY NEWS

Assn. Insists 12% Minimum Pay Rise Is Necessary Now

ALBANY, Jan. 3.—State salary adjustments since April, 1946, have not kept pace with price increases or pay rises granted industrial workers, Civil Service Employees Association salary representatives stated today.

While the maximum adjustment in state salaries reached 15 per cent for the lower-paid employees, during this period the consumers price index of the Bureau of Labor Statistics rose 30 per cent and wages and salaries averaged 25 per cent over their 1946 levels.

facts, Association officials insist. Many changes have occurred since April, 1946, and State salaries are in urgent need of revision upward, they maintain. In the face of rising living costs and prevailing

private pay trends the Association program for a minimum 12 per cent salary adjustment is essential to maintain living standards for State employees at the minimum comfort level.

Tallamy Asks Better Engineering Salaries

ALBANY, Jan. 3.—Bertram D. Tallamy, State Superintendent of Public Works, says one of the reasons his Department has had difficulty in recruiting civil engineers is the inadequacy of present State salary scales. He added that this is borne out by a Department survey of the engineering field in private and governmental jurisdictions.

This statement from the architect of the State's vast highway program came as nearly 1,700 State engineers sought salary increases before the State Salary Standardization Board.

Insufficient Number
A second reason, among many, he said, was the country-wide shortage of civil engineers. "Colleges and technical schools just aren't turning out civil engineers in the number needed to meet the demands," he added.

Appeal Scheduled
The Department attitude toward

pay increases for employees in 9 engineering titles was revealed as the State Salary Board tentatively scheduled a hearing on the engineers' appeal for early in February.

Mr. Tallamy said: "The Department will be represented at the hearing."

New Scales Sought
The State Association of Highway Engineers, supported by the Civil Service Employees Association, is seeking the following salary adjustments for these titles:

- Junior Engineering Aide, Grade 9.
- Senior Engineering Aide, Grade 15.
- Assistant Engineer, Grade 25.
- Junior Engineer, Grade 19.
- Senior Engineer, Grade 32.
- Associate Engineer, Grade 39.
- Principal Engineer, Grade 46.
- District Engineer, Grade 50.
- Deputy Chief Engineer, Grade 50, \$15,000 plus.

The Public Employee



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

WHAT MAKES FOR GREATNESS IN PUBLIC LIFE

ACCORDING to Winston Churchill, among the essential characteristics of Greatness in public life are love of country, respect for the laws, sensitiveness to public opinion, hatred of evil and oppression, and a great generous heart. Winston drew these conclusions from the character of a former Governor of New York.

Many Americans would go along with Winston until his last requisite, a generous heart. The ultra-conservative in political parties, often indicate that in their opinion generosity should be confined to the inner circle or perhaps entirely eliminated from statecraft. Yet Mr. Churchill is right. Our greatest national leaders all deserve the name of Bunyan's immortal prototype "Mr. Greatheart." Indeed they were distinct from and superior to their fellows by reason of this characteristic more than by any other traits. Lincoln of course is the best example, for his greatness of heart is not obscured by other facets of his character. His great heart was the key to his every act.

Danger of Generosity

The danger of generosity lies solely in its abuse, not in its universal use; in its occasional eruption, not in its constant rectifying application in life as a chief motive power for wise action. Highly selective generosity can scarcely be termed great-hearted. To be truly great, generosity must be universal, equal, adequate and intelligent. Mr. Greatheart does a wholesale business in generosity. His stores never close.

Americans pride themselves on being hardheaded, practical. Some organizations pride themselves on what they oppose, not on what they fight for, without much consideration of what real values are involved both in terms of cost and terms of life satisfactions for all the people.

Better to Be Intelligent

It is, I think, better to be broadly intelligent than to be narrowly hardheaded or over practical. It is, I think, immoral and impractical to take from the weak because of their weakness and give to the strong because of their strength. Justice demands of the State equal great-hearted generosity to all because of their equal needs.

New York State has been rich in her great sons. Many of these have devoted their talents and their time to the service of the State and the people of the State. These men have achieved Greatness by their character and ability. They did not have Greatness thrust upon them by their political bed-fellows or their party followers.

There is joy in Heaven whenever a statesman is born and there is rejoicing throughout the land when he wisely leads his people to a better life.

Officers to Meet

ALBANY, Jan. 3.—Initial calls have gone out to some 600 probation officers in New York State attend the 40th annual state conference of probation officers on 14, 15 and 16 in Schenectady. The conference is sponsored by the Probation Division, State Correction Department.

Edward J. Taylor, State Director of Probation, told the LEADER that this week the conference will take up the "troublesome problems of family discord and support and recent advances in the treatment of offenders."

The conference will be held in the Hotel Van Curler. In charge of the program is Abram F. Livingston, director of probation for Schenectady County.

Proposal Broadched To Combine M.D. Titles

ALBANY, Jan. 3 — The State Classification Board last week held a hearing on the proposal to combine titles of Senior and Associate Compensation Examining Physician into one title: Compensation Examining Physician. At present, the senior title calls for \$5,000 a year salary to start, and the associate title, \$6,000. If approved, the next step will be the allocation of a salary for the new title. The proposal affects some 50 doctors in the State Insurance Fund and Workmen's Compensation Board.

Attending the hearing were representatives of the Civil Service Employees Association and employees themselves. They included John E. Holt-Harris, Association Assistant Counsel, and William F. McDonough, Association Executive Representative.

Seek New Classification
Among employees' representatives were Doctors Samuel Kahn, Irvin Klein and Irving Rattner. Spokesmen for the employees urged a classification for the position which would reflect the "exceptional responsibility."

Appearing for management were Mary Donlon, chairman of the Workmen's Compensation Board; Haskell Schwartz, secretary of the Board; Dorothy B. Rackoff, assistant secretary; Dorothea. Donaldson, supervising referee and Dr. W. M. Weedon, medical director.

Therapists Win Raises

ALBANY, Jan. 3—Approximately 500 employees in State institutions will receive pay increases, effective April 1, according to a decision by the State Salary Standardization Board.

The increases, all over \$100 a year, were approved for four out of five occupational therapy titles. The titles and new salary allocations are:

- Occupational Instructor, \$2,208 to \$2,898.
 - Occupational Therapist, \$2,760 to \$3,450.
 - Senior Occupational Therapist, \$3,582 to \$4,308.
 - Supervisor of Occupational Therapy, \$3,978 to \$4,803.
- No change in the salary range for Occupational Therapy Aide was made by the Board. All salaries include the cost-of-living bonus passed by the 1948 legislature.

DPUI Payroll Examiners Meet

The Association of Payroll Examiners, DPUI, of the Metropolitan Area, held its first quarterly dinner and general business meeting at a well known restaurant in New York.

Milwaukee Employees Take Charm Course

Milwaukee city employees are going back to school — charm school — to learn how best to deal with the public.

The Civil Service Assembly reports that the series of classes on public relations meets for one hour sessions twice a week during four-week period. Each course is limited to 16 employees and is closed with a statement by the speaker.

Capital Conference Is Active

ALBANY Jan. 3—E. Kenneth Stahl, chairman of the Capitol District Conference of the Civil Service Employees Association, has announced the following Conference appointees. Dr. David Schneider has been named membership coordinator; Joseph Carroll, legislative chairman; Marion Henry, auditing chairman; James Walsh, publicity chairman and Arnold Wise, John Cox, Werner Kesters and Earl Holm, members of the interim committee.

At a recent Conference meeting, attended by representatives from 19 Association chapters, questions of salary increases for State employees, veterans preference and the importance of building strong independent chapters were discussed. Dr. Schneider, who is advisory chairman of the Conference, spoke on efforts to build the membership of the Association in the Capitol District.

The meeting heard a proposal that the Conference sponsor an annual dinner for government employees and guests, which, according to Mr. Stahl, will be submitted to the Conference chapters for approval.

Assn. Pushes 37½ Hr Week

ALBANY, Jan. 3—Following publication in The LEADER that employees of the State Laboratory in Albany are required to work a 40-hour week instead of the regular 37½ hour schedule, a spokesman for the Division of Laboratories and Research announced: "the matter is in the hands of Deputy Commissioner Brumfield. Approximately 300 employees are involved in the controversy under which, at the present time, these workers are donating 2½ hours of work every week to the state.

In Fairness and Justice

William F. McDonough, executive representative of The Civil Service Employees Association, told The LEADER: "In all fairness and justice, state laboratory workers should have the same working hours as other state employees."

The Association has appealed to the State Civil Service Commission for a ruling on the work week for laboratory employees. As The LEADER went to press, no determination has been reached. The Association is prepared to take every measure available to it in order that lab workers may have the same work-week as other office employees.



The annual Christmas dinner of the Niagara Chapter of The Civil Service Employees Association officers and guests were, left to right, seated: Mrs. Anne Ziehm, secretary; Charles R. Culyer, field representative of the Association; Howard L. Kayner, chapter president; Mrs. Kayner; standing: Henry P Nevins, treasurer; Eugene J. Vanderblit, insurance representative; William A. McNair, vice-president and Mrs. McNair.

STATE AND COUNTY NEWS

Super-Goal Is Now Sought In Assn. Membership Drive

The chapter membership committee of The Civil Service Employees Association will resume their vigorous activities in obtaining renewals and new members this week.

The co-chairmen of the Association's membership committee are John E. Powers, 2d vice-president, and J. Allyn Stearns, 4th vice-president.

NYC CHAPTER

Michael L. Porta, President Kenneth A. Valentine, Chairman; Edwin C. Hart, Jacob Ciering, Victor J. Paltsits, Marie Lauro, Mathew McAvoy, James Dermody, Arthur H. Johnson, Jane Kiernan, Ruth Schaefer, Sol Bendet.

DPUI

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Patrick J. Ricci's Career Has Moved Along Fast

Patrick J. Ricci, Senior Personnel Administrator, NYC office of the Division of Placement and Unemployment Insurance, Department of Labor, has been admitted to the Bar.

He started in 1937 as a Junior Clerk in the DPUI, and rose successively to Senior Clerk, Senior Methods and Statistics Clerk, Assistant Claims Examiner and Senior Claims Examiner.

He was graduated from Fordham University, with a B.S. degree in government, in '41, and started studying at Fordham Law School. That endeavor was interrupted by his war service. On his discharge from the army, he resumed his law studies and was graduated last June with an LL.B. degree.

Edith Chapman, Kenneth Brunjes, Mrs. Edna O'Connor, Loretta Morin, Nancy Smth, Eleanor Driscoll.

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WHAT EMPLOYEES SHOULD KNOW

A Resignation's Effect on Disciplinary Proceedings

By THEODORE BECKER

IF YOU are up on charges of incompetence or misconduct, or are advised that such charges are to be preferred against you, don't think that your resignation will automatically close the case.

A resignation is often resorted to by an employee who is either guilty of the charges or feels himself unable to disprove them to the satisfaction of the removing authority, especially where no right to a hearing and to cross-examine witnesses is afforded.

The removing agency, on the other hand, may be inclined to favor a resignation even where adequate evidence of incompetency or misconduct exists in order to avoid the unpleasantness of a removal proceeding, especially where a formal hearing on the charges must be held.

Resignation No Bar

In a case decided by the Court of Appeals more than ten years ago, it was held that the resignation of an income tax examiner during the pendency of charges brought against him by the State Department of Taxation and Finance did not terminate the removal proceeding.

TRUAX WINS \$25 AWARD

William I. Truax of 262 Partidge Street, Albany, has been granted a cash award of \$25 and Certificate of Meritorious Service. While employed in the Department of Commerce, Mr. Truax constructed a device for use in the mail room to separate address labels printed on unperforated rolls.

Activities of Employees

Westchester

The annual Christmas Party of the Westchester Chapter, The Civil Service Employees Association, Inc., was held in the Little Theater of the County Center at White Plains, and was a great success despite adverse weather conditions which held down attendance.

Niagara

The Niagara Chapter of The Civil Service Employees Association was the primary factor in a \$180 bonus granted for the coming year through 1949 to all county employees.

Mamaroneck

Westchester Chapter of The Civil Service Employees Association, Inc., which is engaged in an extensive membership campaign, announces the beginning of a new Local Unit in the town of Mamaroneck.

Advertisement for De Witt Clinton Hotel in Albany, N.Y. Includes text: 'They ALL Speak Well Of It', 'Garage and Parking Lot Adjacent', 'A KNOTT HOTEL John J. Hyland, Manager'.

Advertisement for Police Lab Technician. Text: 'PHOTOGRAPHER - INSTRUCTOR preferably with teaching experience in police photographic work for modernly equipped school in Manhattan; full or part time. State education, experience and salary. Box No. 92 LEADER 97 Duane Street, New York 7, N. Y.'

Advertisement for Police Lab Technician. Text: 'THE LEADER carries a full report on the progress being made by Civil Service Commissions in rating examination papers; and publishes eligible lists when they are ready.'

Large advertisement for Emigrant Industrial Savings Bank. Text: 'You MIGHT win the GRAND PRIZE but SAVING is SURE', 'BETTER START SAVING AT EMIGRANT INDUSTRIAL SAVINGS BANK', '51 Chambers Street Just East of Broadway 5 East 42nd Street'.

STATE AND COUNTY NEWS

Tolman Asks Groups to Aid Mitchell Bill

ALBANY, Jan. 3—Dr. Frank L. Tolman, President of The Civil Service Employees Association...

Vet Against Vet

Dr. Tolman's statement continued: "It is obviously time to replace this law by a plan of preference that is more just and less impractical."

"Under the present plan, brother is arrayed against brother, and father against son."

"I appeal to all veteran, civic, educational and other groups interested in good government to support the Mitchell proposal..."

LATEST LISTS OF ELIGIBLES

- Promotion ASSISTANT ACCOUNTANT (Prom.), Dept. Health (Exclusive of the Div. Labs. & Research, and Insts.) Non-Veteran 1 O'Connell, J., Wtrvlt... 85457 TRAINING ASSISTANT (Prom.), D.P.U.I. Dept. Labor Disabled Veteran 1 Conway, W., NYC... 88890 Non-Veterans 2 Pinner, J., Bklyn... 90786 3 Abrams, I., Utica... 90597 4 Linn, R., NYC... 90326 5 Newton, J., NYC... 89013 6 Wright, E., Albany... 88549 7 Thomas F., Rochester... 88190 8 Richardson, H., Rchstr... 88082 9 Doar, L., Bklyn... 86796 10 Weinstock, L., Albany... 86562 11 Forsyth, R., NYC... 86335 12 Winkler, H., NYC... 85814 13 Resler, E., Syracuse... 83642

- SR. ARCHITECTURAL DRAFTSMAN Dept. Public Works Disabled Veteran 1 Miraldi, W., Bklyn... 81000 Non-Disabled Veterans 2 Hrbek, J., Highland... 97000 3 Visconti, F., Brooklyn... 95000 4 Ryder, G., Oceanside... 95000 5 Hess, W., Buffalo... 94000 6 Ryniec, S., Bklyn... 93000 7 Lambert, D., Troy... 91000 8 Veeder, G., Schenectady... 84000 9 Daly, J. A., Albany... 84000 10 Travalee, C., Bellport... 82000 11 Belgiovine, E., Troy... 78000 Non-Veterans 12 Streever, M., Glenmont... 96000 13 Wright, T., W. Sand Lake... 94000 14 Brethen, E., Rochester... 93000 15 Tracy, D., Fairport... 91000 16 Vaneek, W., Bronx... 89000 17 Peters, V., L. I. City... 83000 18 Malvarosa, A., Astoria... 83000 19 Kraft, C., Albany... 80000

- Open-Competitive FACTORY INSPECTOR Division of Industrial Safety Dept. Labor Disabled Veterans 1 Pietrowski, S., Lack... 88430 2 Jahns, G., Woodside... 88390 3 Gevirtz, S., NYC... 84930 4 Riggs, N., Auburn... 84620 5 Stroh, C., NYC... 82740 6 Schumacher, J., Bklyn... 80190 7 Sysol, C., Dunkirk... 79600 8 Lentsch, F., Buffalo... 79200 9 Adams, C., Ogdensburg... 76680 10 Mincieli, N., Forest Hills... 76220 Non-Disabled Veterans 11 Mandia, C., Utica... 90390 12 Stankavage, J., Charlesville... 86490 13 Michaels, G., Syracuse... 87800 14 Starwood, W., L. I. City... 86040 15 Dellagala, J., Utica... 85610 16 Pike, H., Mt. Kisco... 85070 17 Fay, G., Jackson Hgts... 84710 18 Proulx, P., Plattsburgh... 84480 16 Bartolhus, E., Bklyn... 84330 20 Gunn, H., NYC... 83940 21 Scott, J., NYC... 83880 22 Molloy, E., Bklyn... 83130 23 Rinker, R., Binghamton... 82870 24 Marchetti, J., Bklyn... 82820 25 Olsen, E., Tonawanda... 82770 26 Burke, W., College Pt... 81910 27 Fortune, H., Mineola... 81760 28 Vandenhoff, W., L.I. City... 81580 29 McGovern, C., St. Albans... 81210 30 Baumker, W., Bronx... 80860 31 Cappola, L., Bklyn... 80390 32 Mellis, B., Bronx... 79780 33 Bernardi, J., Utica... 79140 34 Bottino, P., Buffalo... 78550 35 Irwin, J., Irvington... 78470 36 Switzer, J., Bklyn... 77520 36a Blair, J., Buffalo... 77330 37 Vichinsky, I., Bklyn... 77100 Non-Veterans 38 Atkinson, L., Bronx... 93850 39 Cappola, P., NYC... 91980 40 Bujki, A., College Pt... 91750 41 Pickens, Wm., Bklyn... 90020 42 Puellen, J., Tarrytown... 88450 43 Szczesniak, H., Lack... 87170 44 Antonucci, E., Bronx... 85670 45 Wrubel, J., Utica... 85610 46 Devold, W., Canisteo... 85450 47 Mattei, F., NYC... 85080 48 Pagliano, J., NYC... 84650 49 Anderson, T., NYC... 84530 50 Leighton, H., NYC... 84320 51 Costello, A., Buffalo... 84240 52 Bradshaw, C., Johnsville... 83920 53 Briggs, M., Buffalo... 83220 54 Anderson, H., Bklyn... 82790 55 Weseman, G., Bronx... 81610 57 Carlson, C., L. I. City... 81120 57 Luce, W., Rome... 80820 58 McGlynn, H., Rochester... 79760 59 Lambrecht, H., L. I. City... 79510 60 Roehm, L., Buffalo... 79500 61 Parisi, L., Staten Isl... 79070 62 Riezinger, K., Buffalo... 75660 63 Allen, F., N. Rochelle... 75300 64 Miller, C., Bklyn... 77770 65 Krause, E., Kenmore... 77760 66 Blair, J., Buffalo... 77330 67 Waring, W., Fulton... 77200

- 68 McDonough, T., Elmira Heights... 76320 69 Kratter, B., NYC... 75000 TAX EXAMINER (O. C.) Tax. & Fin. Disabled Veterans 1 Donnelly, J., Delmar... 81945 2 Ifshin, C., Bklyn... 79765 3 Vogler, F., NYC... 77840 Non-Disabled Veterans 4 Morris, D., Rensselaer... 85290 5 Kalmowitz, H., Bklyn... 82895 6 Liebman, L., Bklyn... 81895 7 Gloskin, A., NYC... 81445 8 McCullough, D., Wtrvlt... 80975 9 Kaufman, F., Bronx... 80920 10 Worden, F., Rensselaer... 79445 11 Whitcomb, H., Valatie... 79315 12 Frone, T., Albany... 79315 13 Belinsky, B., Albany... 77765 14 Bergmann, H., Troy... 77265 15 Costello, J., Slingerlnd... 76815 16 Roberts, F., Albany... 76290 17 Burke, W., Troy... 75765 18 Murphy, P., Albany... 75265 Non-Veterans 19 Lampert, Z., NYC... 87080 20 Neely, A., Albany... 86315 21 Hefferman, J., Troy... 85870 22 Schmahl, B., Albany... 85025 23 Straus L., Bklyn... 84945 24 Small, M., Bklyn... 84025 25 Kalina, D., Bklyn... 83395 26 Cutie L., Menands... 82765 27 Barber, D., Albany... 82315 28 Rubin, H., NYC... 82290 29 Glass, L., Bklyn... 82290 30 Kirsch, J., Rensselaer... 81815 31 Staff, A., Albany... 81815 32 Celnick, B., Bronx... 81790 33 Gelman, M., Bklyn... 80895 34 Spencer, M., Bklyn... 79895 35 Solomon, J., Jamaica... 79790 36 Scheinbart, S., Bronx... 79290 37 Silberstein, W., Bklyn... 78790 38 Howes, F., Bklyn... 78290 39 Simon, B., Bklyn... 77790 40 Steingart, M., Bklyn... 77765 41 Spiss, C., NYC... 77765 42 Yellin, B., NYC... 77315 43 Eitelberg, A., Bklyn... 77265 44 Danforth, R., Syracuse... 77265 45 Tully, R., Watervliet... 76790 46 Columbus, G., Staten Isl... 76765

- BIOCHEMIST, (O.C.) Div. Laboratories & Research Dept. Health Non-Veteran 1 Cummer, E., Schtdy... 76800 DIRECTOR OF NURSING (Psychiatric), (O.C.) Dept. Mental Hygiene Non-Veteran 1 O'Shea, A., Astoria... 77700 ASSOC. TRANSPORTATION ENGINEER Railroad Bureau, Div. of Engineering, Public Service (O.C.) Non-Disabled Veteran 1 Manzler, Carl, NYC... 82200 Non-veterans 2 Brennan, Joseph, Troy... 85200 3 Vault, Frank, Lk. Katrine... 77800

No Privacy For Public Employee?

ALBANY, Jan. 3—It's the view of the State Personnel Council that the public supervisor is always on the job, and that therefore every one of them has a certain public relations function to perform.

- OFFICE MACHINE OPERATOR (O.C.) (Tab. IBM), State and County Depts. & Insts. OMO TABULATING ALPHABETIC Disabled Veteran 1 Rydsberg, C., Albany... 81475 Non-disabled Veterans 2 Mattice, Edw., Slingerlns... 95950 3 Flynn, W., Rensselaer... 94050 4 Menzel, G., Bklyn... 93625 5 Salamone, P., Bklyn... 90575 6 Shea, J. T., Albany... 82575 7 Garrett, R. T., Troy... 79925 8 Heidelberg, J., Albany... 87500 Non-veterans 9 Thompson, K., Albany... 96400 10 Welch, Jean, Albany... 95950 11 Mahoney, F. J., NYC... 94600 12 Smith, A. E., NYC... 94250 13 Carrigan, K., Albany... 94225 14 Kerker, Ann, Buffalo... 93925 15 Finkelstein, B., Bklyn... 93850 16 Losewitz, M., Albany... 93475 17 Brown, L., NYC, Apt. 4G... 89800 18 Duball, A., NYC... 89450 19 Cowles, Mary, Albany... 89181 20 Hodecker, M., Albanay 2... 88475 21 Benson, J. F., Watervliet... 88200 22 Sheehy, M., Troy... 87075 23 Hemmett, H., Albany... 86775 24 Orsini, Paul, Albany... 86650 25 Lubiner, M., Albany... 85925 26 Maloney, M., Troy... 85900 27 Disanti, Al., Bklyn... 85875 28 Haggerty, W., Albany... 84725 29 Portnowitz, R., Bklyn... 83850 30 Mozak, Bette, Albany... 81825 31 McCue, Michael, Troy... 81181 32 Spencer, Carl, Albany... 81125 33 Nichols, Janet, Delmar... 80350 34 Sherwin, T., Watervliet... 78750 35 Presti, C., Albany... 76675 OMO TABULATING NUMERIC Disabled Veteran 1 Smith, A., Albany... 93925 Non-disabled Veteran 2 Salamone, P., Bklyn... 86375 3 Simard, D., Cohoes... 77400 4 Ross, E., Albany... 76775 Non-veterans 5 Haggerty, Wm., Albany... 93125 6 Distanti, Al., Bklyn... 90775 7 Kerker, Ann, Buffalo... 85875 8 Kelley, Milton, NYC... 83375

- VOCATIONAL INSTRUCTOR (Shoemaking and Repairing), Dept. Correction Non-Disabled Veteran 1. MacArthur, J., Scottsville Non-veterans 2. Raponi, A., Middletown... 91 3. Cincinnione, D., Bklyn... 88 4. Romeo, J., Watkins Glen... 87 5. Scalzo, J., Bklyn... 84 6. Harper, P., Bklyn... 81 7. Golovach, J., Dannemora... 79 VOCATIONAL INSTRUCTOR (Plumbing and Steamfitting) (O.C.), Correction Disabled Veterans 1. Mitchell, J., Woodbourne... 98 2. DeGregorio, N., Yonkers... 84 3. Lange, T., Catskill... 81 Non-disabled Veterans 4. White, H., Wantagh... 90 5. Warms, W., Pine Bush... 79 Non-veterans 6. Gerboth, F., College Pt... 88 7. Savino, J., Bklyn... 872 8. Flynn, F., Jr., NYC... 868 9. Cohen, A., Bklyn... 860 10. Goodstein, C., Bklyn... 851 11. Glander, R., Rensselaer... 848 12. Steigerwald, J., W. Cxskie... 799

- EDUCATION SUPERVISOR (Home Economics), Dept. Correction 1. Priolo, J., Warwick... 84 2. O'Shaughnessy, C., Bef'd H... 83 3. Barli, V., Buffalo... 82 4. Catlett, Sarah, Orange Co... 81 HOSPITAL ATTENDANT (O.C.) Chautauqua County 1 Flagg, May, Jamestown... 93400 2 White, E., Cassadaga... 84200 3 Ringleben, E., Dewittville... 81800 4 Jackman, M., Chautauqua... 81700 5 Dahlburg, R., Jamestown... 79900 6 Goulding, H., Cassadaga... 78500

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Ulster Group Lays Plans To Expand

The Ulster County Chapter of the Civil Service Employees Association, Inc. is preparing a drive to expand its membership more widely among employees of the County Highway and the County Welfare Departments...

A drive is also under way in the County Welfare Department to enroll all members of the department in the Association within the next month or so and plans are being made for a general attendance by members of the Highway Department and the Welfare Department employees at an early meeting of the Ulster Chapter...

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A THOUGHT FOR THE WEEK

Cheerfulness is like money well expended in charity; the more we dispense of it, the greater our possession.—Victor Hugo.

Civil Service LEADER

Tenth Year

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

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N. H. Mager, Business Manager

TUESDAY, JANUARY 4, 1949

Mr. Mayor—Let the Job Study Really Do a Job!

MAYOR O'DWYER last week reiterated that he favors a reclassification of NYC employees. We are glad he is thinking seriously along these lines. The LEADER has been urging over a long period that a reclassification should get under way—and thus hit at the very heart of New York's awful personnel mess.

But, as we've said before, the job must not be done in a half-baked, half-hearted, unprofessional manner.

The blunt facts are these: Reclassification is a tremendous job. It can't be done in six months by Budget Director Patterson, Civil Service Commission President McNamara and a few employees who aren't equipped for this kind of specialty, don't have a feel for it and don't fundamentally know what's involved, however valuable they may be in their regular spheres as public officials.

A real job of reclassification—so sorely needed in New York City—can only be done by a staff with deep understanding and experience in what reclassification involves. It will take at least a year, possibly longer, and will cost at least \$250,000, possibly more. Reclassification is a highly technical task, requiring trained people, a staff of sufficient size, and ample time. Every single operation performed by every City employee must be studied. The operations performed in the City must be compared and contrasted with similar operations elsewhere. Out-of-title work must be located and scrutinized scientifically. Promotion lines, from top to bottom, must be established. It is not at all unusual to ask 100 separate questions about a single position.

A superficial approach will not help the City's personnel problem, will not uncover the great inequities, will not streamline City government, will not allay the demands of those who, in the interest of good government, want a thorough-going job.

We need only call attention to the remarkable efficiency which resulted from the reclassification of New York State positions under Governor Lehman. That's the kind of reclassification we need in New York City. There are people who can honestly advise the Mayor on the nature of true reclassification. A substantial committee of well-informed, experience "outside" persons can be established under—may we suggest—the chairmanship of able Transportation head William Reid, who really understands the subject.

The LEADER, knowing what is involved, pleads with the Mayor not to go astray on a superficial job that can't be effective—and will leave the City in as bad a personnel jungle as ever. On the other hand, a vigorous, intensive reclassification could be the biggest thing in Mr. O'Dwyer's career.

N. Y. Times Supports LEADER Stand on Reclassification

(Continued from Page 1)

with its 30,000 or more employees, and the Housing Authority.

"It would be a comparatively minor expenditure to use several hundred thousand dollars to hire a qualified agency to make this classification and pay study. The cost to the city would be perhaps \$2 per employee whose job was studied, and against that we must set the fact that the city payroll runs to more than half billion dollars a year.

"Some hold the opinion that to do a superficial job study would set back the chances for a real reclassification study for years." In an editorial on November 14 the Civil Service LEADER said: "There is danger . . . that half-hearted action may be taken. Reclassification, unless it is thorough, had better not be undertaken at all. To put a few city employees on the job and hope that they will be able to work out something is unrealistic. Reclassi-

fication is a highly technical procedure. It requires trained people, a comparatively large staff and ample time. Every operation performed by city employees must be studied; and every job must be placed in a proper relation to every other job. . . . Thousands of details must be fitted together like parts of a puzzle. A "paper" job of reclassification is no good."

"As we understand it, the Mayor's order does not preclude the hiring of outside specialists to assist city employees in this task. He will have taken one of the most constructive steps of his administration if he achieves a thorough reorganization of the civil service. We urge the city administration to guarantee a sound foundation for such reorganization by employing the best specialists available and thus make, for the city, within specified limits, the same penetrating kind of study that is now being delivered to the Federal Government by the Hoover Commission."

Comment

Vet Supports Mitchell Bill
Editor, The LEADER:
As a veteran and a permanent civil service appointee I wholeheartedly support the Mitchell Bill as the most equitable method of veteran preference.

This is not the place to go into the philosophy back of the concept of veteran preference. An examination of the various veteran benefits of the GI Bill and other federal and state legislation reveals that the legislatures themselves were guided by no one philosophy or principle. In some cases they appear to have been trying to equalize opportunity, in others to place the veteran on a par with the civilian, in others to indemnify the veteran for time lost or opportunities missed, and in still others to reward one segment of the population because the latter were lucky (or unlucky) enough to receive "greetings from the President."

Whatever principle may underlie the present State law or veteran preference in civil service appointment, it comes in direct conflict with the basic principle of the civil service structure, the merit system. Any regulation requiring the appointment of all of a group of candidates, some of whom may have scored as low as 75%, before a single one of another group of candidates, some of whom may have scored 99.9%, is a travesty of a merit system. Aside from destroying initiative and morale among non-veteran employees, this may well lead to the staffing of services with marginally or barely qualified employees, veterans and fine fellows though they may be, who, by their own test results, are less qualified than other candidates, who, by law, cannot be appointed.

Against this, the Mitchell Bill, while giving the veteran preference, gives the well-qualified non-veteran a fighting chance of getting well up on the list, where by virtue of his ability, he should be, and so, as well as being more equitable, the Mitchell Bill is also compatible with a true merit system. I commend your fight for it. PERRY DALTON
Rockville Centre, N. Y.

The Statistics Don't Buy Food
Editor, The LEADER:
Good work on your article on State Personnel News item pretending to show the inflation spiral has not hurt State employees! That our salaries have kept level with living costs is sheer nonsense.

Let someone else take care of the statistics, I will state it in terms of every-day existence. As a State employee for over 11 years, I find that with all the vaunted increments and "living bonuses" it is harder to make ends meet in a frugal family life than at any time before. We have to cut more to the bone than ever before to get along. That is the test for me and for the thousands of other employees, and not any arbitrary figures pulled out of a hat to show how well we are being treated. Let them put me back to my 1939 purchasing power position, and I'll be satisfied. (Yes, I'll forego the increments and promotions I earned during the past 10 years!)

I wish you to know these sentiments are not mine alone but those expressed by many working around me. CONSCIENTIOUS
STATE EMPLOYEE.

LEADER'S Vital Role Lauded by DeGraff

This letter was one of the many sent to The LEADER's publisher, Jerry Finkelstein, by leading officials and civil service advocates upon the paper's entrance on its tenth year.

Dear Jerry:
My sincere congratulations to you and your associates upon the celebration of your tenth birthday.

The LEADER, today, plays such a vital and important part in the civil service that it requires an effort to recall the time, only ten short years ago when it was but a gleam in your eye.

In publishing a paper dedicated to the improvement of the civil service, you are helping to meet today's greatest challenge—the urgent necessity of providing good government, to meet the ever-increasing problems of our complex civilization.

You have done much during the past ten years, but I am confident that you are destined to do still more in the decades to come.

JOHN T. DeGRAFF.



Repeat This!

(Continued from Page 1)

the nostrils even of so staunch a Republican as State Comptroller Frank C. Moore, who had promised to support it. Moore was knifed just as badly as the City was. The inside story of that deal is as dirty as anything you'll find in recent politics. While the intention was to embarrass a Democratic administration in New York City, those really hurt were the 8,000,000 residents of the metropolis, the advocate of secession points out. He continues:

O'Dwyer Bitter

It was then that Mayor O'Dwyer bitterly said: "The time has come for a drastic change in the relationship of the City and the State, with regard to fiscal matters. . . . The undignified procedure of City officials going 'with hat in hand' every year to the State Legislature in Albany, begging for funds, must be ended."

But the cavalier treatment which the City gets—while contributing greatly to the State's taxes and the State's surplus—has finally hit gall. And the real thinkers want a long-range solution. They don't like it that City employee salaries are below par because of the rattrap the State has put them into. They don't like the City's children to be attending overcrowded, filthy schools—because of what they consider unfair arrangement for State aid to City education. They particularly don't like the fact that the City isn't permitted to build up a surplus—such as the State itself can—so that in good years reserves can be set up to use in periods of depression. The fantastic financial situation is such that if the City does acquire a surplus in any year, that surplus must be poured right in next year's budget. How would you like to work that closely, State Budget Director John Burton, the secessionist asks.

Split Away From State

The City's experts have long-range proposals to improve City-State relations—but they don't have too much hope, judging by past experience, that the upstaters will accept them. That's why one of the best brains in City government says: "Let's start working now to become a State. It will take years, but that's the only fundamental solution."

He reasons that New York City is in every sense a true State. There is less in common between the City and upstate than there is between Vermont and New Hampshire. The only physical tie with the upstate counties is water—and NYC practically supports those communities, particularly in Ulster County, from which it draws its water. Outside of this, he maintains, the City-State relationship has been a peculiarly lopsided one, with the State growing rich on City revenues, and upstate communities getting a lot of good out of NYC tax contributions while the City itself has remained poor, finding it necessary to grub and scrape along, unable to achieve those projects which it needs for its dignity and power as the world's greatest community.

Outside of water—for which the City pays heavily—there's nothing which the State contributes to the City that the City couldn't accomplish by its own efforts, presuming it had control of its own revenues.

Upstaters Would Fight

To accomplish such a change would require a positive act by the City in that direction, a State constitutional convention, and action by Congress to admit a new state.

Difficult? Enormously difficult! The upstaters aren't going to let the golden egg go without the biggest fight they've ever put up. But nothing is impossible in the United States; and if such a plan were proposed, it isn't unlikely that the City would pull with it several counties which depend upon it economically—like Nassau, Suffolk and Westchester. The watershed counties might cast in their votes with NYC, too. If

enough pressure were brought there would be plenty of votes raised in Congress on the City's behalf. The City wouldn't be helped less in such a fight.

City's Requirements

This isn't on the agenda right now. But the fact that substantial men are seriously thinking about such a possibility should give the upstaters pause. If, ultimately, they want to avoid such a titanic split, let them realize that the City's requirements can no longer be bandied around like a piece of petty political patronage. Let them realize that the City cannot forever be tied up with money-chains woven in Albany. The City must be permitted the freedom it needs to develop revenues, to build reserves, to use them for its growth as the greatest metropolis in the world. Anyway, that's the case a top NYC strategist is trying to sell O'Dwyer to dramatize the City's financial plight.

Breitell for Court of Appeals?

Memo to Governor Dewey:
We make this suggestion in Don't Repeat This Goes to press. Now that Robert Patterson has turned down the proffered Court of Appeals appointment, why not return to the man whom you would personally like to see on the bench, and to whom you would on two occasions have offered the appointment—if he weren't necessary a part of your administration. The man is your brilliant counsel, Charles E. Breitell. We know you would have given Breitell the appointment when you finally selected Stanley Fuld—but you felt you needed Breitell to help with your personal program; and we know that you turned over in your mind the feasibility of giving Breitell the appointment when Judge Thacher resigned. As a matter of fact, when you got back from your vacation trip recently, the newspapermen, during an interview with you, suggested the possibility of Breitell as a Court of Appeals judge. We realize how important Breitell is in his present assignment, and the trojan job he has done for you. We know the warm feeling that exists between you and him. But no man is indispensable. Ass't. Counsel Lawrence Walsh knows your mind and Breitell's mind, and should do a workmanlike job in Breitell's spot if you move Charlie into the Court of Appeals post. Seems to us that Breitell deserves this one.

Oren Root Ambitious

OREN ROOT, JR., son-in-law of movie-mogul Skouras, has large ambitions. He's put in with the recently-formed "Committee of Five Million" in New York, but hasn't hit it off well with certain other members of that group. A little on the stuffy side, young Root is even talking to his friends about representing the liberal GOP element and seeking the Senatorship to fill Wagner's shoes. Root first got into the news when he successfully boomed Wendell Wilkie.

Dean Alfange

AMONG NYC Mayoral candidates listed in last week's "winter book", Dean Alfange was omitted. He's now on the bookmaker's roster as a 25-1 shot. Had Dewey been elected President, Alfange would have been way up in front as a Liberal Party bigwig with support from Republican Dewey. What's now against Alfange is that while he's considered a nice guy, he's been wrong too often politically.

Pier Skulduggery

Memo to NYC Commissioner of Marine and Aviation G. Joseph Minetti and Investigation Commissioner John Murtagh:
If you have any idea that D. Frank Hogan is slackening up his interest in pier skulduggery, forget it! He's coming up with more—much more—than he's ever hinted until now. It will be page stuff in all the newspapers.

Dewey's Ideas for NYC Mayor

GOVERNOR DEWEY doesn't think that any of the 20 candidates mentioned in the betting commissioners' book are among (Continued on Page 15)

FEDERAL NEWS

Text of New Regulations on Leaves for Employees

The text of the leave regulations as amended (Title 5, Administration Personnel; Part 30, Annual Sick Leave Regulations, U.S. Civil Service Commission) follows: Paragraph (d) is added to 30.101 as follows: 30.101 Definitions. . . . (d) "Calendar year" means 260 work days (inclusive of holidays within the basic work weeks) within the period from January 1 through December 31. Section 30.201 is amended to read as follows: 30.201 Accrual of annual leave. Annual leave shall accrue and be credited to employees as follows: (a) Permanent employees shall accrue and be credited with twenty-six days of annual leave for each calendar year. (b) For permanent employees, total credit for a calendar year may be given at the beginning of the calendar year in which it accrues, or it may be given at the rate of one day per bi-weekly pay period: Provided, That credit equals twenty-six days for a full calendar year of service. (c) Temporary employees, including temporary employees paid on a "when-actually-employed" basis, shall earn and be credited with 1 1/4 days of sick leave for each full continuous month of service. (d) Sick leave accruing during any month of service shall be available at any time during that or any subsequent month. (e) Because of the difference in crediting sick leave to temporary and permanent employees the following method shall be followed in crediting sick leave when a temporary appointment is converted to a permanent appointment prior to the end of the service month: Service as a permanent employee shall be counted as temporary service for the purpose of completing the month of service. Sick leave shall therefore be credited as a permanent employee. Credits Apportioned Hours credit Basic work days: 1 2 3 4

accruals and credits shall be in multiples thereof. (b) Employees, other than temporary employees, who are paid on a "when-actually-employed" basis, and who serve any continuous period of one month or more, shall earn and be credited with sick leave on the same basis as other permanent employees, at the rate of 1 1/4 days per month during the entire period of continuous service. Accruals and credits for such employees shall be in multiples of one hour. (c) Temporary employees, including temporary employees paid on a "when-actually-employed" basis, shall earn and be credited with 1 1/4 days of sick leave for each full continuous month of service. (d) Sick leave accruing during any month of service shall be available at any time during that or any subsequent month. (e) Because of the difference in crediting sick leave to temporary and permanent employees the following method shall be followed in crediting sick leave when a temporary appointment is converted to a permanent appointment prior to the end of the service month: Service as a permanent employee shall be counted as temporary service for the purpose of completing the month of service. Sick leave shall therefore be credited as a permanent employee. Sick Leave After Transfer 4. Section 30.408 is amended to read as follows: 30.408 Disposition of sick leave account on transfer. When an employee is appointed, reappointed, or transferred to another position with no break in service, or a break of less than 90 days, or within one year after notice of proposed separation by reduction in force or displacement order of the Civil Service Commission, his sick leave account shall be disposed of as follows: (a) If the position is within the purview of the leave acts of March 14, 1936, the sick leave account shall be certified to the employing agency for credit or charge to the employee. (b) If the position to which he is appointed, reappointed, or transferred is not within the purview of the leave acts of March 14, 1936, the employee shall be furnished with a statement of his sick leave account and if he is subsequently appointed, reappointed, or transferred to a position within the purview of such acts, with no break in service or a break of less than 90 days, or within one year after the notice of proposed separation from the former position within the purview of the leave acts, the leave shown to be due shall be credited to his account. Transfer to Uncovered Positions 5. Section 30.410 is amended to read as follows: 30.410 Transfer from position not within purview of leave acts to position within purview of leave acts. (a) Any employee who is or has been appointed, reappointed, or transferred from a position under the Sick Leave Act of March 14, 1936, to a position not under the act, shall be recredited upon reappointment to a position under the act with the sick leave he had to his credit at the time of his leaving the position of March 14, 1936: Provided, That upon such reappointment, he has had no break in service, or a break or breaks of less than 30 days immediately preceding any reappointment which occurred during the period from January 1, 1944, to March 1, 1946; or 90 days immediately preceding any reappointment which occurred on or after March 1, 1946; or One year following a reduction-in-force notice, when the reappointment occurred on or after after March 21, 1947. (b) Any employee who meets the above conditions and whose reappointment has already occurred shall be recredited currently with the sick leave, or such part of the sick leave he had to his credit as will bring the amount of accumulated sick leave to his credit to not in excess of 90 days. (c) Any employee who, before the lump sum leave payment act of December 21, 1944, was appointed, reappointed, or transferred without a break in service from a position under the Annual Leave Act of March 14, 1936 to a position not under the act, shall be recredited upon reappointment to a position under the act with the annual leave he had to his credit at the time of leaving the position under the act: Provided, That, upon such reappointment, he has had no break in service, or a break of less than 90 days. 6. These amendments shall be effective upon publication in the Federal Register. (E. O. 9414, Jan. 13, 1944, 3 CFR 1944 Supp.) Note: The above amendments are designed to make it unnecessary to carry forward fractions into 1949 leave records. In order to accomplish this purpose the Commission finds that good cause exists for making the amendments effective upon publication in the Federal Register. United States Civil Service Commission, H. B. Mitchell, President.

Permanent employees who are paid on a "when-actually-employed" basis, and who serve any continuous period of one month or more, shall earn and be credited with annual leave during the entire period of such continuous service in accordance with the provisions of paragraph (b) of this section. (d) Temporary employees, including temporary employees paid on a "when-actually-employed" basis, shall earn and be credited with annual leave of two and one-half days for each full continuous month of service. Sick Leave Accruals Section 30.301 is amended to read as follows: 30.301 Accrual of sick leave. Permanent employees shall earn and be credited with sick leave at the rate of 1 1/4 days per calendar month, which may be credited at the beginning of the month, or at the beginning of the pay period following the first day of the month. The minimum accrual and credit for sick leave shall be one hour, and additional

resulting from an allocation of a field position by an employing agency, where there is a right to appeal the position allocation to the agency under its established administrative procedures, the time limit on the appeal to the Commission shall be either ten (10) days after the effective date of the adverse decision or ten (10) days after the decision by the agency on the administrative position allocation appeal, at the election of the employee. The time limit may be extended in the discretion of the Commission only upon showing by the employee that circumstances beyond his control prevented him from filing an appeal within the prescribed ten (10) days. (Secs. 11, 14, 58 Stat. 387; 5 U. S. C. 860, 863)". Because the Commission felt that the additional period during which an appeal may be made to it, which is provided for in the amendment, should be immediately available to preference eligibles, the Commission found that good cause existed for making the amendment effective at once.

Vets Given More Time To Appeal Dismissal

WASHINGTON, Jan. 3 — The U. S. Civil Service Commission has amended its regulations to provide that a veteran serving in a "field" position may get additional time in which to appeal to the Commission under the Veterans' Preference Act when his grade has been reduced because of a downward allocation of his position by his agency. The new regulation, now in effect, amends Part 22 and follows: "§ 22.4 Appeals to the Commission; time limit. The Commission will not entertain an appeal for consideration or review of any action under section 14 of the Veterans' Preference Act of 1944 prior to an adverse decision making effective the discharge, suspension for more than thirty (30) days, furlough without pay, or reduction in rank or compensation. Ten (10) days after the effective date of the adverse decision shall be considered as a reasonable time to prepare and submit an appeal under this section: Provided, That in a reduction in rank (grade)

resulting from an allocation of a field position by an employing agency, where there is a right to appeal the position allocation to the agency under its established administrative procedures, the time limit on the appeal to the Commission shall be either ten (10) days after the effective date of the adverse decision or ten (10) days after the decision by the agency on the administrative position allocation appeal, at the election of the employee. The time limit may be extended in the discretion of the Commission only upon showing by the employee that circumstances beyond his control prevented him from filing an appeal within the prescribed ten (10) days. (Secs. 11, 14, 58 Stat. 387; 5 U. S. C. 860, 863)". Because the Commission felt that the additional period during which an appeal may be made to it, which is provided for in the amendment, should be immediately available to preference eligibles, the Commission found that good cause existed for making the amendment effective at once.

Agriculture Dept. Exams for Jobs in 21 Titles Closes on Jan. 4

WASHINGTON, Jan. 3.—Examinations for 21 kinds of positions have been announced by the Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, Beltsville, Md. Positions will be at the Agricultural Research Center in Beltsville. The positions have a beginning annual salary of \$2,799 and are: Automotive Mechanic, Refrigeration Mechanic, Carpenter, Welder, Electrician, and Painter. Sheet-Metal Worker and Plumber positions have beginning annual salaries ranging from \$2,799 to \$3,024. Other positions with beginning annual salaries are: Guard, \$2,350; Laborer, \$2,020 and \$2,152; Automotive Mechanic Helper, \$2,350; Operating Engineer, \$3,024 and \$3,601; Stationary Boiler Fireman, \$2,152 to \$2,350; Sheet-Metal Worker (foreman), \$3,601; General Mechanic, \$2,573; General Mechanic Helper, \$2,350; Laborer (farm), \$2,152 to \$2,350; Foreman of Laborers, \$2,573; Dairy Laborer, \$2,152; Dairy Barn Attendant, \$2,350 to \$2,573, and Milk Plant Attendant, \$2,152 to \$2,573. Guard positions are restricted by law to persons entitled to veteran preference as long as such applicants exist. Applications will be accepted from non-veterans, however, and eligible non-veterans will be considered for appointment when veterans are not available. Applications must be on file with the office of the Executive Secretary, Board of U. S. Civil Service Examiners, Room 129, Center Building, Agricultural Research Center, Beltsville, Md., by Wednesday, January 5. Because of shortness of time, wire the Board at Beltsville, Md., to send application blanks.

Jobs for Map-Makers; Exam Opens This Month; Pay Ranges to \$3,727

WASHINGTON, Jan. 3.—This month the U. S. Civil Service Commission will announce an examination for cartographic survey aid positions in the Coast and Geodetic Survey of the Department of Commerce with beginning salaries from \$2,152 to \$3,727. About 115 positions are expected to be filled through this examination. The jobs are with mobile field units, generally working in the northern States in the summer and in the southern States in the winter. Headquarters are changed frequently, usually every three or four weeks, so that a considerable amount of travel is involved. After the examination is announced, applications will be accepted from persons throughout the country until further notice. However, anyone wishing to be considered for appointment soon should have his application on file by February 10, 1949. Applicants will not be required to take a written test, but must meet the experience requirements which will be specified in the announcement. Complete information and application blanks may be obtained, after the examination is announced, from the information office of the Civil Service Commission, Seventh and F Streets, N.W., Washington; regional offices of the Commission; and most first- and second-class post offices throughout the country.

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135 Jobs in Geology Field To Be Filled by Exam

WASHINGTON, Jan. 3 — The U. S. Civil Service Commission will announce soon an examination for positions in ten fields of geology with beginning salaries of \$2,974 and \$3,727. The estimated 135 positions to be filled are practically all located in this country, but a few may be filled outside of the United States. A similar examination was announced last year, which resulted in about 800 applications. Practically everyone who passed the examination either got a job or asked that his eligibility be suspended. Agencies which will employ persons who gain eligibility in the forthcoming examination are the Geological Survey and the Bureau of Reclamation in the Department of the Interior, the Bureau of Plant Industry and Soil Conservation Service in the Department of Agriculture, and the Corps of Engineers in the Department of the Army. After the examination has been announced, application will be accepted throughout the country during a period of about 4 weeks. The examination will offer senior college students majoring in geology an opportunity to compete for professional positions in the Federal service before their graduation. Applications will be accepted from senior students who are otherwise qualified and who expect to complete all the courses needed for qualification in the ex-

amination by July 1. Minimum education or experience requirements will be specified in the announcement. All applicants will be required to take a written test. After the announcement is issued complete information will be obtainable at the Second Regional Office of the Commission, 641 Washington Street, New York 14, N. Y., and at first and second-class post offices, excepting the New York, N. Y. post office. U. S. Employees Increase By 15,700 in a Month WASHINGTON, Jan. 3.—At the beginning of December, 1,896,000 civilian employees were in the executive departments and agencies of the Federal Government in continental United States, according to preliminary figures announced by the U. S. Civil Service Commission. Compared with a month previous, this represented an increase of approximately 16,400 employees. In the entire executive branch of the United States Government, including persons outside the continental United States, the number of civilian employees totaled 2,100,300, an increase of about 15,700 employees during November. The largest increases occurred in the Post Office, Army, Navy, and Air Force and Veterans Administration civilian staffs.

U. S. EXAM CLOSING JAN. 13 132. Apprenticeship Representative, \$3,727 to \$7,342. Positions are in Washington, D. C. and throughout the country. No written test. Appropriate experience required. (Closes Thursday, January 13).

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HARRISON, DONALD E.—Citation.—The people of the State of New York, by force of God free and independent, United States Fidelity and Guaranty Company, Vincent Harrison, Michael Harrison, Carol Harrison, Patrick Harrison, Robert Harrison, Glen Harrison, Helen Harrison, Diane Cronin, Robert Cronin, William Schillingers, John Schillingers, Harry Fahy, John Fahy, James Fahy, Roy Fahy, Christopher Rupert, Roy Rupert, Paul Rupert, Jane Rupert, Angus Harrison, John Harrison, Thomas Harrison, Harrison and Joan Harrison, being persons interested as creditors, legatees, beneficiaries, distributees, or persons, in the estate of Donald E. Harrison, deceased, who at the time of his death was a resident of New York County. Send Greeting: Upon the petition of John Harrison, resident at 307 Lincoln Street, Fenton, Michigan, and each of you are hereby cited to appear before the Surrogate's Court of the said County of New York, on the 15th day of January, 1949, at half past ten o'clock in the forenoon of that day, for the account of proceedings of the said estate of Donald E. Harrison, deceased, as administrator et c. a. and to testify whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, a Surrogate of our said county, at the County of New York, on the 17th day of December, in the year of our Lord one thousand nine hundred and forty-eight. GEORGE LOESCH, Clerk of the Surrogate's Court.

SCHOOL NEWS

LEADER Aids Private Schools Seeking NYC Jobs for Students

The policy of sending recruiting agents to schools, to stimulate response to job opportunities, which was exclusively foretold in The LEADER, has been put into effect by the NYC Civil Service Commission.

Offers have been sent to the Board of Education, to religious school systems that have a central agency and to other such schools, to send to them a representative who will explain the value of working for NYC as stenographer or typist. Applications for jobs in these two titles are being continuously received by the Commission at its application bureau, 96 Duane Street, Manhattan, opposite The LEADER office, two blocks north of City Hall, just west of Broadway.

Staff Makes Offers

President Joseph A. McNamara said that the Commission will send representatives to private schools, also.

Members of the Commission staff have offered to render such service in the boroughs of their

residence, and the Commissioners, not to be outdone, have expressed equal eagerness. So some schools in Brooklyn may look forward to hearing the President himself or Mrs. Esther Bromley, while Commissioner Darwin. W. Telesford would confine his activities to Manhattan.

Catholic schools in Manhattan and Brooklyn have been canvassed, through their central agencies.

The idea stressed is that if the school teaches stenography or typing it has an opportunity to get the full facts orally to its students, from an official speaker, on all aspects of the jobs, including appointment probabilities if the students pass the competitive test.

Prospective Graduates Sought

Those students who are prospective June, '49 graduates are the ones that the Commission is seeking particularly.

Should any of the students thus addressed desire to file an application, they will be able to do so on

the spot, as the official speaker will bring blanks with him. Arrangements could even be made for having the students pay the \$1 fee (\$2 total, if the two exams are to be taken) and thus have only to wait to be notified when and where to appear for taking the test or tests.

By using this method, and additional ideas, the Commission hopes to increase both the number of applicants and the number of acceptances by eligibles, for positions it finds difficult to fill. Later it hopes to induce the Board of Transportation to let it have car-card space on the rapid transit system for advertising examinations. That practice prevailed until the Board's revenues from private advertisers soared.

The Typist pay is \$1,980 to start; Stenographer, \$2,100.

Private schools desiring to have a Commission representative, possibly a Commissioner, address their students on the two examinations may apply to School Editor, The LEADER, 97 Duane Street, New York 7, N. Y., by mail or in person, or telephone the School Editor at BEekman 3-0552.

Education Board Warned To Preplace Provisionals

Asst. Supervising Custodial Engineers must take a promotional examination if they want to hold their jobs, the Municipal Civil Service Commission informed the Board of Education, calling attention to fourteen jobs filled by persons who did not pass a promotion examination. The Commission, wrote Secretary Nathaniel Kaplan, of the Board to that effect.

Mr. McNamara had been told that there were extenuating circumstances and in his letter said that he would be glad to discuss the subject, but that the retention of the provisionals could not go on indefinitely.

The Board's argument is that the men were appointed from a civil service list, on which they had gained a place after taking an examination. The Commission holds that it is a promotional title and that they didn't pass a test for the position they hold. It wants the Board to re-

quest that a promotional be ordered. The position is ungraded.



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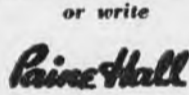
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DeHASPERG, GUSTAVE.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Gustave DeHasperg, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Ralph K. Jacobs & Richard Steel, their attorneys, at No. 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 28th day of June, 1949.

Dated New York, the 13th day of December, 1948.
ALBERT BLUMENSTIEL,
DOUGLAS AUFFMORDT,
Executors.

RALPH K. JACOBS & RICHARD STEEL,
Attorneys for Executors,
Office and P. O. address, 225 Broadway,
Borough of Manhattan, New York 7,
New York.

OCHS, LILLIAN.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Lillian Ochs, late of the County of New York, deceased, to present the same, with vouchers thereof, to the subscriber, at his place of transacting business, at the office of Ralph K. Jacobs & Ralph K. Jacobs, Jr., his attorneys, at No. 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 25th day of June, 1949.

Dated New York, the 13th day of December, 1948.

MORRIS METZ,
Executor.
RALPH K. JACOBS & RALPH K. JACOBS, Jr.,
Attorneys for Executor,
Office and P. O. address, 225 Broadway,
Borough of Manhattan, New York 7,
New York.

STEINBERG SADIE.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Sadie Steinberg, who at the time of her death resided at 25 Central Park West, in the County and City of New York, deceased, and whose business address was 836 Broadway, New York City, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Olvany, Eisman & Donnelly, their attorneys, at No. 20 Exchange Place, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 17th day of May 1949.

Dated New York, the 3rd day of November, 1948.

SYLVAN OESTRICHER,
SAMUEL MICHELMAN,
OLVANY, EISMAN & DONNELLY,
Attorneys for Executors,
Office and P. O. address, 20 Exchange Place, New York 5, New York.

NEW YORK CITY NEWS

Garrison Heads St. George Group by Unanimous Vote

W. Garrison was elected unanimously to head the St. George Association of the Fire Association of the Fire Department. The others elected were: Richard Cordes, 1st vice-president; Robert McDermott, 2nd vice-president; Henry F. Haase, president; James R. King, treasurer; George W. Carlen, national secretary; Arthur D. Dresdner, historian. These were chosen as trustees: Howard Kairath, Harry S. Howard Stuart, John Leger, Cecil W. Brown, George W. Albert Faubel, George W. Garrison, before assuming

O'Neill Heads Police Post Of American Legion

Jerome J. O'Neill, Acting Sergeant, 94th Precinct, was elected commander of Police Post 460, American Legion. Others elected were: Vice-Commanders: J. Joseph Geraty, Henry Koch, Edward Conlin and James Carroll; adjutant, Al Hackett; treasurer, James J. Linden; assistant treasurer, Joseph Murtha Jr.; historian, John Becak; sergeant-at-arms, William Gorman; chaplain Rt. Rev. Joseph A. McCaffrey.

BURKE APPOINTS STURLA

Charles S. Sturla, Queensboro Hill, was sworn in by Borough President Burke as Superintendent of Sewer Maintenance at \$6,650, succeeding the late John Keenan. Sturla is a member of the Jefferson Democratic Club of Flushing, of the Queensboro Hill Taxpayers Association, the Elks and Veterans of Foreign Wars.

Key Answers

CIVIL ENGINEERING DRAFTSMAN	JUNIOR ELECTRICAL ENGINEER
Part I	Part I
1, B; 2, D; 3, D; 4, B; 5, A; 6, D; 7, C; 8, E; 9, C; 10, A; 11, C; 12, C; 13, D; 14, B; 15, A; 16, A; 17, D; 18, B; 19, D; 20, A; 21, A; 22, B; 23, C; 24, C; 25, B; 26, D; 27, B; 28, B; 29, C; 30, A; 31, B; 32, A; 33, C; 34, C; 35, B; 36, C; 37, A; 38, D; 39, B; 40, D.	1, C; 2, C; 3, A; 4, B; 5, A; 6, C; 7, A; 8, A; 9, A; 10, D; 11, B; 12, D; 13, D; 14, B; 15, C; 16, C; 17, A; 18, C; 19, D; 20, B; 21, A; 22, D; 23, C; 24, B; 25, C; 26, B; 27, D; 28, C; 29, B; 30, D; 31, C; 32, B; 33, C; 34, C; 35, B; 36, B; 37, A; 38, B; 39, A; 40, D.

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NEW YORK CITY NEWS

REGULATIONS ISSUED ON LICENSES NEEDED FOR WORK IN TRADES

Regulations for examinations for licenses have been adopted by the NYC Civil Service Commission. The regulations are effective until July 1, 1951.

The license examinations and the fees charged for taking them are:

- Install Oil Burning Equipment A (\$5).
- Install Oil Burning Equipment B (\$5).
- Install Oil Burning Equipment A and B (\$5).
- Master Electrician (\$5).
- Master Plumber (\$10).
- Master Rigger (\$10).
- Motion Picture Operator (\$5).
- Portable Engineer (any motive power except steam) (\$5).
- Portable Engineer (Steam) (\$5).
- Refrigerating Machine Operator (10 tons or less capacity) (\$5).
- Refrigerating Machine Operator (unlimited capacity) (\$5).
- Special Electrician (\$5).
- Special Rigger (\$5).
- Stationary Engineer, First Grade (\$5).
- Stationary Engineer, Second Grade (\$5).
- Stationary Engineer, Third Grade (\$5).
- Stationary Fireman (\$5).
- Structural Welder (\$15).

For additional practical tests in any license examination, except License for Structural Welder (\$5).

How to Apply

"The Rules Governing the Examination, License and Conduct of the Business of Master Plumber" issued jointly by the Commissioner of the Department of Health and the Municipal Civil Service Commission are incorporated by reference as a part of these regulations, which follow:

Age and Sex: All examinations are open to both men and women of all ages unless advertisement states otherwise.

Applications: Persons desiring to obtain licenses listed above may apply for the necessary examinations by filing with the Municipal Civil Service Commission, an application on the forms prescribed for each license and furnishing such information thereon as to citizenship, character, education, previous employment, training and fitness, as may be required. Applications must be sworn to before Notaries Public, where called for, and all statements made will be investigated. False or misleading statements will be cause for rejection and possible disqualification of the candidate from taking future license examinations or holding any City position.

Applications may be obtained and filed at the Application Section of this Commission at 96 Duane St., Manhattan, New York 7, N. Y., daily, from 9 A.M. to 4 P.M. and until 12 noon on Saturdays, except during the month of August. During August, no license test applications will be either issued or received.

Only those candidates who have filed applications at least fourteen working days prior to the scheduled test will be examined. Any

License Requirements

The following official tabulation answers the questions on citizenship, NYC residence, minimum age and minimum experience requirement in license examinations:

License	Cit.	Res.	Age	Experience
Master Electrician..	Yes	No	Yes 21	5 years or equivalent
Special Electrician..	Yes	No	Yes 21	5 years or equivalent
Motion Picture Op.	Yes	No	Yes 21	None
Master Rigger.....	Yes	No	Yes 25	5 years
Special Rigger.....	Yes	No	Yes 21	1 year
Portable Engineer (AMPES).....	No	No	Yes 21	2 years or alternative
Portable Engineer (Steam).....	Yes	Yes	Yes 21	5 years in last 7 or alternative
Refrig. Mach. Op. (10 tons or less)	No	No	Yes 21	None
Refrig. Mach. Op. (unlimited cap.)..	No	No	Yes 21	None
Stationary Engineer, Grade 3.....	Yes	Yes	Yes 21	5 years in last 7 or alternative
Stationary Engineer, Grade 2.....	Yes	No	Yes 21	3 Gr. License for 2 preceding years.
Stationary Engineer, Grade 1.....	Yes	No	Yes 21	2 Gr. License for preceding year
Stationary Engr., Gr. 3 (Oil burner End)	No	No	Yes 21	None
Stationary Fireman.	Yes	No	Yes 21	2 years
Structural Welder...	Yes	No	Yes 21	1 year
Install Oil Burning Equipment.....	No	No	No	3 years or equivalent 10 years or deg. (Engrg.) + 3 yrs.
Master Plumber....	No	No	No	

candidates who file after that date will not be examined until the next regularly scheduled test.

21 Is Minimum Age

Qualifications: Candidates for all licenses must be at least 21 years of age, and meet such other training, education and experience requirements as may be established for each particular license. These requirements must be met on the date the application is filed.

To be satisfactory the experience prescribed, in addition to covering the period fixed herein, must also be of such a nature as to warrant the inference that the candidate meets the minimum requirements necessary for admission to the examination. The initial experience rating, therefore, is not necessarily final. If investigation or inquiry discloses that the candidate's experience is not of the nature and quality desired then he may be either re-rated or failed in experience. Mere admission to the examination in any test thereof is not conclusive on the Commission as to the qualifications of any candidate.

Admission to the examination or to any part of it, conditionally or pending subsequent determination of qualifications does not imply that the candidate possesses the minimum qualifications required. If the investigation of experience, held after the written or other parts of the examination, discloses that the candidate lacks

the requisite experience or education, he may be disqualified

Credit for Military Service

Local Law 27 of the Laws of 1947 stipulates that:

"Whenever, by the provisions of the administrative code experience in a particular trade is a prerequisite for obtaining any license, certificate or permit issued thereunder, the period of service in the Army or Navy of the United States in time of war by an honorable discharged member thereof who shall apply for such license, certificate or permit, shall be deemed the equivalent of such experience on a year for year basis and shall be accepted accordingly, provided, however, that such applicant prior to his entry into the Army or Navy possessed not less than one year of the experience required under the administrative code, and further provided that such experience was interrupted by such entry into the Army or Navy. The provisions of this section shall not apply to license of master rigger and certificates of qualification for a duly certified operating engineer of steam boilers, who has had during the ten years immediately preceding the filing of his application, at least one year's experience prior to his entry into the Army or Navy, and while in the Army or Navy served as a fireman, boilermaker, water tender or engineer, or while in the Army or Navy performed duties equivalent to the duties performed by firemen, boilermakers, water tenders, or engineers for an additional period of time, to make a total of four years' experience shall be deemed to possess the required experience as applicant for a certificate of qualification for a duly certified operating engineer of steam boilers."

The above provisions shall be in effect until July 1, 1951.

Fees Paid After Applying

Fees: The examination fee will not be paid at the time of filing application but during a specified period shortly before the first test for the license. Candidates will be notified of the date of examination and the period during which the required fee must be paid. The fee may be paid in person during the normal hours of business of the Application Section noted above under "Applications" or by check or money order forwarded by mail, post-marked not later than 12 midnight on the last day for receipt of fees. Only those candidates who pay the fee will receive the official notice to appear for examination. This notice will also be

considered the receipt for payment of the fee. The applications of persons who do not pay the fee will be voided and it will be necessary for such persons to file a new application form in order to be considered for any future examination.

No fees will be refunded to candidates who fail to pass in any part of the examination or who fail to appear for examination.

What the Exams Test

Caution: The Commission cannot assume any responsibility for the non-delivery of applications requested or sent through the mails nor for the loss of any cash sent through the mails.

Change of Address: Candidates for examination must notify the Commission promptly of all changes of address, specifying the title of the license applied for. Failure to do so may disqualify them on any part or parts of the examination which have not already been held.

Examinations: Examinations are designed to test the merit and fitness of applicants and may include written tests, practical tests, oral tests, or any combination of these. Written tests will be conducted at least twice each year for all licenses except the License for Master Plumber, which will be given at least once each year. Candidates will be examined only at the regularly scheduled times.

Special examinations will not be given for any reason whatsoever.

The required passing grade in all examinations is 70 per cent.

Questions and keys for written tests are not to be made public.

Where an examination includes both a written and practical test, candidates will be permitted to take three practical tests within three years on the basis of passing one written test provided the application for the third practical test is filed not later than three years from the date of the written test. Service in the armed forces will be excluded in reckoning time elapsed from the date of the passing written test. A separate application must be filed for each additional practical test.

Time Limit on Appeals

Appeals: Claims of error in the rating of an examination must be made to the Commission in writing within 60 days from the date of mailing of the failing notice. Only candidates, however, who have received a rating of at least 65 per cent or better will be permitted to review their examination papers and the key answers in the presence of a representative of the Commission's examining staff.

Investigation and Issuance of Licenses: After the successful conclusion of all parts of the examination, candidates will be summoned for such investigation of their reputation, character, responsibility, and past experience as the Commission may require. When this investigation procedure has been completed, the names of the qualified applicants will be reported by the Commission to the various Departments charged with the issuance of licenses as follows:

Department of Water Supply, Gas and Electricity
Master Electrician, Motion Picture Operator, Special Electrician.

Department of Housing and Buildings
Master Rigger, Portable Engineer, (Any Motive Power Except Steam), Portable Engineer (Steam), Refrigerating Machine Operator (10 Tons or Less), Refrigerating Machine Operator (Unlimited Capacity), Special Rigger, Stationary Engineer, First Grade; Stationary Engineer, Second Grade; Stationary Engineer, Third Grade; Stationary Fireman, Structural Welder.

Department of Health
Master Plumber.

Fire Department
Install Oil Burning Equipment A and B.

Candidates will be notified by the Department involved when to appear for further action on their license application.

Usually the applicant is given to within 10 days of the holding of the test to pay the fee. Exams are given periodically. Applications are open continuously. Written tests are followed by practical ones.

Pay Rates Established For Laborer

The Laborer eligible list promulgated by the NYC Civil Service Commission. The pay for all departments and are:

Days	Group I (Light Unskilled After Yrs. Serv.)		
	App. Rate	1	2
276	1860	1980	2100
302	1980	2100	2220
312-313	2040	2160	2280
Group II (Regular Unskilled)			
Days	App. Rate		
	1	2	3
276	2040	2160	2280
302	2160	2280	2400
312-313	2220	2340	2460
Group III (Unskilled)			
Days	App. Rate		
	1	2	3
276	2160	2280	2400
302	2280	2400	2520
312-313	2340	2460	2580

"App. Rate" means original pointment rate.

The rates were approved by Budget Director Thomas J. Terson and forwarded to the Commission.

Job Declinations And Exam Absentees Worry Commission

The NYC Civil Service Commission is concerned about the number of absences from the various stages of some examinations. The large number of declinations of job offers in some titles, taking measures to provide a sufficient number of eligibles, so provisionals can be displaced permanent employees, despite aloofness.

It will increase the number of exams that are continuously held. Last month Stenographer and Typist, Grade 2 each, started innovation. Next month No. 1 will be added, possibly other later still more titles.

The Clerk, Grade 2, absent from the medical examination more than 50 per cent. In the same with non-veterans with veterans. All of them had passed the written test. Medical was merely a quality test — in or out. Of 2,378 in the first six days, 1,499 showed up and 1,481 of them were qualified, 18 not qualified.

The Commission means to eliminate from examinations entirely those who, in a specified period, do not have proof of good reason for being stayed away.

Mechanics' Pay Case To Be Heard on Appeal

The proceedings instituted by various Board of Transportation mechanics seeking to set aside Comptroller Lazarus Joseph's termination which dismissed prevailing rate of wage claim expected to be argued in Appellate Division the latter of this month or early in February. The printed case on appeal has been completed and the only remaining are the service of briefs.

The Comptroller dismissed petitions upon the ground that of these mechanics were employees.

Samuel Resnicoff, attorney representing the Structure Maintainers and Structure Maintainers' Helpers, instituted a proceeding in the Supreme Court which was consolidated with the proceedings instituted by James J. Nolly, Joseph F. Remelino, thony P. Araneo and head of Alphonso A. Fortunato. These proceedings were transferred to the Appellate Division.

The attorneys representing various groups are Mr. Resnicoff, Bernard A. Abrashkin, Robert Monahan and Senator Fine.

20 PROMOTIONS APPROVED

The NYC Civil Service Commission has received authorization to make the following promotions: seven to Clerk, Grade 3; one to Clerk, Grade 4, and four to Clerk, Grade 5.

Welfare Dept. Veterans Confer With Hilliard

Welfare Commissioner Raymond M. Hilliard promised a committee of the Department of Welfare Veteran's Association restoration to the position of Office Manager of a veteran receiving less pay in a subordinate title because of his volunteering for military service. Back pay for two other veterans whose restoration to their former position of Office Manager did not occur until over two years after their return from military service is being considered.

Four cases, involving three disabled veterans and one widow of a veteran, were submitted as evidence of loss of pay despite the department's extended sick leave policy. Commissioner Hilliard stated that he would investigate the failure to grant sick leave with pay.

Statements previously made to the Association by Dr. Alphonse Heningburg, Director of Staff Relations, that veterans appointed in the early part of 1946 would not be excluded from increments projected for Assistant Supervisors

three years in the grade, were repeated by Mr. Hilliard. Delay in the use of the Clerk, Grade 4, promotion list was acknowledged but it was stated that the Department was working on promotions.

The committee presented the problem of an Investigator (non-Social Service) who prior to his absence of four-and-a-half years in the Army had an assignment investigating theft of relief checks. Upon his return he received the same assignment but at a lesser salary than that of two non-veterans who began doing this work while he was away. The two non-veterans carried firearms, whereas no gun had been given to the veteran. The committee said that the veteran was the only one of the three with a civil service title appropriate for the carrying of firearms, although he had not requested a weapon.

Deputy Commissioner Joseph P. Piccirillo participated in the meeting. For the Association appeared Chairman J. J. Nitzburg, John Bonavita, Jack Saiber, Joseph Genberg and George Fletcher.

Char Wins Point
Quit over Pension
Policeman's Widow

Supreme Court Justice Hofstadter... motion of Police Commissioner Arthur Wallander and the Board of Trustees of the Pension Fund to dismiss the lawsuit of Margaret M. Woods, school teacher employed by the City of Education.

Woods, widow, and the children of a deceased member of the police force, sought a judgment determining their rights to a pension. They succeeded that in accordance with provisions of the Charter, in effect August 26, 1936...

City Must Answer
contended that Section 106 of the Charter is applicable only to pensioners who are living and not to beneficiaries of a deceased pensioner...

INCREMENTS ADDED
MILITARY PAY GRANT

Employees of the Triborough Bridge and Tunnel Authority who received the difference between their civilian pay and their Army pay as reservists ordered military duty...

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NEW YORK CITY NEWS

Key Answers Protested In Investigator Exam

The protests against tentative key answers in the Investigator examination are being studied by the NYC Civil Service Commission.

There were 1166 applicants, of whom about 950 took the written test on Saturday, December 18.

The protests were said not to be numerous. When the final key is validated the respective weights will be assigned to three brackets of questions. One bracket had 40 questions, the two others 20 each.

Two Reservations

The examination paper set forth: "Any question in a battery has the same weight as any other question in that battery, but the questions in one battery do not necessarily have the same weight as the questions in another battery.

Another reservation, induced by

the Court of Appeals decision in the Police Sergeant case, permits the Commission to delete questions or give more than one key answer that will be deemed correct.

The reservation on key answers read:

"The Commission, in establishing key answers to this test, reserves the right to determine which of the answers listed for each question is to be deemed and accredited as acceptable, and whether more than one of the answers listed for each question is to be deemed acceptable and accredited as such.

Some Candidates Got 100 P.C. Some of the candidates got 100 per cent on the basis of the tentative key, including non-veterans who wonder if they'll get a job offer.

Digest of Sample Protests Question 7 - An investigator finds that a firm's bookkeeper may be stealing its funds. They key answer (B) is, Advise the firm.

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non-employer, but include the findings in his report (D).

Question 9 - A person claims damages against the city and the Investigator gets an anonymous letter saying that the claimant mistreats his wife and children.

Question 17 - Does the questions-and-answer method of interview increase the range but decrease the accuracy? Key answer (A) says yes.

Question 34 - A summons may be served (C) at any hour of the day or night, any day of the week, except Sunday.

Question 35 - A person refuses to accept service of a summons so (C) leave it on a table before him in his presence.

Question 59 - Compensating use tax records are kept in (D) the Department of Finance.

Question 79 - Immigration visa information is obtainable from (I) the U.S. Immigration and Naturalization Service.

Yesterday (Monday) was the last day for filing protests. The weighting will be announced in 10 days.

Maintenance Men's Appeal on Pay Up In Court This Month

The Maintenance Men's court proceeding to set aside Comptroller's Lazarus Joseph's determination setting \$1.16 per hour as the prevailing rate will be argued in the Appellate Division this month.

Last February, after hearings, the Comptroller made the determination. The Maintenance Men employed in the Department of Hospitals accepted. However, other Maintenance Men refused.

Samuel Resnicoff, of 280 Broadway, Manhattan, counsel for the Department of Welfare Maintenance Men, instituted a proceeding which was consolidated with the action instituted by Gabrielli and Gabrielli, attorneys for other petitioning Maintenance Men.

Mr. Resnicoff objected to the Comptroller's survey for failure to consider pay of Maintenance Men of utility companies, and that the Comptroller should have first determined the nature of the work performed by the Maintenance Men and then included in his survey the rate of wages paid by private industry to employees performing similar work.

The Messrs Gabrielli in their brief challenge the Comptroller's determination on four grounds.

It is expected that the position of the Corporation Counsel before the Appellate Division will be similar to the arguments he urged before the Comptroller, that the Comptroller's survey was proper, fair and legal and that no errors were committed.

Higher Pay in Jobs Now Part of Grading

Theodore H. Lang, of the personnel office of the NYC Board of Education, won approval of the Municipal Civil Service Commission of his request to have the civil service grading reflect pay increases for Senior Lunchroom Helper. The new pay is \$2,280; the old was \$1,660.

The Supervisor of Clinics title, Health Department, was approved for inclusion of tuberculosis and venereal disease specialties. The Medical Supervisor title was eliminated.

William Brody, personnel officer of the department, said that one position in the Bureau of Tuberculosis and another in the Bureau of Social Hygiene would be affected.

Irving Greenberg, of the Board of Higher Education, and William R. Taylor, of Brooklyn College, asked that \$500 additional be included in the classification for Accountant (College). The Commission voted approval.

Health Department Group Joins Jewish Council

Dr. Herman P. Mantell, president of the Council of Jewish Organizations in Civil Service, announced that the Briyuth Society of the Health Department received its certificate of affiliation.

Isadore L. Goldstein, purchasing agent of the Department of Health, is president. Other officers are vice-president Sylvia Baehr, recording secretary Minnie Form, corresponding secretary, Sadie Sherman; treasurer, Saul Fuchs; financial secretary, Abe Brown, sergeant-at-arms Isadore Raphael. Rabbi Abraham Abrams, of the Jacob M. Scher Center in The Bronx, is chaplain.

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POLLAK, FANNY, also known as F. POLLAK. - A 1218, 1948. - The People of the State of New York, by the undersigned, to Fanny Pollak, if she is living; and if she be deceased to her estate, do hereby certify that she was born on the 15th day of December, 1894, at 10:30 o'clock in the morning in the Borough of Manhattan, City of New York, and that she died on the 15th day of December, 1948, at 10:30 o'clock in the morning in the Borough of Manhattan, City of New York, and that she was single at the time of her death.

LYNCH, JAMES F. - Citation - The People of the State of New York, by the undersigned, to James F. Lynch, if he is living; and if he be deceased to his estate, do hereby certify that he was born on the 15th day of December, 1894, at 10:30 o'clock in the morning in the Borough of Manhattan, City of New York, and that he died on the 15th day of December, 1948, at 10:30 o'clock in the morning in the Borough of Manhattan, City of New York, and that he was single at the time of his death.

WHEAREAS, JOHN J. LONG, who resides at No. 1793 Montgomery Avenue, Borough of Bronx, New York City, late applied to the Surrogate of the County of New York in writing, to have a certain instrument, relating to the last will and Testament of F. Lynch, deceased, who died on November 10th, 1948, in the City of New York, at the time of his death, and who, at the time of his death, was a resident of No. 302 West 22nd Street, County and City of New York, admitted to show cause before the Surrogate of the County of New York in the Hall of Records in the County of New York on the 28th day of January, 1949, at half-past ten o'clock in the morning of that day, why the said last will and Testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, I, the undersigned, Surrogate of the County of New York, do hereby certify and attest, and the seal of the County of New York is hereunto affixed. WITNESS my hand and the seal of the County of New York, at said County Seat, New York, on the 23rd day of December, 1948, at ten o'clock in the morning. WILLIAM V. PICKETT, Deputy Clerk of the Surrogate.

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NEW YORK CITY NEWS

EDITORIAL

College Degree Needed

Social Investigator, Grade 1, examination which will open on January 11 for receipt of applications again will require no college degree, although such degree is accepted in lieu of the three-year minimum experience. It isn't necessary to have a college degree to be a good Social Investigator, or be fit to fill superior positions as demonstrated in promotion examinations. A degree should be required in examinations for positions of a scientific or professional nature, as engineering, law or medicine, but for little else. The level of the education should show up in the examination.

Increase of Budget' Held Doom to Pay Raises

Continued from Page 1
 Cases included were to be for one purpose they would be financed through current expenditures for other cases.

"You need more money on the line you'll have to take it from another," said the Mayor. "Time" is an item of appropriation included in the departmental budget.

General Raise Believed Dead
 In order to keep the total budget within the amount of current budget was intended by the Commissioners and Budget Director's office as to any general salary increases, since additional appropriations would be required to pay them, and would run in tens of millions of dollars, for a modest increase.

Organizations Seek Raise
 Employee organizations had plans for seeking increases, preferring conversion of the to permanent pay, which make that amount subject to pension benefits, while others an increase in permanent

pay, like the \$250 permanent increase granted last year, bonus to stand, or only an additional bonus.

The raises granted in recent years to NYC employees total \$1,020, of which \$650 is cost-of-living bonus and \$370 addition to permanent pay. The \$370 is composed of \$120 as of July 1, 1946, and \$250 as of July 1, 1948. In some instances the bonus was \$660.

The \$120 was granted to employees beyond the increment range, to employees who do not come under the increment law, and to employees who were at the top of the grade and otherwise would not be entitled to more pay by the increment route; they would get \$120 a year after the receipt of the last increment.

Mayor Asked Double Job
 These increases in permanent pay have put many employees above the maximum of the civil service grades as now existing under NYC Civil Service Commission resolution, and constitute one reason why a reclassification project is being undertaken by NYC. The grades would have to be raised, anyway, and the Mayor felt that while this was being done, the regrouping, consolidation and simplification of titles and promotion ladders should be achieved at the same time. Hence he ordered a reclassification with a pay plan.

Monthly Report Asked By Mayor on Provisionals

By MORTON YARMON

The NYC Civil Service Commission has a 500-examination goal for 1949. The new examinations are expected to run from 40 to 45 a month. The largest number last year was 43. The January list has 42.

To help speed up the holding of examinations, President Joseph A. McNamara, of the Commission, obtained the cooperation of Budget Director Thomas J. Patterson.

After the idea of holding a particular examination is approved by the Commission an examination notice is drawn up and sent to the Budget Director, who passes on the budgetary features. After his approval is obtained the examination is given a place by the Commission on the schedule of opening dates.

Batch of Exams Approved

A whole sheaf of examination notices was approved by Mr. Patterson last week. The Commission had argued that the notices concerned titles in which there was a considerable number of provisionals or impermanent employees who'd never passed an examination in the title, and who would be replaced by eligibles as soon as an eligible list was promulgated. This also coincided with Mayor William O'Dwyer's wishes, as he has asked for monthly reports on the number of provisionals. At present the number is above 27,000, a drop of 1,000 since October 31, and in less than six weeks 2,000 to 3,000 more replacements are expected by June 30 next, 21,000 provisionals would be replaced by permanent employees, leaving 7,000 as the more or less standstill number. There were

nearly 3,000 provisionals when the city had 24,000 employees thirty years ago.

To be able to furnish the Mayor promptly with monthly reports on the number of provisionals, the Commission is establishing a dual system, consisting of control, plus machine carding, so that on any day it will be able to say how many provisionals were on the payroll yesterday. John Curren, head of the Commission's payroll division, is in charge of this work.

Mayor Has a Reason

As the Mayor is seeking re-nomination, he doesn't want to enter the 1949 campaign with the necessity of having to apologize for tens of thousands of provisionals on the payroll.

Samuel H. Galston, director of

examinations for the Commission, was most anxious to have the number of monthly exams increased. He was instrumental in getting 14 promotion and 11 open-competitive examinations added to the January schedule. The opening date for receipt of applications is Tuesday, January 11 and the closing date Wednesday, January 26. The January total thus rose from 17 to 42.

Two Popular Exams

The most popular examination on the list, and one of the added starters, is that for Social Investigator, Grade 1. Another popular one is that of for Accountant, originally included. Both tests are open to the public.

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Social Investigator Exam Opens on Jan. 11

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period to apply for the NYC job of Social Investigator, Grade 1. Total pay is 2,710. There are no age limits.

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Applications may be obtained from and must be filed with the NYC Civil Commission at 96 Duane Street, Manhattan, opposite The LEADER office.

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Don't Repeat This

(Continued from Page 6)

those who could have the NYC Mayoralty if O'Dwyer steps out. Dewey has the name of his own candidate tucked away, just in case. He'd like to see if possible a man in there whose name would be sparkling-fresh to the public, instead of one of the old Fusion war-horses.

Herzstein vs. Lazarus

UP IN Albany they're talking about the sourness which exists between towering, bright, soft-spoken, pipe-smoking Harold Herzstein, legislative representative for New York City, and tiny, tough-talking, swift-motivated Reuben Lazarus, who preceded Herzstein in the legislative post, and who is now working for the Republican-controlled Assembly Ways and Means Committee. Both Herzstein and Lazarus have encyclopaedic minds, and maybe even a bit of jealousy exists between them. Both are working for different interests. Both have done a good job for the City of New York. The political boys in Albany are watching with interest as this Lincoln-Douglas feud quietly develops.

Make sure to read DON'T REPEAT THIS in every issue of The Civil Service LEADER.

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NEW YORK CITY NEWS

Reclassification Procedure Is Set

By H. J. BERNARD

The pattern that will be followed in the reclassification of NYC job titles, and the adoption of uniform grading of positions, was outlined to The LEADER by the two men whom Mayor William O'Dwyer has appointed to head the undertaking—Budget Director Thomas J. Patterson and President Joseph A. McNamara, of the Municipal Civil Service Commission. The five-point plan follows:

1—A comparative analysis of all titles and reduction of the number of titles, by consolidation and elimination, for simplifying the entire grading.

2—Revision of titles, where practicable, to have them describe the nature of the duties performed, but with frank exceptions in the cases of titles not susceptible to fine differentiation, such as Clerk.

3—An invitation to employee organizations, civic associations, individuals and the public generally to offer suggestions and recommendations, and to attend public hearings that are to be held before any changes are made.

4—A guarantee that, whatever changes are effectuated, none would adversely affect any present permanent city employee.

5—A pay plan that will result in fewer grades, with broader pay spans. For instance, the five clerical grades might be reduced to three, and numerical grading eliminated in favor of the three titles, Junior Clerk, Clerk and Senior Clerk.

Fairness Promised

"The study will be fairly conducted and the recommendations will be made with an equal eye to the interests of the city and

the employees affected," said Mr. Patterson. "All the staff that's needed will be provided."

"The job and pay study will be made by city officials and employees who are thoroughly familiar with the work and the problems," said President McNamara. "It will be thorough and painstaking. While a June 30 limit has been put on the undertaking, that is not absolute. If we find we're not progressing fast enough, we'll get more employees, or take longer, or do both. The main objective is to do an outstanding job."

Sees Big Clerical Task

Mr. McNamara believed that the work was 90 per cent clerical and that much of it would be a specific affirmation of what is already generally known. Conflicts in titles are familiar to all city officials and most employees, also pay disparities under the same

title for the same work, though in different departments.

The policy decisions would be made by the two ranking officials, but would constitute, in a measure, recommendations to the Mayor. The Commission has theoretical leeway to function independently, but its resolutions, when passed, must go to the Mayor and even after the Mayor approves them, to the State Civil Service Commission, whose sanction is necessary before enactment. Also, the grading, a civil service function, is tied in inextricably with the pay plan, which is budgetary, therefore largely the Mayor's own responsibility, although the appropriating power resides in the Board of Estimate, which he heads.

President McNamara announced that his reclassification staff, consisting of employees of his Commission, would be headed by Sidney M. Stern, the Commission's legal expert. Mr. Patterson had told The LEADER a few months ago, when The LEADER gave notice so long in advance of even what kind of reclassification the Mayor would order, that the man heading the Budget Bureau's employees would be John Carty, Budget Examiner, who formerly worked for the Commission. Although he had not reiterated that statement, it is expected that he will name Mr. Carty.

Mayor Asks for Completeness

The Mayor instructed Messrs. Patterson and McNamara "to make a complete study of the situation." The step was accelerated by the fact that a considerable amount of piecemeal regrading would have to be undertaken by the Commission, anyway, because of the \$250 increase in basic pay granted to city employees last year. The raise caused many employees to pierce the top of the grades as now constituted. The grades would have to be raised to meet the predicament. Meanwhile employees must sign waivers of promotion claims, based on the grade-piercing pay, otherwise they don't get paid. All sign. There is practically no payroll in the whole city, outside of the Board of Transportation and the teaching staff of the Boards of Education and Higher Education, that is barren of waivers. The overall regrading would take care of all these situations at one swoop.

"The whole idea, on pay, is one of upward regrading," explained President McNamara. "There is no intention to downgrade anybody." He added that "wholesale wage cuts," which figured in rumors from antagonistic sources, were ridiculous.

Different Plan Favored

The Mayor's method of job and pay study, made by city officials and employees, runs counter to what some civic organizations and others advocate. The Citizens Budget Commission, for instance, recommended that an outside organization be retained, and figured the cost of the survey at \$250,000, for possibly a two-year undertaking, but Mayor O'Dwyer,

Mr. Patterson and Mr. McNamara were united in opposition to asking any outside help, on ground that there were experts inside the city government who knew more about city titles and pay than did outside survey groups.

The regrading establishes pay floors and ceilings of a grade. The reclassification establishes the promotion ladders by titles. The regrading has no direct relationship to the pay problem, provisionals who gain permanent status after passing an examination, who must work at a lower salary than the one paid them as provisionals because they lose their increments, or some of their increments, already earned.

DR. BAEHR HEADS HIP BOARD

Dr. George Baehr, retiring president of the New York Academy of Medicine, was elected chairman of the board of directors of the Health Insurance Board of Greater New York.

Park and Water Service Reclassification Revealed

Proposed reclassification of the Water Service and the Park Service has been completed by Budget Director Thomas J. Patterson and is slated to be adopted by the NYC Civil Service Commission, after public hearings. The Park Service would be a new one, bringing the total competitive service classifications to 48. The Water Service would award Part 44.

Under the Park Service five titles would be used and General Park Foreman and Park Foreman titles would be eliminated. Instead there would be Parkman A, Parkman B, Park Foreman and General Park Foreman. The set-up:

PART 48, THE PARK SERVICE
Parkman A, \$1,680 to and including \$2,280 per annum.
Parkman B (general maintenance, gardening work), \$2,340 to and

including \$2,700 per annum.
Parkman B (general maintenance, tree work), \$2,340 to and including \$2,700 per annum.

Park Foreman, \$2,701 to and including \$3,120 per annum.
General Park Foreman, \$3,250 to and including \$4,000 per annum

By striking from the competitive class under the heading Part 4, the Inspection Service:
General Park Foreman.
Park Foreman.

Terms and Conditions—All persons now permanently occupying the following civil service titles and grades are hereby reclassified in the titles indicated:

Present Title
Park Foreman, Grade 2.
General Park Foreman, Grade 3.

New Title
Park Foreman.
General Park Foreman.
The public hearing on the Park

resolution will be held today (Tuesday), at 2 p.m., at 299 Broadway.

Assistant Gardener would become Parkman A, without examination. Gardeners would go in the B group, in their specialty, while Pruners and Cleaners would also be in the B title, in tree work and gardening specialties, respectively. A promotion examination would be held for Laborer and Attendant (Male) to Parkman A; no examination needed for attaining titles in the two B groups.

General Park Foreman and Park Foreman, now in the inspection service, will be reclassified.

The Water Service set-up follows:

PART 44, THE WATER SERVICE
Repairman's Helper (Water Supply), to and including \$2,340 per annum.

Repairman (Water Supply), \$2,341 to and including \$2,950 per annum.

Foreman (Water Supply), Grade 2, \$2,341 to and including \$2,950 per annum.

Foreman (Water Supply), Grade 3, \$3,000 to and including \$3,500 per annum.

District Foreman (Water Supply), \$3,600 per annum and over.

Superintendent of Repairs (Water Supply), \$4,000 per annum and over.

The public hearing on the Water Service resolution takes place next Tuesday, January 11, at 2 p.m.

Caulkers will be eligible to become Repairmen; Foremen may become Repairmen; Foremen may become Superintendents, by "transfer." To go from Laborer to Repairman will require passing an examination.

One will be given for the Water Service and another for the Park Service.

NYC to Ask Departments' Help in Publicizing of Promotion Examinations

The importance of having departments notify their employees when promotion examinations are open will be stressed in a letter to be sent by the NYC Civil Service Commission to department heads. Particularly, employees who are absent, either on vacation or because of illness, often fail to get word that a promotion exam for which they are eligible is open. Then they lose their opportunity, perhaps for years, to take another promotion examination.

The Commission recently adopted a resolution, which will go to the State Civil Service Commission for action, providing that employees of all types who may be absent from an examination because of injuries suffered on the job will be given a special examination. This is in line with protection of promotion opportunities, to which the letter would be an extension.

Summer Reaps Complaints

President Joseph A. McNamara is heartily in favor of circulating the departments. The notification to employees would probably be made through the personnel offices of the various departments. Also as a factor in still further improving employee morale, the department heads are expected to follow the suggested course eagerly.

The largest number of complaints concerning missed opportunities for taking promotion examinations arrive in summer and are occasioned by vacation absences. However, a considerable percentage of employees takes winter vacations, so that an unsteady stream of complaints results, which it is hoped that the letter will help to prevent, by inducing due notification.

Commissioners Esther Bromley and Darwin W. Telesford are strongly in favor of the idea.

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