

Social Investigator
Eligible for Appointment
See Page 8

NEW YORK
ALBANY
STATE

NYC FIREMAN TEST PLANNED FOR JAN.; 1,250 JOBS IN 1948

State Workers' Raises Assured; Conferences on 'How It's to Done'

Amount Still Open, Tolman Emphasizes

Special to The LEADER
ALBANY, Dec. 8.—Employees of the State of New York will definitely receive an upward revision of pay when the legislature meets.
The news published exclusively by The LEADER on October 14, that there was a definite intention of raising state salaries, became official when Governor Thomas E. Dewey last week said:
"National conditions have brought such a substantial increase in the cost of living in the past two years that I feel there must be program for submission to the Legislature which would help to relieve the burden on State employees for so long as this inflationary situation continues."
The Governor continued:
"Since the increase (in cost of living) continued through the year, I directed that a basic study be started four months ago, and the budget office will soon (Continued on Page 2)

EXCLUSIVE

NYC Officials Admit Workers Need Raise So Seek State Aid

Mayor O'Dwyer's aides who have been canvassing the question of a raise for NYC employees have come to the unanimous conclusion that an increase should be granted, so that the workers can be aided in their hard fight to live under conditions of record high and rising prices. However, there is unanimous agreement that the city's financial condition does not permit it to finance any such increase and therefore the O'Dwyer administration will seek State aid.

and legislation to increase taxing powers.
The principal work on the salary increases has been done by Chairman William Reid, of the Board of Transportation, who heads the Mayor's Executive Committee on Administration; the Law Department, under the direction of Corporation Counsel Charles E. Murphy, and the Budget Bureau, headed by Director Thomas J. Patterson. Mr. Patterson supplies the figures, the Law Department (Continued on Page 13)

EDITORIAL Let's Get This Straight!

LET'S get this straight! Some fancy figures have been making the rounds about alleged pay increases which have gone to State employees in recent years.
The unfortunate thing about these figures is not only that they are inaccurate, but that they are being misinterpreted by the general public in such a way as to give the idea that State workers are much better paid than they really are.
State employees have NOT received 65 per cent in pay increases! They have not received 45 per cent in pay increases! The truth is that, as of right now, in terms of what their pay will buy, they are earning less than they were in 1939. Here's the proof.

COST OF LIVING	SALARY ADJUSTMENTS			Total Increases
	Net Base Salary	1943-44 and 1944-45	1945-46 and 1946-47	
March 15, 1940. 99.8	Less than \$1,500	10.0%	10.0% (\$1,762)	10.0% (\$1,890)
March 15, 1941. 101.2	\$1,500-1,999	10.0%	7.5%	8.5%
March 15, 1942. 114.3			(\$2,300)	(\$2,440)
March 15, 1943. 122.8	2,000-2,999	7.5%	7.5%	7.0%
March 15, 1944. 123.8	3,000-3,975	7.5%	(\$3,375)	(\$3,540)
March 15, 1945. 126.8	3,000-3,999	—	12.5%	5.5%
March 15, 1946. 130.2			(\$4,400)	(\$4,560)
March 15, 1947. 156.3	4,000 and over	—	10.0*	4.0%
Aug 15, 1947. 163.0	In the categories above the net base salary plus the emergency compensation could not exceed the amount in parenthesis. In the categories starred* the emergency compensation could not exceed \$1,000.			

The Truth, then, is this: In a period during which the cost of living index went up 63%, pay rose from 7.5% to 30%.

Exam to Be One Month Ahead of Schedule

Fire Commissioner Frank J. Quayle, replying to a request from Acting President Joseph A. McNamara, of the NYC Civil Service Commission, estimated that the number of additional Firemen needed for 1948 will be 1,250. As soon as Commissioner McNamara received the news he started work on expediting the holding of the Fireman test. (Continued on Page 16)

42 State Exams

The State Department of Civil Service is accepting applications for 42 examinations until Monday, December 22.
Applications may be obtained and filed at the Department offices in the State Capitol, Albany 1, and Room 2301, 270 Broadway. Detailed information is available at these addresses too.
The examinations are for jobs in the following fields of State service: education, recreation, medicine, nursing, laboratory work, social service, publicity, engineering, architecture, inspection, construction, labor relations and industrial investigation.

5 EXAMS SLATED ON WAY
Five examinations have been ordered by the NYC Civil Service Commission. They are Assistant Director of Laboratory; Office Appliance Operator (National Cash Register 2000), Grade 2; Office Appliance Operator, Grade 2; Cashier, Grade 3, and Cement
More State News, 2, 3, 4, 5, 6, 7, 8, 10.

U. S. Changes Rules On Efficiency Rating

Special to The LEADER
WASHINGTON, Dec. 8.—Three changes in the Federal efficiency rating system were approved at the annual rating conference here, according to unofficial information obtained by The LEADER. (Continued on Page 12)

STATE AND COUNTY NEWS

Method and Amount Of Raise to Be Studied

(Continued from Page 1)
start working on specific possible proposals."

25 Per Cent Increase Asked

The Budget Director has already received proposals from The Civil Service Employees Association, which is campaigning for a 25 per cent across-the-board increase in pay. The Association has put together a formidable array of statistics to show that even this increase will not be sufficient to bring employees up to the latest figures reflected in the cost-of-living index.

The LEADER had suggested editorially that the Governor make an advance statement that he favors pay increases for employees. This Mr. Dewey has done. The LEADER's publisher had written to Mr. Dewey, outlining the factual basis for a 25 per cent pay increase. Responses came both from Paul Lockwood, the Governor's Secretary, and from Charles Breitler, the Governor's Counsel, indicating that the Chief Executive's cabinet was favorably disposed to an upward revision of pay.

In his discussion of the pay increase, Governor Dewey noted that there had been no pay increase last year. At that time he had felt a pay increase would be "inflationary." Inflation has come, however, and the employees were severely hurt by having to go through a long period during which some prices reached their highest level in American history, without compensating pay increase.

While the Governor pointed out that no definite conclusions had yet been reached as to the amount or method of pay increase, there is some reason to believe that he may prefer a method other than the across-the-board proposal suggested by the State Association. There will undoubtedly be a series of conferences between Association officials, the Budget Director and other members of the Governor's cabinet before a plan is ready for submission to the Legislature.

67,000 Employees

Affected is a total of 67,000 employees. The present payroll is approximately \$145,000,000 a year. The Governor stated that pay increases during 1943, 1945, and 1946 had totaled 45 per cent, a figure which the Association called completely erroneous. The pay adjustments in past years had

first been temporary, but were incorporated into the basic pay scales by the 1947 Legislature.

Legislators Favorable

Overwhelming evidence has been accumulated that members of the State Legislature favor an upward revision of salaries. The evidence came in the form of responses to a letter addressed to each Senator and Assemblyman by Dr. Frank L. Tolman, President of The Civil Service Employees Association. From all parts of the State, from Republicans and Democrats alike, came answers revealing that the Legislators understand the problem and are favorably disposed toward a substantial pay increase.

Tolman Statement

When apprised of the Governor's statement, Dr. Tolman issued the following statement:

"The State employees are pleased that the Governor recognizes the need for a cost-of-living adjustment and proposes to recommend an emergency increase to the next session of the Legislature.

"The Association has felt confident that the Governor would live up to the promise in his last Budget Message when he said 'Should the general cost of living continue to be maintained over a period of time at the present levels, I shall be constrained to recommend further rises in the future'.

"The question yet to be decided is the amount of the cost-of-living adjustment. We expect this to be a matter of full negotiation with the representatives of the employees. We regard the statement in the press of a 10 per cent or a 15 per cent bonus as mere figment of the imagination without foundation of any kind.

"The Association has asked for a cost-of-living adjustment of 25 per cent. This is not an increase. It will leave the employees still unable to buy as much at present high prices as his pre-war salary purchased. It does not take into consideration the fact that living costs are increasing 2 per cent or more each month, and that at the end of the salary year, March 31, 1949, for which the Governor is now planning, the employee will again in all probability be 25 per cent behind in the race with prices.

"The Association is asking for a general salary adjustment and not for a graduated plan. Under past graduated bonuses the \$4,000

career employee received no bonus in the fiscal year 1943-44, 10 per cent in 1944-45 and this was increased to a total of only 14 per cent in 1946-47. All State salaries are very moderate. The man in the middle salary brackets is now in real difficulty. He has a family to support and he needs adequate relief.

Retirement Problem

"The Governor has noted the increased contribution required from the State for the Retirement System. The public should not be misled into thinking that retired employees are to be paid higher pensions. The average pension received is about \$1,000 a year. There is no doubt that the Retirement System was devised to permit the employees who had devoted their active lives to the service of the State, to live in modest comfort in their old age. Under inflation, the majority live under greater hardship than do the enemies of the State in our prisons, or the wards of the State in State hospitals.

"The Association believes that something must be done for the retired State employee."

LEADER Was First By Six Weeks With News of Pay Raise

The news that Governor Thomas E. Dewey would recommend to the Legislature a definite plan of increase was first and exclusively published in The LEADER, issue of October 14, 1947, or six weeks before the Governor made the formal announcement. The three-column story was featured prominently on the front page. Here is a reproduction of it, reduced to two-thirds original size.

CIVIL SERVICE LEADER

Tuesday, October 14, 1947

Dewey Weighs a Raise For State Employees

ALBANY, Oct. 13.—Governor Thomas E. Dewey was reported by members of his official family to be giving close attention to the State salary situation. He was expected to announce a definite plan of increase for a raise of at least 25 per cent. While no actual figure or method has been decided on, even tentative it was stated that the governor is weighing the State employees' plight.

Men close to the Governor say that he will recommend to the Legislature a definite plan for an increase.

Tell Your Legislator What Raise Is Needed!

Memo to State Employees:

The way to get the amount of raise in pay which you need is to act now. The LEADER, through its pages and in many other ways open to a newspaper, is working hard to achieve this result. The Civil Service Employees Association is performing a trojan job in its campaign for a pay increase of at least 25 per cent.

What are you—the man and woman who is to get this increase when it comes through—what are you doing about it?

We'll try to help you with specific ideas. Here's one of them. Contact your local legislator immediately—before he gets tangled up in the hundred and one details that beset a legislative session.

Here are some of the facts, prepared by Dr. Frank L. Tolman, which you can tell him:

"The problem of the State Employee is crystal clear. The cost of living has risen 66% since 1939. The State, to meet this 66% increase in living costs, has granted a salary adjustment limited to 30% in the lower brackets and 14% in the higher ranges. While workers in industry have received wage increases sufficient to meet the rising cost of living, the State Employee has taken a reduction in real salary of up to 50%.

"Let us look at a specific case. A job which in 1939 paid \$1,800, was paid, on April 1, 1946, a 27% adjustment, which brought the salary to \$2,280. His present salary, however, buys no more than did \$1,373 in 1939. This reduction increases in the higher salary levels.

"The Legislature did not grant any cost of living bonus last year. Since April 1, 1946, while State salaries have remained stationary, the cost of living has already increased over 25%. The past year was a critical year in public service. Thousands of the best fitted employees left the public service. It is difficult, and often impossible, to recruit, qualified em-

ployees on present salary levels. Not only are faithful workers being treated shabbily by the State, but the quality of State service is seriously threatened.

"California recognized the needs of her workers by a \$10,000,000 cost of living adjustment in August, 1947. Michigan has approved an \$8,500,000 cost of living salary adjustment now. Penn-

sylvania has accorded similar increases.

"The 67,000 State workers and the 400,000 public workers with the State of New York and their families are united in their concern as to what the Legislature plans to do to meet this critical situation."

[A complete list of State Senators and Assemblymen next week.]

Many Legislators Back 25 P.C. Raise

Special to The LEADER

ALBANY, Dec. 8.—Dr. Frank L. Tolman, President of The Civil Service Employees Association, stated that many members of the Legislature already have responded to the Association's appeal for support of a minimum 25 per cent upward adjustment of State salaries to meet the increase in prices of essential commodities and services.

"The replies thus far received," said Dr. Tolman, "indicate a real understanding of the very real and very acute present needs of public employees who have had only slight adjustment of their incomes since pre-war while the cost of nearly everything has skyrocketed.

"The legislators appreciate that, with few exceptions, the present salaries of public employees are 25 per cent or more behind the 65 per cent increase in cost of living which has occurred since 1939. They know that the income of wage earners in business and industry, and also the income of owners and operators in business and industry, have kept pace with living costs or better and that this has been reflected in increased revenue to the State.

No Word on State Session

"State employees have asked Governor Thomas E. Dewey for a

special session of the Legislature to care for their critical needs. We have as yet had no response to this request."

Dr. Tolman stated that as a part of government, public workers are keenly aware of the financial worries of the Governor and the Legislature and that civil service employees are not, in fact, asking any salary increase.

No Rise in Real Wages

With reference to the amount of adjustments sought, Dr. Tolman stated:

"We are simply asking that our purchasing power be maintained on a pre-war level. From the standpoint of maintaining efficient government it would be poor state housekeeping not to maintain the work, health and home standards of those who produce the fruits of good government—the civil service employees.

"Sound adjustments of State salaries is now very late; it must not be too little."

Officers and members of the 100 chapters of the Association throughout the State are appealing to their legislative representatives and to political, civic and business leaders to support their request to the Governor and the Legislature for a minimum 25 per cent cost-of-living salary adjustment.

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STATE AND COUNTY NEWS

Text of Opinion Upholding Full Reallocation Benefits

Special to The LEADER
 ALBANY, Dec. 8.—Following is text of the opinion by Supreme Court Justice Francis Bergan in the successful suit brought by state employees to make benefit reallocation full and retroactive (Daniel De Marco vs. Cong. et al.).

The issue of fact is presented. The case turns entirely on construction of a statute. The petitioner pleads he occupied the position of Laboratory Worker in Grade 2, Grade 1-b as defined in the former provisions of Civil Service Law, Section 40. The statutory reallocation of the position from Service 2, Grade 1-b to Grade 2 was effected by the automatic operation of Chapter Laws of 1947, Section 6, subdivision 1, which provides among other things that "every position" allocated prior to April 1, 1947 "is hereby allocated, effective April 1, 1947" to the "new salary grades" according to that section. On April 1, 1947, accordingly, petitioner's position by the statute itself was placed in new Grade G-2. On April 14, 1947, there was an administrative reallocation of the position under the authority of the statute by the Salary Standardization Board. (Section 6, subdivision 8, Chapter 360, Laws of 1947.)

Effect of Reallocation

It was placed by the board in Grade G-3 instead of Grade G-2. The express terms of subdivision 8, administrative reallocation became "effective as of April first, 1947" and was retroactive. If there could be doubt otherwise that it was intended by statutory delegation of power to be retroactive, the expression "such retroactive reallocation" is used in the subdivision in related context. Therefore, petitioner must be deemed to have been in Grade G-3 on April 1, 1947.

Upon the automatic statutory reallocation of the position of petitioner in Grade G-2 on April 1, 1947, he was paid the rate of compensation corresponding in Grade G-2 with the number of years of service on which his salary in former Service 2, Grade 1-b was based, plus the annual increment to which he was entitled. (Section 6, subdivision 2, of the Laws of 1947). This brought him to the fifth year rate of compensation in Grade G-2, the rate of \$2,080 annually, which he has been paid. (Civil Service Law, Section 40).

Perhaps the simplest way of stating this controversy is to say that it involves the question whether petitioner's position, having been allocated retroactively to April 1, 1947 by administrative action to Grade G-3 entitles him to the fifth year "rate of compensation" under section 40, which is \$2,180 annually.

The credit for years in the grade in which an allocation is made effective April 1, 1947, is to be found in subdivision 2 of Section 40 of the act of 1947. This subdivision fixes the compensation commencing April 1 for positions which on that date fell within the scope of the statutory allocations made by Section 40 as then amended, and clearly allowed the increment for 1947 as though the new allocations had pre-existed the statute which created them. If this is so as to employees

in these new allocations made operative on April 1 by the statute itself, it ought to be true of all those positions later (between April 1 and October 1) allocated within subdivision 8, as that subdivision says quite clearly.

Entitled to Higher Rate Now

An allocation having been made, effective, as subdivision 8 says, April 1, 1947, petitioner is entitled to the "rate of compensation" in Grade G-3 corresponding with the "number of years of service" on which his salary "was based" March 31, 1947, plus the annual increment due him April 1 as provided by subdivision 2.

Subdivision 2, in terms, applies to all employees "whose salaries" on March 31 were in the first to sixth "rate of compensation" of a salary grade in Section 40. The subdivision then directs that "every such employee" whose position is allocated to a salary grade in new Section 40 is affected by the subdivision. This provision fits the petitioner's status and it does not create a distinction between primary statutory allocation and ultimate administrative allocation

Employees Hail Justice Bergan's Pay Suit Decision

Special to The LEADER
 ALBANY, Dec. 8.—Members of The Civil Service Employees Association throughout the State hailed as just and fair the decision of Supreme Court Justice Francis Bergan in the DeMarco Case. This decision legalizes the payment of some \$2,000,000 in salary adjustments appropriated last year but withheld since April 1, 1947, in the case of certain reallocated positions in State service.

The money involved is not a cost-of-living adjustment. As a result of a survey of all basic salary rates, made during the summer of 1946 under the direction of the State Salary Board, the money was provided for equalizing out-of-line salaries in line with the 1946 findings of the Board. This was the first such survey since 1938.

Because it was apparent while the 1947 Legislature was in session that the Salary Board would not finish its work on April 1, 1947, the beginning of the State's fiscal year, the law provided that allocations made between April 1 and October 1, 1947 would be retroactive to April 1. The Civil Service Commission later ruled that many salary adjustments made by the Board would not be paid in 1947, thus withholding or delaying salary benefits of many allocations made after April 1, 1947.

Daniel De Marco, an employee of the State Health Department, reallocated to a higher grade by the Salary Board, began an action on behalf of himself and others similarly situated to compel payment of adjusted salaries beginning with April 1, 1947.

John T. DeGraff, Counsel to the Association, presented the case to the court. Justice Bergan ruled that Mr. De Marco and others like him who were reallocated to higher salary grades must enjoy the full benefit of such allocations from April 1, 1947.

and I do not think a court is at liberty to stretch words out of plain meaning to find such distinction.

It seems to me that the Legislature intended that an allocation to the new, simpler and more equitable salary grades provided by the statute carry with it the time credit in the new grade that the employee had in his grade on March 31, and that the benefit of this goes to one who has undergone the process of both a statutory and an administrative reallocation effective together on April 1, 1947. The scheme of the statute and the purpose to be accomplished point in that direction. All the adjustments made before October 1 were tied into April 1, the general effective date of the change and it is apparent a unitary treatment was intended for all positions affected by the changes made, or made operative, April 1.

Equal Effect

The provisions of subdivision 2 do not make the credit for years of service depend on the salary or the years that would be equivalent to a given salary in a grade, as it seems to be argued. It is the number of years of the employee's rate of compensation in his grade indicated on March 31 that determines the number of years in the new grade.

He shall receive compensation in "such salary grade" (the new one) "as corresponds" (i.e., set up in the statute, Section 40) with the "number of years" on which his salary was based on March 31.

This means, I think, to affect equally the automatic and the administrative allocations, and if both are made, to affect both of them so that the years of credit in the grade ultimately fixed before October 1, 1947, is measured by the number of years indicated by salary in the old grade as the proper credit on March 31.

Even if it may be admitted that the defendants (State Civil Service Commission et al.) are right in arguing the provisions of Civil Service Law, Section 39, subdivision 5 (c) are inconsistent with this construction, to the extent they are inconsistent they must yield to the force of a statute which not only is later in enactment, but which deals specifically with the effect in a particular year of a revision of allocations. It is not too clear, however, that this subdivision has any application whatever to the broad changes effected by the 1947 statute and the special adjustments required for this year to effectuate that statute.

The 1947 statute is construed as directing the carrying over into new administrative allocations as well as statutory ones the credit years of the salary grade as of the end of the last fiscal year.

It would take pretty clear language in the 1947 statute to lead to a construction that where there are statutory administrative allocations both operative together and part of an inter-related system of change, the employee is not entitled to the time credit in the salary grade of the ultimate allocation coming within the period fixed by the statute. I find no such language and I think petitioner is entitled to the relief he seeks.

Petitioner's motion granted; respondents' motion denied. No costs. Submit final orders accordingly.

The State Employee



By Dr. Frank L. Tolman

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

"Salary Review Boosts Incomes of Many"

NEARLY every State employee will read with amazement the article prepared by the technical staff of the Salary Standardization Board and published in the December issue of State Personnel News.

Looseness in expression can be pardoned in the average human; it cannot be tolerated from a professional staff. The headline itself is inaccurate. The Board boosted the incomes of very few. It increased the salary rates of about 5,000 out of 67,000 employees, but it did not increase their income. It dealt in futures, not in the present emergency or present pay.

Senior Account Clerks' Situation

A research staff is morally obligated to reveal all the facts. About 15 per cent of 1,789 titles were changed upwards, says the staff. This means approximately 268 titles. The data, however, are based on 149 reallocations approved and announced. It is not statistically certain that averages for 149 reallocations will prevail for the 268. The increases noted are for maximum salaries, that is, for salaries to be paid not now but sometime in the future: two, three, four or five years hence. What the hard-pressed employee is struggling with is his present deflated income, which does not buy nearly as much as did his smaller salary a few years back.

"About 400 Senior Account Clerks," says the statement, "were raised from a salary of \$2,040—\$2,640 to \$2,160—\$2,760. Nearly 400 of these 400 account clerks were not raised a penny. They were given a promise that at some future date they would receive \$2,760 instead of \$2,640. Until that distant date, they receive absolutely no benefit from the reallocation unless Justice Francis Bergan's decision is accepted by the State or is upheld in the higher courts.

Future Promise Doesn't Pay Present Bills

The article uses language so loosely that the public will again be misled. A higher salary rate is not the same as a boost of income or a salary raise. An increase in rate alone does not bring State salaries in line "with those paid in other government units and in private industry." Those units and industries are now paying those rates. The State merely promises them at some future time.

An interesting and illuminating statement of the procedures of the Board in determining salaries is this: "In all cases, however, the final salary allocation is determined by its consistency with existing salary allocations." This means, if it means anything, a closed fixed salary schedule in which no adequate adjustments are possible. Minor changes within the salary framework are possible, but no real adjustments or over-all revisions.

The final salary structure should of course be consistent but such consistency cannot be arrived at by regarding existing allocations as fixed points of reference. Consistency requires proper relationships between related jobs in promotional series and proper differentials between different jobs based on variation in skills, training, experience, etc. The Board has let out the buttons and the seams on an outworn and outgrown suit. It has not produced a serviceable garment.

Final Judgment Reserved

We reserve final judgment on the work of the Board until the complete record is made public. The mountain hath labored—we do not yet know what, if anything, it has brought forth.

The later part of the apologia deals with the methods and procedures of the Board in its regular business. I shall have something to say about this in a future column.

Tolman Calls De Marco Decision Victory for State Association

Special to The LEADER
 Tolman, President of The Civil Service Employees Association, this week referred to the decision of Justice Francis Bergan in the DeMarco case as "a tremendous victory for the employees of the State and for this Association."

This was the case in which the State must use \$3,000,000 allocated by the State Legislature for the purpose intended—higher pay when jobs are reallocated to

higher grades. The State had wanted to hold the raises only to the minimum and maximum of the grades.

Mr. DeMarco was reallocated to a higher salary grade on April 14, 1947. The Civil Service Commission held that he would receive an added increment some years hence but that he was not entitled to any adjustment now even though the reallocation became "effective as of April 1, 1947."

Justice Bergan finds no language in the law to uphold the

interpretation of the Civil Service Commission. He holds that employees like DeMarco who were reallocated within the period April 1-October 1, 1947 are entitled to the rate of pay in the higher grade which corresponds to the year of his service in the lower grade. This means that all State employees who were reallocated from April 1 to October 1, 1947 are entitled to receive the full benefits of that reallocation now, and are not compelled to wait for some years for those benefits.

Fisher Memorial Award Will Be Made on Dec. 12

The winner of the annual Harold J. Fisher Memorial Award will be announced this Friday night, December 12, at the annual dinner meeting of the National Civil Service League, in the Woodstock Hotel.

A citation will be presented at that time to the winner by the Award Committee. A silver trophy, donated by The LEADER will be given the winner at a future date by a high State official.

The committee disclosed that five State employees have been

chosen for gold medal awards. Presentation of citations will be made at the dinner, while the medals will be awarded at the same time as the trophy.

For Exceptional Services

The memorial awards are for exceptional services performed by State employees. Previous cup winners were Dr. Frank L. Tolman, now President of The Civil Service Employees Association, and Mrs. Margaret McLaughlin, Director of Nurses' Training, Central Islip State Hospital.

STATE AND COUNTY NEWS

5-Day Week Asked
For Lab and Research

Special to The LEADER

ALBANY, Dec. 8.—The Civil Service Employees Association has appealed to the State Civil Service Commission on behalf of the employees of the Division of Laboratories and Research of the New York State Health Department for a 37½-hour, five-day week, now in effect for other State workers in State Departments. Prompt action by the Civil Service Commission is sought.

"On January 1, 1947, the staff, excluding office personnel, of the Division of Laboratories and Research of the New York State Department of Health was, on order of the Director of the Bureau of the Budget, arbitrarily returned to a 40-hour work week, following a few months of an officially sanctioned 37½-hour work week," say the employees. "No opportunity was given to the staff to refute the decision.

Sacrifice by Employees

"For many years 43 hours of work a week were required (longer for the maintenance staff) when, almost without exception, all civil service employees in Albany were working 36¾ hours. During emergencies and epidemics the staff has given its time and energies unstintingly to carry on essential service, often without relief for the long hours of overtime necessitated. Even during normal times members of the staff are on call day and night.

"In almost all branches of the scientific and maintenance work attendance of one or more workers is required on Saturdays, Sundays and holidays, and often after hours each day. Although in many instances the time required may be only one or two hours, travel to and from the laboratory results in half of a Sunday, a holiday, or an evening being consumed. The

personnel cannot be adequately compensated for this time. Despite many years of long hours and notoriously low salaries, the staff of this Division has efficiently carried on the services, many of which are highly dangerous to the individual. The laboratory has an outstanding record of service to the State.

Three Main Points Stressed

"To make the working conditions of this Division equitable with those of the other civil service departments, the staff requests that a change in time to a 37½-hour week be reconsidered. The following points are presented as a basis for this request:

"1. Since it has been definitely and unauthoritatively stated that this Division is not an institution, but a Division of the Health Department, the hours of work should conform to those of the other divisions. The unjust discrimination that this Division has always received should not be continued. The staff should not be penalized because it is physically separated from other divisions of the Department.

"2. In view of the extra demands made upon the staff without adequate compensation, as pointed out previously, the matter of equitable treatment in normal working hours becomes doubly important. This unjust discrimination is the cause of a high degree of resentment among the personnel.

"3. To the best of our knowledge, when the shorter hours (37½) were in force, from September to December 1946, there was no breakdown in service. If it is proved, however, that additional maintenance workers are required for essential service, it is believed that the positions should be granted."

Otsego County Chapter
Initiated with Enthusiasm

ONEONTA, Dec. 8.—With the assistance of Laurence J. Hollister, Field Representative, an Otsego County Chapter of The Civil Service Employees Association was initiated with enthusiasm at a meeting in Oneonta. Maynard Crouse, of the County Welfare Department, Cooperstown, was elected Temporary Chairman.

The organization will include all municipal and county employees in Otsego County. A constitution and by-laws committee was appointed. It consists of Howard Sherman, Chairman, Edward McDonough and Mrs. Roy Maybie.

There was a discussion of the 9-point program of the County Division for 1948, including adequate salary schedules, salary in-

crements for local public employees, five-day work week, pension credit for military service, uniform annual leave, unemployment insurance coverage and exemption of pensions from federal income taxation.

Previous to the meeting a dinner was enjoyed at Jack's Restaurant Lounge with members of the Oneonta Chapter (State Division).

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NEWS ABOUT STATE EMPLOYEES

ST. LAWRENCE COUNTY —

The County Division chapter held a directors' meeting in Canton, presided over by the chapter president, Philip L. White. There was a lengthy discussion of welfare of the county chapter and members, retirement and cost of living bonuses. The next meeting of all members of the chapter will be held in Canton on December 9 at 8 p.m. Plans were completed for distribution of membership campaign literature.

All members were urged to renew their membership before that meeting and to bring at least one prospective member. The Canton membership group supplied refreshments after the meeting.

UTICA—Nomination of officers marked a meeting of Utica Chapter of The Civil Service Employees Association in the New York State Employment Service office. Laurence J. Hollister, Field Representative of the State Division of the Association, presided.

Frank B. Mercurio, Deputy State Labor Commissioner, was nominated for President with this slate: Vice-president, Charles Hughes, Division of Placement and Unemployment Insurance; Secretary, Mrs. Ella Weikert, State Tax Department office; Treasurer, Mrs. Sophia Perry, State Employment Service. A committee was named to draw up by-laws and a constitution for presentation at the next meeting, which will be announced.

Mr. Hollister said that The Association's program includes salary adjustments to combat the rising cost of living and liberalization of the retirement system. He said that Dr. Frank L. Tolman, President of the Association, had appointed a special committee to study labor relations in the State government.

Another meeting of the Utica State Hospital chapter was held yesterday at Polish Community Club. A report of the Central New York Conference held at Binghamton was given. Officers and delegates were nominated for 1948.

ALBION—Mae Carothers has been to the West Coast. Mrs. Alice Wagner and Mrs. Mary Houghton attended the annual Civil Service Association conference at Albany. Mrs. Ida Daum has been visiting in NYC and Washington, D.C. Mrs. Martha Cavanaugh has returned from a trip to Detroit, Chicago and New Orleans. Mrs. Wagner visited her daughter and husband at Baltimore, Md. Mrs.

Ruby Berean spent her vacation with her son in Philadelphia. Mrs. Norah Gay is convalescing from an automobile accident. Recovery has been painful. Olive Blott has resigned as matron and will spend the winter in Florida.

Mr. and Mrs. Thomas Stirk visited Mrs. Stirk's parents at Jeffersonville, Ind. Mr. and Mrs. Cecil Nimon enjoyed their trip to California. Mr. and Mrs. Bertrum Johnson have moved into their new home on West Avenue.

The chapter extended appreciation to its membership committee in getting nearly 100 per cent to join The Civil Service Association. In a short time 100 per cent membership is expected.

ONEONTA — The Oneonta Chapter (State Division) members enjoyed a dinner at Jack's Restaurant Lounge, Oneonta, jointly with the Municipal and County employees in Otsego County. At the meeting which followed, Oneonta Chapter voted to help spread the Christmas spirit to the needy. To accomplish this, it will donate proceeds of the next two parties to buy Christmas baskets of food. Reports on the recent Central New York Conference meeting in Binghamton were given by Gladys Butts, President; Ruth Howland, Herbert Torrey and Ovik Durgerian. Laurence J. Hollister, Field Representative of the State Association, spoke on coming legislation.

Albany Conference
Is Off to Fine Start

Special to The LEADER

ALBANY, Dec. 8.—Civil Service Employees Association chapters in the eleven counties of the Albany Metropolitan area have been organized as the Albany Conference.

The first meeting was held Monday, December 1, at which Kenneth Stahl, of the State Retirement System was elected temporary chairman. A committee set up to draft a constitution consisted of Theodore Becker, Civil Service Department, John Johns, Public Works, David Schneider, Social Welfare; Frank Smith, Health, and Mr. Stahl. The Temporary Chairman was also authorized to set up a steering committee, with Irene Dailey of the Retirement System, acting

Schenectady
Chapter Hears
Talk by Stearns

SCHENECTADY, Dec. 8.—Allyn Stearns, Chairman of Board of Directors of the Westchester County Chapter and member of The Civil Service Employees Association Board of Directors, addressed the Schenectady Chapter.

Mr. Stearns gave highlights of the Westchester Chapter's history since 1932, describing early difficulties with county officials. In the past 15 years the Chapter and county officers gradually worked up to a point where they now are enjoying "fine cooperation," he said.

"With patience and home effort," Mr. Stearns said, "I am confident that the Schenectady Chapter will be able to achieve the same success."

Mr. Stearns is a former president of the Westchester Chapter.

Salary Board Hearing
To Be Held Dec. 11
On Patrolmen Jobs

Special to The LEADER

ALBANY, Dec. 8.—The Salary Standardization Board will conduct a hearing involving Institutional Patrolmen, Mental Hygiene and Patrolmen, Correction Department on Thursday, December 11, at 3 p.m. Officials of the Civil Service Employees Association will represent the employees.

as Temporary Secretary.

Talk of setting up an Albany Conference had gone on for some years. Mr. Stahl, together with Joseph Carrol and Robert McGuire, both of Audit and Control, spoke with delegates at the annual meeting of the Association in October. They wrote to chapter Presidents in the Albany area, asking their cooperation. The result was that the Conference was formed to deal with problems affecting employees in that area.

Another meeting of the newly formed group is scheduled for Monday, January 5, at 7 p.m., in the State Office Building. Chapters in the eleven counties of the Albany Metropolitan area are invited to send representatives

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STATE AND COUNTY NEWS

Assn. to Seek Dewey's Aid For Low-Income Pensioners

Special to The LEADER
 ALBANY, Dec. 8.—"Inflation has reached with particular severity into the homes of the aged and disabled public employees who are forced to live on pensions," said Dr. Frank L. Tolman, in a statement issued to the more than 100 chapters located throughout the State, of The Civil Service Employees Association, of which he is president.

"Pensioners dependent upon the State Retirement System and other public pension systems are in real distress and they have appealed to the Association to find some relief for them," continued Dr. Tolman.

The Association revealed that in a study made in 1943-44 the average retirement allowance paid was less than \$1,000 per annum and that some 40 per cent of those retired employees received less than \$600 per annum.

With the cost of food 96 per cent above pre-war and the general cost of necessities of life up 15 per cent, it is apparent that many pensioners and dependents are in real want, added Dr. Tolman.

He stated that appeals to Congress to relieve pensioners from Federal income tax have failed thus far. While such tax does not of course affect those receiving less than \$500, it is obvious, pensioners point out, that any reduction in small or moderate pensions at this time takes away their bread and butter.

It is pointed out that in many cases those on welfare grants receive as much as do pensioners of the public retirement system, even though such pensioners contributed toward their retirement allowance for 20 or 25 years.

Will Appeal to Dewey
 "The Association will appeal to the Governor and the Legislature to make some financial provisions for pensioners that will serve to

compensate them for the same dollars which they and the State set aside for pensions in the years when the dollar had a purchasing power of 100 cents. The Association will continue also to appeal to Congress to reduce the Federal income tax on pensions by a reasonable exemption which will permit them to enjoy the fruits of their savings."

There are more than 120,000 present members of the State Retirement System. There are approximately 8,500 persons on retirement. The membership and the number retired are divided about equally between employees of the State and employees of cities, counties and other subdivisions of government which have chosen to joint the plan.

Employees realize that the State Retirement System is based upon sound principles and is well administered, but that because of the social and economic changes which have occurred since its inception in 1921 that there is great need for liberalizing a number of its features.

Assn. Is Promised Action On Pay Check Delay

Special to The LEADER
 ALBANY, Dec. 8.—Acting upon advice from employees as to delays in pay checks for some workers of the Department of Public Works in Binghamton, Syracuse and other areas, The Civil Service Employees Association appealed to the Department of Public Works for special action to hasten payments to employees.

The Association has been assured by Henry A. Cohen, Director of the Bureau of Contracts and Accounts, that all such delays are regretted by the Department and other agencies involved in the processing of payrolls and that all are seeking to facilitate payment of every employee promptly. Mr. Cohen said:

"I should like you to know that the problem of the delivery of pay checks is receiving top level attention in Albany. The delay does not affect permanent employees who are included in the regular payrolls. The unfortunate ones are the employees who, be-

DPUI Pensions Cleared by U. S.

Special to The LEADER
 ALBANY, N.Y. Dec. 8.—State Employment Service workers are to get full retirement credit for the time they served with the Federal government.

Funds have been received by the Division of Placement and Unemployment Insurance from the U.S. Department of Labor, for the purpose of permitting employees who were transferred to the State from the United States Employment Service to receive credit for time served under U.S. auspices. The transfer from Federal to State jurisdiction took place on November 16, 1946.

Section 641 of the State Labor Law provided machinery for the Federal government to pay the State's share of the cost of this service credit, while the member would pay his own share. Under this provision, employees made their elections prior to May 15, 1947. The transaction could not be completed under the terms of the law until funds for payment of the State's share had been made available from Federal sources.

Court Attendant Exam Is Protested

State veterans' organizations have been urged by John F. McGrath, Past Commander of American Legion Post 13 and twice Vice-commander of the Kings County Legion, to join in his protest of requirements for the Court Attendant examination now being conducted by the State Civil Service Department.

Mr. McGrath maintained that the requirements were strict and "close out many veterans." He said the test will be limited to lawyers and law clerks.

Assn. Goes On Air In Drive for Raise

ALBANY, Dec. 8.—Laurence J. Hollister, Field Representative of The Civil Service Employees Association, discussed public workers' salaries on Radio Station WDOS, Oneonta. It was part of the campaign for adequate pay for State employees.

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A THOUGHT FOR THE WEEK

OUR local governments are closest to the people. Strong local governments are our best defense against those who advocate the supremacy of government over the people. Strong local governments are not built by leaning on the central government.—N. Y. State Comptroller Frank C. Moore.

Civil Service LEADER

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TUESDAY, DECEMBER 9, 1947

A Christmas Gift Well Deserved

MEMO to the State Civil Service Commission: Gentlemen: It would be a welcome gesture if you could find it possible to grant a four-day holiday to employees for the Christmas week-end, and another four-day holiday over the New Year's week-end. As both Christmas and New Year's Day both fall on Thursday it would be quite wonderful if the employees didn't have to come back to work the next day. A number of NYC departments will grant their employees these days off; and the Federal government will allow an opportunity for the long week-ends.

Of course, certain employees—as in the Mental Hygiene and Correction departments, for example—will have to remain on the job. But it certainly isn't difficult to work out a plan that will be fair to everybody.

We can't think of a nicer Christmas present. Please take our word for it that the increase in goodwill and morale will far offset any loss of activity for those days.

Pension Denial A Harsh Decision

IT is difficult to think of any recent action by a local body that is quite so benighted as that taken last week by the Board of Supervisors of St. Lawrence County. These gentlemen (this is 1947, remember!) voted against including the county employees in the State retirement system. They apparently prefer that the men and women who have given their working lives to the county government should remain destitute in old age.

In all of New York State, only one other county has failed to include its employees in a retirement system. A private corporation in St. Lawrence County, the Aluminum Corporation of America, has set up an excellent retirement system. The City of Ogdensburg, and other towns and villages in the county, have retirement plans.

Come, come, gentlemen, think it over!

How a Board Shouldn't Act

WE wonder why: The State Salary Standardization Board refuses to disclose reasons for its actions.

Why it refuses to discuss policies with employee representatives face to face, insisting instead upon interminable letter-writing and interminable delays;

Why it refuses to admit explosive errors exist in its salary report, which even high State officials are questioning.

Why it relies on its antique 1946 figures to arrive at conclusions today.

BELIEVE IT OR NOT — THEY'RE REDUCING STATE SALARIES!

What's this about the State Salary Standardization REDUCING salaries!

Window washers in the State service earned \$1,600 to \$2,030 a year. When the Salary Board got through with them, they were put down for \$1,700 to \$2,000. In other words, while the Board raised the minimum, it reduced the maximum.

Dear members of the Salary Standardization Board: Don't you know it's hard making a living nowadays—and NOBODY reduces salaries?

Don't Repeat This!

VETS hopped up because one Civil Service Commission recognizes zero per cent disability rating for primary preference, another doesn't, but it'll clear up when the Court of Appeals speaks. Three cases are on their way up there now. State Commission has a court order one way (recognize zero), while NYC Commission has a court order other way 'round... Squint at annual report of NYC Employees System gotten out by Secretary Ralph L. Van Name shows 19,000 members 55 years or older out of a total of 20,000, or more than 20 per cent. Of these, 17,000 could retire, under the age 55 plan or because more than 60, yet they don't. Main reason: waiting for cost-of-living bonus to be made permanent, because it would bring up retirement allowance. Catch: if bonus gets a permanent wave, it must be made retroactive for five years to give the waiters the benefit they seek. . . . Still, the the dangling possibility makes 'em stick.

Mayor O'Dwyer says, when there's trouble in one of his departments: "If I had another Quayle there, I wouldn't have the trouble." His Honor consults the Fire Commissioner about problems of other departments when they get sort of our of hand . . . Monsieur Quayle deals with employee matters through only two organizations in the department, the UFA and the UFOA . . . Treasurer John Dalton, of the UFOA, one of the prize-winners in the Citizens Budget Commission contest. All 42 winners got a letter from the Mayor O'Dwyer himself, asking them to be at City Hall this Wednesday to receive official honors, including cash—\$10 to \$500 . . . President John E. Carton, of Patrolmen's Benevolent Association, strong for the two-year term for officers of PBA, not that present officers would benefit. The resolution, if adopted, would be operative first on the next batch.

Morris Paris, Deputy Comptroller of NYC, student of world affairs, on the air weekly with a current events program. He defended the Marshall Plan against Ham Fish and Earl Browder capably. Doings last Thursday night at the Marshall plan debate at Parkway Forum in Brooklyn in a very dignified way raised the ceiling . . . State forests to provide record revenue from Christmas trees. All land from which trees are taken is outside of Forest Preserve which is in Adirondack and Catskill parks.

Biggest build-up for a Mayor's speech in years, that given for O'Dwyer's radio talk on fare, finance and other problems, last Friday night. Mayor, always good before the mike, getting better all the time. Has a born gift of gab. . . . John Bennett gives his Honor quite a lift by sage advice, pinching and calming the nervous.

Thousands of days of accumulated annual leave will be lost to Federal employees when the rule goes into effect the end of this month. Protection of accumulations was afforded, to a degree, but not enough to take carde of everybody's horde. . . . Post offices already have begun to hire temporary workers for the Christmas-New Year's holiday rush. . . . Veterans Administration to get attention from a subcommittee of the Herbert E. Hoover Committee to Study Government. Toughest administrative problem in the country is VA, so subcommittee will have plenty of work . . . Look soon for announcement of secretarial exams by U.S., with special credit for those with war-service appointments. Grades CAF 5, 6 and 7 . . . Looks like a bill for \$600 pension credit exemption will come out of the hearings in Washington. Any changes to be made would be to meet President Truman's objections: less benefit for the larger income groups, more for the smaller, not much for anybody. Government employees, U.S. State and local, will benefit as part of the common people, not because they're in government employ.

College Course Changes To Be Asked by Group

Top committees of the U. S. Civil Service Commission's College-Federal Agency are studying the possibility of recommending to colleges and universities certain adjustments in the curricula of physical and social science students in the lower grades who are interested in Federal service careers.

A report on needed adjustments will not be ready for several months. However, it is not expected that sweeping changes will be recommended. It is possible that colleges will be asked to add one or two courses designed to acquaint the students with the functions of the Federal government, and to give them training in some special field, apart from their major study, which would aid them in their careers. For example, at recent meetings of the Council, agency representatives maintained that training in law, preferably contract law, should be given some Federal employees, particularly engineers, in order that they be better qualified to do the work required in certain agencies. Aside from such special needs of Federal agencies, more intensive training in the use of the English language has been advocated. It was reported that in "too many instances" Federal workers are not able to use the English language correctly or effectively.

In general, agency representatives were in favor of a program which would better prepare students for a Federal service career.

Experts on Committee

The study of this problem has been entrusted to 14 leading educators and personnel experts. The committee studying physical science curricula includes Col. Charles W. Christenberry, Adjutant General, Hdqrs. First Army,

Chairman; Dr. Ray Palmer, Dean of Students, Rensselaer Polytechnic Institute; Dr. R. Chamberlain, Assistant Dean, College of Engineering, Cornell University; Harold Fee, Director of Placement, Stevens Institute of Technology; Dr. J. Fitelson, Food & Drug Administration; Hart Foster, Pocatoiny Arsenal; Welland Gay, Chief, Qualification Section, 2nd U. S. Civil Service Region; Col. Harland C. Wood, Principal Engineer, Corps of Engineers (Buffalo).

Included on the committee studying social science curricula are Dr. William J. Ronan, Director, Graduate Div. for Training, Public Service, New York University, Chairman; Fred Childs, Acting Region Administrative Officer, Department of State; Dawson Hales, Veterans Federal Employment Representative, 2nd U. S. Civil Service Region; Peter Kashi, Regional Director, Social Security Administration, F.S.A., N. Y. C.; John P. Kirkwood, Director, Personnel & Placement, Rutgers University; Dr. Rodney L. Moore, Director, Div. of Social Sciences, Colgate University.

Part of Wide Program

This study is part of a three-front program of selective recruitment recommended to the Commission by the Council: (1) college students in the lower grades; (2) college seniors, and (3) graduate students. Twenty colleges and 30 Federal agencies are cooperating in the program to attract college-trained men and women to Federal Service, under the direction of James E. Russell, director of the Second U. S. Civil Service Region. Mr. Hales is Secretary of the Council.

Further progress on the program will be reported from time to time in The LEADER.

Harlem Valley Essay Winner Is Announced

Special to The LEADER

WINGDALE, Dec. 8.—The winner of the recent essay contest sponsored by the Harlem Valley State Hospital Chapter, The Civil Service Employees Association, is Jane Martin, of Pawling. Her essay was entitled "The Nursing Care of the Disturbed Mental Patient."

The contest is conducted annually for the senior students, the prize being given at graduation. The topic on some pertinent aspects of psychiatric nursing is chosen each year by a Committee of Physicians selected by the President of the Association.

Miss Martin, in her essay, maintained that the question of mental disease deserved the consideration of the public—even from the standpoint of economics. She said that the old view wherein mental patients were committed to an institution as a "last resort" has disappeared as a result of contributions made through advancements in psychiatry. Straight jackets, padded cells, dungeons and other forms of abuse are relics of the past, she added.

Much of Miss Martin's essay was



JANE MARTIN

devoted to describing methods of treating mentally ill patients. Her material was drawn from Psychosomatic Medicine (Weiss and English); Trends Nursing History (Jamieson and Sewall); Practical Clinical Psychiatry (Stracker and Ebaugh); Principals of Psychiatric Nursing (Ingram); Introduction to Psychiatry (Biddle and Van Sickle); Mental Hygiene News and American Journal of Nursing.

Court Attendant Test Open to Dec. 22

Applications will be accepted until Monday, December 22, for the Court Attendant examination from which appointments will be made to positions in the First and Second Judicial Districts—Manhattan, Brooklyn, The Bronx and Richmond—and also in Queens. Appointments will be made at \$2,500 to \$3,000 plus cost-of-living bonuses, probably \$660.

The State Department of Civil Service is issuing and receiving applications at Room 2301, 270 Broadway, New York 7, N.Y. No applications will be issued after Saturday, December 20.

Details on medical-physical, education, experience and residence requirements were published in the December 2 and November 25 issues of The LEADER.

Bates Fills Two Posts In National Tax Assn.

State Tax Commissioner Spencer E. Bates was appointed member of the resolutions committee of the National Tax Association at its convention held in Miami Beach, Fla.

In addition, Commissioner Bates was elected unanimously as member of the executive committee of the association.

Rossell Gives Talk On U. S. Pensions

Director James E. Russell, of the Second Region U. S. Civil Service Commission, addressed the Twenty Year Club, at Pocatoiny, N.J., on the Federal retirement system. About 175 persons were present.

At the conclusion of his talk Mr. Rossell received rounds of applause.

EXAMS FOR PERMANENT PUBLIC JOBS

U. S.

(1947)—General Staff P-1, \$2,644.80 and Head Clerk, \$3,397.20 (Closes Monday, December 22).

CAF-6, \$3,021. Positions available at 641 Washington Street, New York 14, and most post offices outside of New York, N.Y., and Board of Civil Service Examiners, Civil Service Photographic Central Corps, 35th Avenue, Long Island City. Applications must be filed with the Signal Corps Center, New York, Wednesday, December 10, 1947.

established and certified for each institution from which candidates compete. Former clothing clerks who have served on a permanent basis in either the non-competitive class or the competitive class for one year prior to the date of the examination may compete if otherwise eligible. (Closes Saturday, January 17.)

5349. Principal Account Clerk, (Prom.) Institutions, Department of Mental Hygiene, \$3,000 to \$3,660. Fee \$2. Vacancy exists at St. Lawrence State Hospital. Preference in certification will be given to employees in the institution in which the vacancy exists. (Closes Friday, December 26.)

5340. Principal Hearing Stenographer (Prom.), Division of Parole, Executive Department, \$3,120 to \$3,780. Fee \$3. Two vacancies exist. Appointees may be assigned to duty in the Division of Parole anywhere throughout the State. Since the duty of the appointees to the position is to take hearings at the State prisons and Elmira Reformatory, the names or male eligibles only will be certified for appointment. Preference in appointment will be given to employees in the promotion unit in which the vacancy occurs. (Closes Thursday, December 18.)

5345. Principal Clerk, (Prom.) Department of Social Welfare, Erie County, \$2,100 to \$2,400. Fee \$2. (Closes Thursday, December 18.)

5330. Principal Supervisor of Vocational Rehabilitation, Division of Vocational Rehabilitation, Education Department, \$4,620 to \$5,720. Fee \$4. One vacancy in Albany. (Closes Wednesday, December 17.)

5331. Director of Motion Pictures, (Prom.), State Department of Education, \$6,000 to \$7,375. Fee \$5. Closes Thursday, January 15.

5334. Assistant District Engineer, (Prom.), Department of Public Works, \$7,750 to \$9,250. Fee \$5. One vacancy in District No. 2. (Closes Wednesday, December 17.)

5335. Senior Stenographer, (Prom.), District No. 6, Department of Public Works. Fee \$2. One vacancy exists in Hornell. (Closes Wednesday, December 17.)

5336. Assistant Accountant, (Prom.), Department of Health (exclusive of the Division of Laboratories and Research and the Institutions), \$3,000 to \$3,600. Fee \$2. One vacancy in Albany. Closes Thursday, December 18.)

5337. Stenographer (Prom.), Albany Office, Department of Law, \$1,600 to \$2,200. Fee \$1. One vacancy exists. (Closes Thursday, December 18.)

5338. Senior Statistics Clerk (Prom.), Department of Commerce, \$2,160 to \$2,760. Fee \$2. One vacancy in the Division of Economic Development, Bureau of Business Research. (Closes Thursday, December 18.)

5339. Senior Actuarial Clerk (Prom.), Albany Office, Insurance Department, \$2,160 to \$2,760. Fee \$2. (Closes Thursday, December 18.)

STATE

Open-Competitive

Applications are being accepted for the State Department of Civil Service for the following examinations until Monday, December 15, 1947. Applications will be issued at 2301, 170 Broadway, New York 7, N. Y., and at the State Department, Albany 1, N. Y., until December 19.

5349. Assistant Self-Insurance Examiner, Workmen's Compensation Board, Department of Labor, \$3,360. Fee \$2. Several vacancies in the New York Office.

5347. Assistant Director of Nurses (Tuberculosis), Department of Health, \$3,000 to \$3,660. Fee \$2. Vacancies exist at the Herkimer M. Biggs Memorial Hospital, Thaca, at the Ray Brook State Tuberculosis Hospital, Ray Brook, at Mount Morris Tuberculosis Hospital, Mount Morris.

5348. Consultant Public Health (Industrial), Bureau of Industrial Hygiene and Safety Service, Department of Labor, \$3,720 to \$4,620. Fee \$3. One vacancy exists in the Upstate Area.

5349. Occupational Instructor, Institutions, Department of Mental Hygiene, \$1,800 to \$2,400. Fee \$2. Vacancies in various Institutions. A promotion examination for the position will be held at the same time as this open-competitive examination. Although the law requires that the promotion list be used first in making appointments, it is anticipated that there will be a sufficient number of appointments so that an open-competitive list will be also.

5350. Senior Pathologist, State Institutions, \$4,620 to \$5,720. Fee \$2. One vacancy at Central Islip Hospital, and one vacancy at Letchworth Village, Department of Mental Hygiene.

5351. Junior Laboratory Technician, State Departments and Institutions, \$1,800 to \$2,400. Fee \$2. Vacancies exist at Roswell Memorial Institute, Buffalo, and in the Division of Laboratories and Research, Albany, Department of Health. If eligible, candidates may compete also in the Senior Laboratory Technician (Clinical Pathology) or in the Senior Laboratory Technician (Serology). A separate application and fee must be filed for each.

Promotion

5341. Senior Statistics Clerk (Prom.), Division of Municipal Affairs, Department of Audit and Control. One vacancy exists. Closes Thursday, December 18.)

5342. Senior Clerk (Prom.), Long Island State Park Commission, Department of Conservation. One vacancy exists. (Closes Thursday, December 18.)

5343. Junior Personnel Assistant (Prom.), Conservation Dept. exclusive of the Division of Parks, \$2,400 to \$3,000. Fee \$2. One vacancy exists in the Personnel Bureau of the Administration Division in Albany. (Closes Thursday, December 18.)

5344. Senior Personnel Technician (Examinations), (Prom.), Department of Civil Service, \$3,720 to \$4,620. Fee \$3. (Closes Thursday, December 18.)

5346. Senior Account Clerk, Albany Office, including Albany Office, Department of Social Welfare, \$2,160 to \$2,760. Fee \$2. Several vacancies exist. (Closes Thursday, December 23.)

5347. Senior Account Clerk, Albany Office, New York City Area Office, (including Commission for the Blind and Suburban Office), Department of Social Welfare, \$2,160 to \$2,760. Fee \$2. One vacancy exists in the Commission for the Blind. (Closes Tuesday, December 23.)

5348. Senior Stores Clerk, Albany Office, Department of Mental Hygiene, \$2,040 to \$2,640. Fee \$2. Vacancies exist in the State Hospital, Letchworth Village, Marcy State Hospital, and Newark State School. Separate promotion lists will be



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2801 Broadway, nr. 108th St.
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WINE-ADE SWEET GRAPE WINE	39c
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Case of 4 Gallons	7.50
PORT, MUSCATEL	2.06
SHERRY	2.06
Case of 4 Gallons	8.00
VERMOUTH Sweet & dry	2.94
Case of 4 Gallons	10.00
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Case of 4 Gallons	10.00
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NYC EDUCATION

Teacher of English, (License examination), Day High Schools, \$2,500 to \$5,125. Applicants have until September 13, 1948 to meet eligibility requirements. Full information available from Board of Examiners, NYC Board of Education, 110 Livingston Street, Brooklyn 2, N.Y. Obtain and file applications at same address, in person or through mails. Fee \$5. (Closes March 1, 1948.)

WAR VETS MEET DEC. 11
The New York War Veterans in Civil Service will hold their next regular meeting Thursday, December 11, at 8:30 p.m. in the Tough Club, 243 West 14 Street. Recently-elected officers will be installed and the legislative program for 1948 will be discussed by the special committee.

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Welfare To Fill Jobs In Groups

The LEADER publishes first and exclusively the names of eligibles in the order of probable appointment to 1,070 jobs as Social Investigator, Grade 1. The NYC Civil Service Commission has published an eligible list which includes 2,250 names, but only in the order of relative standing according to percentages.

The Welfare Department has 1,047 vacancies which Commissioner Benjamin Fielding plans to fill as quickly as possible.

A Welfare Department spokesman told The LEADER that the Commissioner is ready to ask the Board of Estimate for an increased quota of Social Investigators if the case load cannot be handled when the staff is brought up to full authorized strength by the 1,047 appointments.

William Brody, Personnel Director of the Health Department, announced that approximately 15 Social Investigator job opportunities exist in his department. He said appointments would be made as soon as the list is ready. The Hospitals Department also will make between five and 10 appointments.

The list was published by the Commission subject to investigation of claims for veteran preference, medical test and qualifying oral test.

Time Element for Jobs

The law cases over disabled veteran preference will not affect the Social Investigator list, except to the trifling extent of somewhat earlier or later appointment, because there are about 300 more jobs than there are veterans, disabled or non-disabled, on the list.

Commissioner Fielding will make appointments straight down the list and as fast as he can. The list can not be used for appointments until the veteran claims are cleared through the Veterans Administration and the medical oral and character tests passed by the eligibles. This will take longer than the two weeks in which Commissioner Fielding hoped to make 350 first appointments. The plan is to absorb 350 at a clip.

Social Work Parley Hears State Officials

SPECIAL TO THE LEADER
BUFFALO, Dec. 8.—More than 2,000 persons attended the 48th annual meeting of the New York State Conference on Social Work at the Hotel Statler.

Edward Hochhauser, President of the Conference and Executive Director, Committee for the Care of the Jewish Tuberculous and State Social Welfare Commissioner Robert T. Lansdale delivered addresses. The Rev. Joseph B. Toomey, Director of Catholic Charities, Syracuse, presided.

The theme was "Social Planning, Today and Tomorrow." Welfare, health and allied problems were discussed by prominent leaders in public and private fields.

Speakers included State Health Commissioner Herman E. Hilleboe; Dr. Howard A. Rusk, New York University; Dr. Ralph S. Banay, Columbia University; Assemblyman Harold C. Ostertag; the Very Reverend Monsignor Edward E. Swanstrom, Executive Director, War Relief Services, National Catholic Welfare Conference; Sir Raphael Cilento, Director of Social Activities Division, Dept. of Social Affairs, United Nations, Children's Court Judge Leo J. Yehle, of Syracuse; Children's Court Judge Victor B. Wylegala, of Erie County; J. Edward Conway, President, State Civil Service Commission; Alden Bevier, of the NY State Department of Social Welfare and former Chief, Public Welfare Branch, Office of Military Government, U. S. Zone, Berlin, and Dr. William S. Bernard, Executive on Displaced Persons.

2 MORE PROMOTION TESTS

Promotion examinations have been ordered by the NYC Civil Service Commission for Assistant Supervisor (Child Welfare), Welfare Department, and Institutional Inspector, Grade 3, Department of Hospitals.

SOCIAL INVESTIGATOR ELIGIBLES

1 TO 100

- Robert Burger (D)
- Michael Woodman (D)
- William F. Garber (D)
- William J. Neilan (D)
- Marcus Jaffe (D)
- Morris Gewirtz (D)
- Milton Dubowick (D)
- Ben Iceland (D)
- Abraham S. Blumberg (D)
- Elvin Adams (D)
- Richard F. Ingegneri (D)
- Morton Rubenstein (D)
- Joseph Daddario (D)
- Gerald Stern (D)
- Julius Berman (D)
- Manuel Blumenkopf (D)
- Phil F. Seligman (D)
- Louis Shreyar (D)
- Samuel Korenblatt (D)
- Sidney K. Lane (D)
- Barnett Perler (D)
- Milton Abbott (D)
- Charles Schneider (D)
- Stanley R. O'Shaughnessy (D)
- Samuel Rosenstein (D)
- Sidney Smith (D)
- Roberta Rosenberg (D)
- Thomas P. Cotter (D)
- Harry Spiller (D)
- Loften Mitchell (D)
- Paul D. Park (D)
- George A. Lewis (D)
- Benjamin Lenes (D)
- Lobin Schulman (D)
- Rosalind F. Gynn (D)
- Harold O. Basden (D)
- Morris Kuznesof (D)
- Cyrus Nahemow (D)
- Harry Snell (D)
- Francis J. Sullivan (D)
- Victor Nierenberg (D)
- Oscar Gottlieb (D)
- Abraham Freedman (D)
- Alvin Trachtman (D)
- Martin Glowinsky (D)
- Samuel A. Boroff (D)
- Isidore Tunick (D)
- Thomas J. Maguire (D)
- Max Kowalsky (D)
- Arthur Eisenberg (D)
- Thomas J. Herlihy (D)
- Frank J. Rogers (D)
- Richard G. Smith (D)
- Paul Rosenberg (D)
- Abraham Marcus (D)
- Nathan Loshak (D)
- Harold A. Coven (D)
- Monroe Gross (D)
- Herbert Orlofsky (D)
- Sanford Gottlieb (D)
- Henry Greenstein (D)
- Jerome M. Seidel (D)
- Mitchell Arkin (D)
- Bruce N. Lester (D)
- Herbert Leister (D)
- Irving H. Silver (D)
- Harold Nadler (D)
- Joseph E. Carillo (D)
- Abraham L. Rubenstein (D)
- Solomon D. Rosen (D)
- Leon Kaplan (D)
- Alfred Kadushin (D)
- Leo L. Orenstein (D)
- Bernard Dachman (D)
- Frank J. O'Reilly (D)
- Seymour Posner (D)
- George Hershov (D)
- George Cooper (D)
- Hyman Cohen (D)
- Abraham J. Lehman (D)
- Helen O. Merhige (D)
- Alexander Levine (D)
- Jack J. Newman (D)
- Edward Malamant (D)
- John P. Quinn (D)
- Irving Siebzehner (D)
- Nicholas J. Caruso (D)
- Samuel Geffner (D)
- Cornelius Jackson (D)
- Martin Spiaggia (D)
- David Pineles (D)
- Abraham Unger (D)
- William Lieberman (D)
- Joseph B. Kane (D)
- Stephen M. Morrissey (D)
- Clifford J. Collins (D)
- Bernard Entman (D)
- Hyman S. Jaffe (D)
- William Berman (D)
- Isaac Grotas (D)
- Harold Kramer (D)

100 TO 200

- W. B. Turner (D)
- Eli Levitas (D)
- Martin E. Oliverio (D)
- Carl Boyer (D)
- Nathan H. Brownstone (D)
- Bernard Schneider (D)
- Philip A. Davino (D)
- Sidney M. Roth (D)
- Bernhard Fein (D)
- Malkiel Levine (D)
- Francis J. Finnegan (D)
- Ernest A. Kraus (D)
- David J. Weinblatt (D)
- Irving G. Lurie (D)
- Luther E. Lum (D)
- Sam Guberman (D)
- Samuel Estis (D)
- Jerome Barron (D)
- Irving Bernstein (D)
- Sam W. Liske (D)
- Frances Felder (D)
- Sol Grand (D)
- Sidney Barkan (D)
- Simon Goldstein (D)
- Anthony Schifano (D)
- Aaron L. Karrel (D)
- Eugene P. Frasca (D)

- Eugene Gaster (D)
- Francis D. Zegers (D)
- Francis J. Marcheta (D)
- Irving Gordon (D)
- William G. Hyde, Jr. (V)
- Dorothy E. Kuusela (V)
- Herbert P. Schenker (V)
- Irving Nadle (V)
- Leslie A. Sharaga (V)
- Joseph S. Karp (V)
- Nathan Fried (V)
- Joseph Gold (V)
- Milton Heckler (V)
- Elias Basner (V)
- Edward Aronov (V)
- Jerome Salit (V)
- Paul B. Zbar (V)
- Herbert Katzen (V)
- Sidney Hantman (V)
- John Arrigo (V)
- Florence M. Goodman (V)
- Frederick Wiener (V)
- Robert M. Weitz (V)
- Robert F. Higgins (V)
- Charles F. Peet (V)
- Doris J. Dirnfeld (V)
- Efrem Youngstein (V)
- Louis Schneider (V)
- Arnold Goldring (V)
- Sidney Holtzman (V)
- Samuel Dooha (V)
- Irwin M. Stein (V)
- Sidney Mason (V)
- Melvin Stepman (V)
- Herbert Aroll (V)
- Simon Kleinman (V)
- Leon Weinstock (V)
- John Defato (V)
- Samuel Musnikow (V)
- Bernard Lerner (V)
- Barney P. Levantino (V)
- Hyman Heller (V)
- Dennis E. Bernard (V)
- Cyrus Turkel (V)
- Samuel Gorman (V)
- David A. Aalot (V)
- Frances E. Schwab (V)
- Richard B. Sheahan (V)
- Anthony T. Consigli (V)
- Joseph N. Freedman (V)
- Elias Hankin (V)
- Seymour Solomon (V)
- Samuel P. Herman (V)
- Rubin Blanck (V)
- Abraham Kowalsky (V)
- Joseph Matluck (V)
- Nathan Handlin (V)
- Sidney Steigman (V)
- David Rosenbloom (V)
- Irving M. Rosenwasser (V)
- Jerome Nitzberg (V)
- Hyman Levitt (V)
- Abraham Krantz (V)
- Irving Scavron (V)
- Richard O'Brien (V)
- Ettore M. Biagi (V)
- Benjamin S. Brody (V)
- Jordon H. Rosenberg (V)
- Esther D. Schneberg (V)
- Irving Sarnog (V)
- Solomon D. Kaplan (V)
- Hyman Resnick (V)
- Merwin Graubart (V)

201 TO 300

- Jerome Shapiro (V)
- Joseph Goldman (V)
- Tobias I. Wolman (V)
- Howard W. Borsuk (V)
- Fred R. Greenbaum (V)
- Joseph A. Morris (V)
- Gerald Ehrlich (V)
- Herbert Briskman (V)
- Sol Bedell (V)
- Jacob Stolzenberg (V)
- Michael Werner (V)
- Julius Gordon (V)
- Benjamin M. Holowitz (V)
- Jack Ziporkis (V)
- Irwin M. Lasky (V)
- Benjamin Goldring (V)
- Henry Elroc (V)
- Milton Block (V)
- Philip Tesser (V)
- Cyrus S. Glickstein (V)
- Gerald M. Thorner (V)
- Abraham Lurie (V)
- Louis Partnow (V)
- Jacob R. Mellitz (V)
- Saul Gutter (V)
- Thaddeus P. Sochacki (V)
- Harry Stein (V)
- Barnet Lazerson (V)
- David Blumenkrantz (V)
- Arthur E. Young (V)
- Irving Bernstein (V)
- Josephine Politzer (V)
- Ruth Siegel (V)
- Locksley J. Degennard (V)
- Celia Derene (V)
- Ely M. Slotkin (V)
- Agnes Schutz (V)
- Israel Friedman (V)
- Shirley Siegel (V)
- Louis M. Pesce (V)
- Joseph J. Maher (V)
- Jack Nadilman (V)
- Albert Gexen (V)
- Melvin A. Weiss (V)
- Joseph O. Reece (V)
- Jack Smith (V)
- Harold T. Gerken (V)
- David C. Ellis (V)
- Elias Zavin (V)
- John Rinkowitz, Jr. (V)
- Robert N. Daub (V)
- Harold S. Ehrenpreis (V)
- Henry Silverstein (V)
- Helen Kaplan (V)
- Edward J. Marchese (V)
- Peter S. Cosmides (V)
- Julian M. Feldstein (V)

- Charles A. Ukkerd (V)
- Joseph H. Montano (V)
- Seymour Schwimmer (V)
- Thomas R. Croghan (V)
- George Kasdin (V)
- Justin I. Siegel (V)
- David Fisher (V)
- Sidney L. Lillien (V)
- William E. Mux (V)
- Bertram M. Greenwald (V)
- Clifton E. Gross (V)
- William J. Bulger (V)
- Aaron Katz (V)
- Sol Golden (V)
- Morris L. Kotler (V)
- Louis P. Schwartz (V)
- Norman Teitel (V)
- Lester Fenichel (V)
- Kenneth K. Murase (V)
- Perry P. Breiger (V)
- Anna S. Stuart (V)
- William P. Smith (V)
- Jouis H. Biderman (V)
- Bernard Katz (V)
- Robert T. Blumm (V)
- Julius Dorfman (V)
- Bertram S. Alves (V)
- Martin J. Corbin (V)
- Honaria M. Sullivan (V)
- George W. Bossell (V)
- George M. Fried (V)
- Nathan Lopatin (V)
- Arthur W. Boskin (V)
- Robert V. Sturzer (V)
- David Woogen (V)
- Abraham F. Rosenzweig (V)
- Abraham Belas (V)
- Joseph Lempert (V)
- Lawrence Tannenbaum (V)
- Eric Layne (V)
- Salvatore Laporta (V)
- Jack Bargnara (V)
- John D. Florio (V)

301 TO 400

- Henry J. Kancigor (V)
- Jack Botwinick (V)
- John J. Roche (V)
- George Abramson (V)
- Arthur J. Fohrenbach (V)
- Ruth Frimmer (V)
- William J. Klinke (V)
- Milton Zuckerman (V)
- William Denham (V)
- Eugene P. Hanley (V)
- Isaac Faighes (V)
- David R. Jacoby (V)
- Lawrence J. Borger (V)
- Floyd B. Holley (V)
- Murray Greenberg (V)
- Abraham S. Brooks (V)
- Adolph O. Cherot, Jr. (V)
- William J. Martin (V)
- Malcolm Lichtenstein (V)
- Edmund D. Kean (V)
- Ulysses T. Boyd (V)
- Joseph Weiss (V)
- Samuel L. Gutterman (V)
- Bernard W. Dickheiser (V)
- Maxwell Rosenzweig (V)
- Alfred Weiss (V)
- Theodore C. Krupa (V)
- Martin Zelin (V)
- Justin F. Collins (V)
- Patrick J. Fitzpatrick (V)
- Nathaniel Altschul (V)
- Frank Sinapi (V)
- Matthew N. Castellucci (C)
- Ben Z. Locke (V)
- Joseph E. Galano (V)
- Jerome Finkelstein (V)
- Alex Sautitz (V)
- Seymour Perlmutter (V)
- Henry T. McCable (V)
- Robert Lichtenstein (V)
- Martin J. Duddy, Jr. (V)
- Bernard J. Witover (V)
- Harold Sole (V)
- Nathan Essel (V)
- Seymour Weinstein (V)
- Benjamin Kramer (V)
- Sam Rettinger (V)
- Anthony J. McQuade (V)
- Gustave Abo (V)
- Samuel Golden (V)
- Meyer Adams (V)
- Philip Weingarten (V)
- Richard J. Guido (V)
- Eugene Wexler (V)
- Beatrice C. Johnson (V)
- Daniel J. Brennan (V)
- Jacob Frieues (V)
- Albert E. Robert (V)
- Paul W. Hammer (V)
- Walter Golman (V)
- Joseph L. Carfora (V)
- Leon Brown (V)
- Erich Schreiber (V)
- Herman Baum (V)
- John J. Hart (V)
- Meyer Mathis (V)
- Arthur Mensing (V)
- Victor O. Whitehead (V)
- Robert A. Griffenberg (V)
- Arthur B. Rosen (V)
- Jerome Mernit (V)
- John L. Halpin (V)
- Carl Bauer (V)
- Harry D. Brunner (V)
- James J. Trapani (V)
- Morris Sipser (V)
- Alexander Mazel (V)
- Samuel E. Boyd (V)
- Isaac Eines (V)
- George C. Aaron, Jr. (V)
- Benjamin J. Goldin (V)
- Adolph W. Peckaitis (V)
- Raphael Skolnik (V)
- Beulah E. Friedenber (V)
- Thomas A. Milazzo (V)
- Anne M. Mcelligott (V)

401 TO 500

- Albert C. Calabro (V)
- Charles R. Novick (V)
- Joseph Pincus (V)
- Clyde Barone (V)
- Walter F. Clarke (V)
- Louis L. Gershman (V)
- Isidore Jacobowitz (V)
- John E. Deloria (V)
- Fred L. Wasserman (V)
- Duilio Colangelo (V)
- Harriette Bressack (V)
- Moses Thali (V)
- Harry M. Jefferson (V)
- Samuel Pollack (V)
- Louis Meltzer (D)
- Norman M. Buchbinder (V)
- William C. Leuthner (V)
- Martin A. Mendelson (V)
- Charles Cuccio (V)
- Leo Memoli (V)
- Abe Certner (V)
- William Grundfest (V)
- Joseph Wagman (V)
- David Sherbowski (V)
- Michael J. Hough (V)
- Louis J. Rossillo (V)
- Myron Larkin (V)
- Joseph Lipsky (V)
- Charles J. McCarthy (V)
- Sidney Korsh (V)
- Anthony A. Cuccurullo (V)
- Sol Lieberman (V)
- Walter S. McComb (V)
- Joseph Neiman (V)
- Veronica C. McGuinness (V)
- Milton A. Goldner (V)
- Milton Asnis (V)
- Morris Rosenberg (V)
- Jerome J. Fink (V)
- Jason Dlugacz (V)
- Leo Edelsberg (V)
- Gilbert J. Merrill (V)
- Richard H. Allaway (V)
- James G. Palmer (V)
- Isidore Stenzler (V)
- Albert Leibowitz (V)
- Sidney N. Bernstein (V)
- Herbert S. Davidoff (V)
- Arnold Billig (V)
- William Barzell (V)
- Philip Hollander (V)
- Harry Beilin (V)
- Stanley J. Stein (V)
- Howard Ellis (V)
- Bernard Samuels (V)
- Paul D. Kessler (V)
- Felice M. Forno (V)
- George W. Miller (V)
- Lawrence Goldstein (V)
- Kenneth Weisslit (V)
- Elmer Z. Spiegler (V)
- Norman Katz (V)
- Herbert Steinberg (V)
- Herman Brooks (V)
- Oscar Kurtz (V)
- Herbert D. Horowitz (V)
- Jack Shulman (V)
- James E. Johnson (V)
- William Greenberg (V)
- Barney Lieberman (V)
- George J. Rosenthal (V)
- Boris Honig (V)
- Yale L. Hoffman (V)
- Patrick Flynn, Jr. (V)
- Vernor L. Hoyt (V)
- Sam Haykind (V)
- Aaron Hershkowitz (V)
- Oscar E. Henry (V)
- Harold A. Levine (V)
- Seymour Levin (V)
- Alexander Cohen (V)
- Seymour Schneider (V)
- Martin Kean (V)
- Clifton J. Lockett (V)
- Adolph L. Linn (D)
- Irving Smith (V)
- Austin W. Sobers (V)
- Helen V. Ambrose (V)
- Francis N. Coombs (V)
- Fred O. Nebling (V)
- Edward J. Budriski (V)
- Edward L. Souweine (V)
- Abraham Tretin (V)
- Edward L. Bothe (V)
- Seymour Spruch (V)
- Lester W. Gordon (V)
- John P. Michale (V)
- Anthony Bocco (V)
- Abraham Cohen (V)
- Samuel R. Williamson (V)

501 TO 600

- David Sandrowitz (V)
- Leon Millman (V)
- Leon R. Paley (V)
- Abraham Amster (V)
- Lillian V. Venezia (V)
- Stanley M. Remez (V)
- David Schwimmer (V)
- John F. Wexted (V)
- Henry J. Morville (V)
- Benedict M. Scaffidi (V)
- Samuel P. Goldstein (V)
- James A. MacDonald (V)
- Axel C. Ford (V)

PROBABLE ORDER OF APPOINTMENTS

S. Marzullo (V)
 W. Luckie (V)
 L. Generette (V)
 Cohen (V)
 M. Crittenden (V)
 F. Switzer (V)
 Deutsch (V)
 Spiaggia (D)
 N. Lesser (V)
 Schneider (V)
 E. Riemer (V)
 S. Busch (V)
 Leifer (V)
 A. Planagan (V)
 Severi (V)
 Savitsky (V)
 A. Horowitz (V)
 J. Palmer (V)
 J. Linderman (V)
 bert (V)
 Kolsky (V)
 Collier (V)
 M. Corace (V)
 E. Sloan (V)
 W. Earle (V)
 T. Gabriele (V)
 Cooper (V)
 A. Abruzzo (V)
 W. Wigdor (V)
 F. Giglio (V)
 Grauer (V)
 Bellin (V)
 Kolodny (V)
 Braunfeld (V)
 L. Brice (V)
 Nelson (V)
 Cigman (V)
 E. Maher (V)
 J. Nelson (V)
 Anglet (V)
 V. Foley (V)
 Gelbwachs (V)
 E. Sternstein (V)
 W. Barrow (V)
 H. Allen, Jr. (V)
 A. Tannenbaum (V)
 K. Phillips (V)
 Tunkel (V)
 Gordon (V)
 Friedman (V)
 L. Rubinstein (V)
 and (V)
 T. Hoffman (V)
 Gerberg (V)
 J. Plutzik (V)
 Schepps (V)
 Diamond (V)
 T. Addison (V)
 A. Carter (V)
 B. Reau (V)
 E. Tannuzzo (V)
 A. Calbert (V)
 G. Rucker (V)
 Gilbert (V)
 H. Fuller (V)
 A. Blumengarten (V)
 J. Vann (V)
 W. Knox (V)
 H. Silverman (V)
 M. Flynn (V)
 J. Gholston (V)
 Bowser (V)
 A. Davino (V)
 Schloss (V)
 Moglensky (V)
 P. Henry (V)
 J. Reidy (V)
 Pleasants, Jr. (V)
 R. Reid (V)
 Moskowitz (V)
 Schwaede (V)
 Finkle (V)
 H. Sands (V)
 W. Siedler (V)
 Ysona (V)
 Wolen (V)

Donald A. Browne (V)
 Francis J. Petraglia (V)
 Walter N. McLean (V)
 Michael Milisci (V)
 Frank Yakstis (V)
 David Grusetz (V)
 Jack Applestein (V)
 Donald J. Henry (V)
 McWheeler Campbell (V)
 Robert Schoenfeld (V)
 Leonard Blaustein (V)
 Arnold G. Zuckerman (V)
 Morris Laitman (V)
 Erasmo L. Carfora (V)
 Gerald L. Fitzgerald (V)
 Charles G. Scheurenbrand (V)
 Milton Ogur (V)
 William Fellner (V)
 Milton Rubin (V)
 Frank Stahlheber (V)
 Francis Sarubbi (V)
 William N. Burke (V)
 George Bincarowsky (V)
 Louis Morris (V)
 Joseph Kassofer (V)
 John Y. Woodruff (V)
 Irving W. Schneiderman (V)
 Alfred G. Braca (V)
 John J. Sanantonio (V)
 Sol Sorgen (V)
 George G. Levine (V)
 Amelia A. Dwyer (V)
 Walter W. Herman (V)
 Charles D. Balaran (V)
 Glenn W. Wright (V)
 Vincent J. Pesature, Jr. (V)
 Philip Berger (V)
 George Garber (V)
 Joseph F. Bender (V)
 Frank M. Dantonio (V)
 Martin Glicksman (V)
 Victoria Adams (V)
 Herbert E. Johnson (V)
 Joseph P. Lowe (V)
 Sol Freed (V)
 Beatrice W. Johnson (V)
 Jack Regenbogen (V)
 David Siegel (V)
 George Elk (V)
 Michael Galeno (V)
 Bernard A. Browne (V)
 Paul Bader (V)
 Willie H. Roark (V)
 Matthew L. Pisapia (V)
 Martin Fingerhood (V)
 Daniel H. Levitt (V)
 Louis Levin (V)
 Gilbert Tufel (V)

701 TO 800
 William A. Wagner (V)
 Wilburn E. Holland (V)
 Jacob Cantor (V)
 William N. Gumbs (V)
 David H. Bloch (V)
 Paul Bleiweiss (V)
 Donald C. Dickheiser (V)
 Rocco N. Lafemina (V)
 Irving Past (V)
 Samuel Natman (V)
 John F. Morrison (V)
 Arthur Franklin (V)
 Harry Ratech (V)
 Nunzio G. Santacroce (V)
 Thomas G. Tito (V)
 Daniel J. McCarthy (V)
 Veronica J. Carmody (V)
 Amram Whiteman (V)
 Warren D. Samson (V)
 Jose M. Rodriguez (V)
 Anthony C. Villanella (V)
 Joseph C. Catalano (V)
 Oswald G. Cicciorella (V)
 Frederick Elsey (V)
 Irwin I. Weinstein (V)
 Charles W. Chandler (D)
 William J. Lavelle, Jr. (V)
 Morris Ginsberg (V)
 Murray J. Hirsh
 Jeanette Steinberg
 Shirley S. Sala
 Clara N. Welsh
 Esta Rein
 Louise Gray
 Barbara Baron
 Bertha S. Kramer
 Ruth Berkenfeld
 Frances J. Rothstein
 John P. McKenna
 Diana A. Goldberg
 Miriam M. Easton
 June Camnitz
 Esther Hashkowitz
 Vivienne H. Wax
 Harriet Estrin
 Esther Timnyanoff
 Lauramae Smith
 Gloria P. Kelman
 Irving Crespi
 Leah Guzik
 Judith Emden
 Fannie Schwartz
 Myrtle N. Felder
 Audrey C. Mailman
 Bertha K. Jones
 Louise N. Applebaum
 Celia I. Bass
 Charlotte Abramson
 Mildred B. Fisher
 Ray Langholtz
 Gloria P. Spencer
 Grace B. Mendelson
 Genevieve Rice
 Bertha S. Kaufman
 Elaine Sommers
 Evelyn Schechtman
 Rose Davis
 Barbara Herskowitz
 Shirley Wisham
 Geraldine Forrestsmith
 Evelyn Eisenberg

Beatrice H. Haskell
 Harold Siegelbaum
 Frances T. Wiener
 Charlotte Krasnoff
 Emil Silverman
 Cleota V. Farnum
 Miriam Conwell
 Mathilda B. Canter
 Jeanne C. Matarazzo
 Dora Schuman
 Harriet S. Itzcovitz
 Dorothy Kahn
 Helen Alperin
 Clarence B. Rhode
 Gladys M. Blumenthal
 Annette Fisher
 Gilda B. Goldstein
 Aaron Englisher
 Edith E. Wechsler
 Kalman Tillem
 Sylvia W. Rossman
 Helen B. Gurin
 Alexander Zaltzberg
 Max Kessler
 Clara Rosen
 Dorothy Golden
 Marcia Copel
 Phyllis W. Hulnick
 Regina Bloom

801 TO 900
 Isidore Galperin
 Adele K. Feingersh
 Bernard J. Keller
 Helen S. Cohen
 Gloria Zaber
 Shirley H. Gold
 Joseph Selden
 Jacob Shapiro
 Gloria N. Brody
 Rita L. Wambold
 Diana E. Foster
 Ida E. Gordon
 Ida Berg
 Bernice Feiler
 Sylvia Margules
 Roland Wolf
 Erich Meyerhoff
 Sidney S. Burnston
 Rebecca Klang
 Miriam Halpern
 Shirley Eglas
 Constance Wohl
 Sylvia S. Diamond
 Helen H. Owsianik
 Lucy R. Freeman
 Norman Brandes
 Evelyn A. Hill
 Joel M. Blaustein
 Ethel Rifkin
 Leonora Cohen
 Edna G. Deane
 Vivian E. Riddick
 Harry Briskman
 Florence Markoe
 Evelyn Walzer
 Beatrice M. Gold
 Edith Burstein
 Bernice Meyer
 Ada E. Shep
 Evelyn Kaplan
 Frances Riaboy
 Florence Kaplan
 Claire Newman
 Regina B. Silverman
 Diana Jaffer
 Frances N. Bernstein
 Gloria A. Storich
 Jacob Datnowitz
 Anita M. Fisher
 Laura G. Landis
 Joan L. Fonfa
 Shirley S. Seligman
 Shirley Schrage
 Irene Bruchsaler
 Esther Strongin
 Mildred Guarino
 Ruth Belkin
 Mary E. Crawford
 Anita G. Brenman
 Thelma T. Stackhouse
 Miriam Jainchill
 Daniel H. Neubourg
 Leon Hudes
 Abraham I. Stern
 Myra K. Rand
 Elizabeth Millman
 Dorothy Loeb
 Lorraine Kubrin
 Maxine Markoff
 Mirel J. Touger
 Charlotte Felderman
 Evelyn Goldberg
 Alvin R. Wolfson
 Eleanor C. Kolbrener
 Geraldine Turner
 Katherine Gaches
 Benjamin Novak
 Peggy Gleicher
 Aclen Barber
 Rosalie Levy
 Theodora Gellman
 Florence Greenwald
 Katherine Kirschner
 Mildred Adler
 Miriam C. Fuchsberg
 Lewis L. Weiss
 Frances Z. Altschul
 Virginia M. Nicolosi
 Rose R. Gutman
 Gloria Novick
 Irene Freedman
 Ruth R. Radin
 Dorothy Schaber
 Triestine Cutrona
 Gloria F. Byer
 Gertrude E. Rosenthal
 Martha R. Loewinger
 Beatrice R. Kern
 Selma D. Kaplan
 Claire B. Berger

901 TO 1,000
 Rhea M. Jackson
 Judith L. Schmidt
 Ruth L. Adams
 Marie G. Rogers
 Rhoda Harkov
 Bernice L. Abrams
 Beverly R. Rosenberg
 Ethel J. Payne
 Ruth Kurtz
 Mildred Greenberg
 Lillian Sherman
 Daisy Kramer
 Pauline S. Deitchman
 Solomon I. Mendel
 Marilyn Bresenoff
 Marie R. Puma
 Rosalind Abramowitz
 Goldie Sherrid
 Rose Rosenthal
 Mortimer Todel
 Janie F. Gray
 Beatrice Teitel
 Barbara L. Goldblatt
 Georgiana Sangigian
 Diana L. Grant
 Philip Damato
 Florence Belitsky
 Rebecca Sheingold
 Eleanor Estorick
 Helen R. Hannigan
 Lillian Walitsky
 Phyllis Berman
 Shirley Gruber
 Edith P. Dringer
 Marjorie Shapley
 Francine H. Broock
 Judith N. Gussow
 Anne Newell
 Florence M. Sheraga
 Clymene H. Davis
 Pearl Perlman
 Miriam Grossman
 Shirley Margoshes
 Edith R. Goldman
 Gloria Feinstein
 Helen Freeman
 Max Stettner
 James Erbstein
 Rhoda Barchenko
 Leon Brazel
 Frances Epstein
 Irene Schilling
 Clarissa R. Feuer
 Gladys C. Johnson
 Eleanor R. Balish
 Nancy J. Davis
 Mary L. Hovan
 Eleanor T. Leavitt
 Bertha L. Fintz
 Bertha H. Shapiro
 Miriam Siegel
 Mildred Cohn
 Cynthia I. Linton
 Anne Joseph
 Madeleine Kieffner
 Vivian Kushkin
 Marian E. Richardson
 May K. Zbar
 Samuel Gorin
 Edith Wolfsey
 Edith G. Mayhew
 Minnie Schlussman
 Selma R. Steinberger
 Helen E. Hubert
 Sonya Thorp
 Morris Salant
 Murray W. Katz
 Celia B. Langerman
 Rosalind A. Reece
 Isidore Ginsberg
 Elsie C. Drayton
 Clara Harari
 Katherine Pelly
 Thomas J. Riley
 Ruth R. Simberg
 George A. Meyler
 Hilda Riger
 Anita H. Schwartz
 Myrtle L. Taylor
 Eleanor F. Davis
 Jane P. Harrington
 Charlotte Chaikin
 Doris Zolenge
 Doris Ladell
 Eleanor M. Nugent
 Gertrude Halper
 Judith E. Silver
 Sonya Centre
 Sylvia Weinreb
 Daniel D. Gruber

1,001 TO 1,100
 Anne Soicher
 Vivienne L. Polk
 Elaine H. Brociner
 Martha G. Feder
 Edith Kramer
 Estelle B. Aglow
 Shirley Meyer
 Eleanor P. Shaw
 Rachel M. Dirico
 Florence Selub
 Seymour Greenwald
 Frieda Josa
 Irma B. Wiener
 Judith Casson
 Lorna Browne
 Louis Berlin
 Philip Levinson
 Harriet Polsky
 Albert Willen
 Sarah Harris
 Frieda Salador
 Ethel G. Galafatello
 Sheila Sheinbaum
 Alice J. Newman
 Katherine Price
 Gloria D. Gordon
 Cleora E. Gagnier
 Pearl Glassberg (Cont. next week)

26 More NYC Tests Now Open

Twenty-six open-competitive and promotion examinations now are open for filing applications, the NYC Civil Service Commission announced. Applications will be accepted until Tuesday, December 23.

Applications will be issued and received at 96 Duane Street each week day from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. Applicants or their representatives must apply in person. No applications will be issued or received by mail.

A complete listing of the 26 tests follows:

- OPEN-COMPETITIVE**
 Chief Marine Engineer (Diesel)
 Exterminator, Grade 2
 First Asst. Marine Engr. (Diesel)
 Furniture Maintainer (Woodwork)
 Furniture Maintainer's Helper
 Insp. of Fuel and Supplies, Gr. 3
 Junior Accountant
 Junior Statistician
 Marine Oiler
 Senior Storekeeper (Automotive Parts) (Amended Notice)
 Statistician
 Supvr. of Park Operations (Men)
 Veterinarian

- PROMOTION**
 Accountant, Bureau of Real Estate of the Board of Estimate, President of the Borough of Manhattan, Comptroller's Office, Bureau of the Budget, Finance, Purchase, City Planning, Municipal Civil Service Commission, Public Works, Education, Teacher's Retirement System, Board of Higher Education, Police, Fire, City Sheriff, Health, Hospitals, Welfare, Domestic Relations Court, City Magistrates' Court, Board of Transportation, Marine and Aviation, Water Supply, Gas and Electricity and NYC Housing Authority
 Architect, President of the Borough of Manhattan, Board of Water Supply, Education, Fire and of Parks
 Civil Engineer (Water Supply), Board of Water Supply
 General Medical Superintendent, Department of Hospitals
 Junior Accountant, Board of Estimate, Presidents of the Boroughs of Manhattan and Queens, Comptroller's Office, Bureau of the Budget, Finance, Board of Assessors, Purchase, Law, Municipal Civil Service Commission, Investigation, Pub. Works, Education, Teachers Retirement System, Board of Higher Education, Police, Fire, City Sheriff, Sanitation, Health, Hospitals, Welfare, Domestic Relations Court, Board of Transportation, Marine and Aviation, Markets, NYC Housing Authority and Triborough Bridge and Tunnel Authority
 Machinist, Board of Higher Education
 Statistician, Health, Welfare and Board of Transportation
 Stenographer, Gr. 3 (All Depts.) (Amended Notice)
 Stenographer, Gr. 4 (All Depts.) (Amended Notice)
 Tapper, Water Supply, Gas and Electricity
 Veterinarian, Health
 Head Dietitian (Administrative)
 Deputy Asst. Corporation Counsel, Gr. 4 (Law)

Marine Veterans Seek More Members

An intensive membership drive has been launched by the New York State Anchorage of the Merchant Marine Veterans in America. The organization was formed in 1946 to aid Merchant Marine veterans in solving rehabilitation problems to promote a strong American Merchant Marine, Walter J. Moreth, Anchorage Captain, announced.

One chapter, called a "Ship," has been formed in The Bronx, and a number of members have been recruited in Brooklyn. Additional information may be obtained by contacting the organization at 261 Graft Avenue, The Bronx 61, N. Y.

Where to Apply for Tests

The following are the places at which to apply for Federal, State County and NYC government jobs, unless otherwise directed:

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan), or at post offices outside of New York, N. Y.

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

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

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

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

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

NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires that all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 7/8 x 9 inches or larger, should be enclosed with the letter requesting application blanks from the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. The U. S. Commission is open every day from 8:30 a.m. to 5 p.m., except Saturdays, Sundays and holidays.

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Policewoman Physical Classes, Tues. & Thurs.—Hourly 6 to 9 p.m.

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All instruction in the Civil Service Division is under the personal supervision of M. J. Delehanty, the Director and Founder of the Institute assisted by Harold J. Burke, Chief of the New York Fire Department (retired), and a staff of instructors of long and successful experience in Civil Service preparation. Under Mr. Delehanty's direction, the training in each of the other Divisions is in charge of recognized specialists of established reputation.

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LICENSE COURSES MASTER PLUMBER • STATIONARY ENGINEER • MASTER ELECTRICIAN

VOCATIONAL COURSES

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SECRETARIAL TRAINING

Stenography • Typewriting • Office Machines • Co-Educational MANHATTAN: 120 West 42nd Street (Times Square) JAMAICA: 90-14 Sutphin Boulevard

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New Diplomas Issued For High School Study

Many of the better Civil Service jobs require a High School diploma. Yet it is recognized that many who were compelled to leave school before graduating have acquired comparable educational growth through self-study, reading or practical experience.

Because of this fact, the New York State Department of Education now offers a High School diploma to residents of the State above the age of 21 on the basis of successfully passing an equivalent examination.

Application forms for these examinations may be obtained at any public high school. Persons not qualified to pass such an examination may avail themselves of the Home Study courses offered by the American School, Dept. L, 10 West 42nd St., New York City. Full information will be sent free upon request, the American School announced.

State Employee Dies With Children in Crash

UTICA, Dec. 8.—Berthold Gerlach, Shoemaker at Utica State Hospital, and his two children were killed in an automobile accident while returning from Philadelphia.

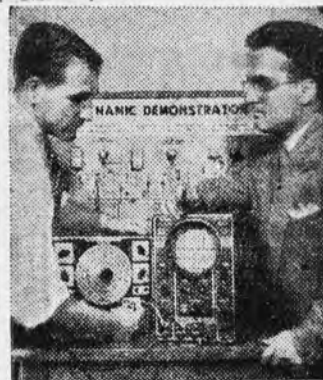
Mr. Gerlach was a member of The Civil Service Employees Association. The Utica State Hospital Chapter extended sympathy to the family.

VETERINARIAN EXAM OPEN

Applications will be received by the NYC Civil Service Commission, 96 Duane Street, for Veterinarian. The entrance salary is \$3,350 total.

Veterinarians examine poultry, country dressed carcasses, slaughter houses and wholesale meat establishments. A degree recognized by the University of the State of New York and a state license are required.

RADIO TECHNICIAN AND RADIO SERVICE COURSES



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CAPT. A. J. SCHULTZ, Dir.

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SCHOOL DIRECTORY

Table listing various schools and academies with their addresses and contact information. Includes schools like BORO HALL ACADEMY, A. L. B. DRIVING SCHOOL, WASHINGTON BUSINESS INST., etc.

Question of What Is Promotion To Be Taken to Appeals Court

An appeal to the Court of Appeals will be taken by Roger H. Williams in his law case against the Board of Education and the Municipal Civil Service Commission, from the decision of the Appellate Division, First Department, holding that assigning Dr. John E. Conboy to the duties of Medical Examiner in Charge was legal. The Appellate Division affirmed an order of Special Term, denying the motion for the removal of Dr. Conboy as Medical Officer in Charge, but on different grounds. The court below held that the four-months statute of limitations (Section 1286, Civil Practice Act) had run against the petitioner and therefore did not go into the merits. The Appellate Division held that the limitation would not apply in cases of alleged illegality of appointment or promotion, because the illegality, if it exists, is continuous. So the Appellate Division went into the merits.

No Maximum for Grade Top
Dr. Conboy was on a competitive list for Medical Examiner in 1924 and was appointed therefrom by the Board of Education. Grade 4 is the highest grade in the Medical Service, with no maximum salary, for the top grade (\$3,000 and over). As Grade 4 Examining Physician, attained by promotion examination, Dr. Conboy received \$4,000 base pay.

The Appellate Division opinion (Van Voorhis, J., Peck, P. J., Glennon and Dore, J. J., concurring) stressed that Dr. Conboy is "the only member of the Board of Education's Medical Staff now in the competitive class," and "that he attained his present rating after passing two civil service examinations."

On January 10, 1946 his salary as Examining Physician, Grade 4, was raised to \$7,500 (\$7,850) and he was "assigned to supervisory duties in charge of the Medical Staff," writes Justice Van Voorhis. This, the court held, Justice Shientag dissenting, "did not necessarily constitute a promotion within the meaning of the Civil Service Law."

What Court Held
Said the court: "The ability to superintend and work effectively over other men or women is one

of the most intangible of human characteristics, and is difficult to measure by formal examination. There is common sense in leaving the determination of such qualities, within proper limits, to the good judgment of those who have been able to observe the conduct of the individual in question in the performance of his work over a period of time in association with the persons he is being detailed to supervise."

The salary increase did not constitute a promotion, either, said the court, because there was no maximum pay set for the top grade, constituting an analogy to the ungraded service.

In 1942 the Board created the competitive position of Chief Medical Examiner at \$10,000, with duties the same as those now performed by Dr. Conboy. He was appointed provisionally to that position at \$7,500, later increased to \$7,850, but all prior to any competitive examination for the position. None has been held. The Board then passed a resolution to abolish the position of Chief Medical Examiner, on July 10, 1946, and assigned Dr. Conboy to his present position. No change of duties occurred. The court cited Section 868 of the Education Law that empowers Boards of Education to abolish, as well as create, positions. The court held there was no bad faith.

Dissent by Shientag
The dissent was diametric in its opposition. Justice Shientag, speaking of the creation and abolition, and the presence of Dr. Conboy in the position, of whatever title, performing the same duties, said:
"In order to avoid a competitive test or a promotion examination for the position of Chief Medical

Examiner, [the Board] retraced all the steps it had previously taken, purported to abolish the position altogether, and bestowed upon the provisional appointee under his former title all the duties, responsibilities and emoluments of Chief Medical Examiner, except the name. This indicates a design and attempt on the part of the Board of Education to avoid the requirements of the constitution and of the Civil Service Law."

Attorney H. Eliot Kaplan appeared for the petitioner, Mr. Williams, while Assistant Corporation Counsel Arthur H. Kahn argued the case for the Board and the Commission.

Prison Conference To Act on Bills

ALBANY, Dec. 8.—The statewide Prison Officers Conference of New York will convene in executive session at the Hotel De Witt Clinton on Saturday, December 20 for the final meeting in preparation for the opening of the legislative session in January.

The Conference, established this year to integrate the legislative efforts of uniformed state, county, and city prison officers to obtain a 25-year pension, 40-hour week, will take final action on its legislative program.

The Conference will meet in an afternoon and an evening. Officers for 1948 will be elected.

STOREKEEPER AD. APPROVED

The advertisement for Senior Storekeeper (Automotive Parts) has been approved by the NYC Civil Service Commission. It now goes to the Budget Director Thomas J. Patterson for his approval. The examination is open-competitive.

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FEDERAL NEWS

Large Exam Series Opens with VA Jobs; Apply Until Dec. 12

The U. S. Civil Service Commission, through its Local Boards of Civil Service Examiners, has begun the issuance of 300 examination notices in one of the largest exam series. Present openings are for Laundry Workers in the four Veterans Administration hospitals in NYC; Packer, in the same places; Projectionist, Headwaiter (VA hospital at Northport) Fire Fighter and others. The first group of notices consisted of 12, for U.S. jobs throughout the State. Approval by the Commission has been given for the release of exam notices in 150 more titles and these openings are to be announced soon, so that applicants may seek the jobs.

Jobs Now Open

Applications will be accepted until Friday, December 12 for jobs in VA establishments in NYC and

upstate at salaries ranging from \$3,397 to \$7,102 to jobs in the following titles: Registration Officer, CAF-7 and 11; Supervisor, Registration Unit, CAF-10; Assistant Chief, Registration and Research Section, CAF-11; Chief, Registration and Research Section, CAF-11; Assistant Chief, Registration and Research Division, CAF-12; and Chief, Registration and Research Division, CAF-13.

Applications may be obtained in person or by mail from the U.S. Civil Service Commission, 641 Washington Street, New York 14, N.Y.; the Board of U.S. Civil Service Examiners, VA Branch Office No. 2 at 346 Broadway, New York 13, N.Y., and at most post offices out side of New York, N.Y. Applications must be filed with VA Branch Office No. 2.

Vacancies for all but two titles will be filled in regional offices throughout the State. The positions of Chief and Assistant Chief, Registration and Research Division, will be filled at Branch Office No. 2 only. Separate eligible lists will be established for each regional office.

For additional information on requirements, duties and appointment possibilities, contact the Board of Examiners at VA Branch Office No. 2 at above address.

Vet Queries

Following is another in the series of questions and answers for veterans in a Federal service career. All material is prepared by the U.S. Civil Service Commission.

Q.—What positions are excluded from the definition "a non-contemporary position in the Federal Government"?

A.—It is not possible to list all the positions or types of appointments which are excluded from the definition given in the law. However, the following persons are not entitled to re-employment by law:

(1) Persons whose appointments were limited to 1 year or less.

(2) Former employees of the Civilian Conservation Corps, the National Youth Administration, the Public Works Administration, and the Work Projects Administration who did not have a competitive status while employed in those agencies.

(3) War-service appointees. The Attorney General has held that war-service appointments are temporary appointments. However, the Civil Service Commission's regulations provide that a veteran who leaves a war-service appointment which is not limited to 1 year or less to enter the armed forces, and who returns to civilian life before his appointment expires, shall be re-employed within 30 days either in the position he left or in a position of like seniority, status and pay in the same geographical locality, provided that his re-employment will not require the removal of an employee with higher retention preference.

Q.—If a veteran meets the conditions for re-employment, to what rights is he entitled?

A.—(1) The right to be restored to his former position or, if it no longer exists, to a position of like seniority, status and pay. (Restoration must be made within 30 days of his application for re-employment.)

(2) The right to be restored without loss of seniority.

(3) The right to any within-grade salary advancements which he would have received if he had not been absent to perform military or naval service.

(4) The right to participate in any benefits offered to Federal employees on furlough or leave of absence which were in effect at the time the employee entered the armed forces.

(5) The right to be retained for 1 year in the position to which he was restored, unless he is discharged for cause.

(6) The right to be considered as having been on furlough or leave without pay during his active service in the armed forces.

(7) The right to be re-credited with any sick leave to his credit when he entered the armed forces and with any accrued annual leave for which he had not received pay.

Q.—With reference to the right to within-grade salary advancement what benefits are postal employees mentioned in (3) above, to entitled when they are restored to their formal positions?

A.—(1) Regular postal employees are entitled to be restored at the grade and salary to which they would have been advanced had their military service been civilian postal service.

(2) Substitute postal employees are entitled to be restored at the grade and salary to which they would have been advanced had their military service, been postal service at a rate of 2024 hours for each year of military service. They receive credit for periods of service immediately preceding their entry into the military service.

Baltimore Pay Raised

BALTIMORE, Dec. 8. — The Mayor has sanctioned a cost-of-living bonus for all salaried city employees beginning January 1. Those workers making \$3,000 or less will get a 10 per cent increase; a 5 per cent increase will be given workers with incomes over \$3,000 and including \$4,000.

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Staff and Head Nurses Test for Jobs to \$3397

An examination for probational (permanent) appointment to the positions of General Staff Nurse, P-1, \$2,644.80 a year, and Head Nurse, P-2, \$3,397.20, was announced by James E. Rossell, Director, Second U. S. Civil Service Region, 641 Washington St., New York 14, N. Y. The vacancies are in the various Federal Government agencies in the Second U. S. Civil Service Region, comprising the States of New Jersey and New York.

To qualify in this examination, all competitors must take a written examination consisting of two sections, one a test of general ability, and the other a test of knowledge of nursing subjects and important related topics. Also, all applicants must have successfully completed a full three-year course in residence in an approved school of nursing which must have included organized instruction and broad clinical practice in medical, surgical, pediatric, and obstetric nursing; or a full two-year course in residence in an approved school of nursing, plus additional appropriate nursing experience or pertinent education, which, when combined with the course in nursing, will have included instruction and broad clinical practice in medical, surgical, pediatric, and obstetric nursing, and will give the applicant the substantial equivalent of a complete three-year

three-year course in an approved school of nursing.

Must Be Registered

All applicants must be currently registered as graduate professional nurses in a State or Territory of the United States, or the District of Columbia, at time of appointment. Application will be accepted from persons who have not yet been registered graduate nurses but who have successfully completed the required nursing course in a school of nursing. Applicants for the P-2 grade must have had, in addition to minimum requirements, one year of experience as a general staff nurse in a hospital, plus study of professional nursing subjects in college or university of recognized standing; or two years of satisfactory nursing experience in the hospital field, one year as a general staff nurse, and one year as an assistant to a head nurse, an instructor, or to a supervisor.

Application forms (Card Form 5000—A-B) may be obtained from first and second-class post office in New Jersey and New York, except in N. Y. C.; or from the Director, Second U. S. Civil Service Region at the address above. The one exam is for both jobs and is No. 2-260 (1947). Periodic increases bring respective pay \$3,397.20 and \$4,149.60.

Applications must be on file with the Director, not later than Monday, December 22.

Postal Substitutes' Plight Told to Congress

Special to The LEADER

WASHINGTON, Dec. 8.—Ephraim Handman, President of the New York Federation of Post Office Clerks, and Irving R. Cooper, chairman of the Substitute Committee, were here with representatives of postal federation units from Newark, Philadelphia and other cities, to protest employment conditions under which substitute postal clerks are required to work.

Mr. Handman said that the majority of postal substitute clerks are veterans of World War II. In the New York, N. Y. office they

are often required to work from 10 to 12 hours daily without assurance of a day off during the week, he added. He also stated that substitutes cannot be paid the overtime rate of pay when their work day exceeds eight hours and that in general the substitute conditions of employment are unsatisfactory.

The delegations brought the plight of the substitute directly to members of Congress and requested that the substitutes be immediately appointed to regular positions.

EFFICIENCY RATING RULES CHANGED BY BOARD'S ACTION

(Continued from Page 1)
Official confirmation is expected later this week.

One change calls upon supervisors to give 90 days' prior notice to workers whom they plan to rate unsatisfactory or fair. This warning system is not mandatory. It would give the employee an opportunity to improve his work, it was said.

Special ratings for transferred

7 P. C. Pay Increase Given Per-Diem Men

SCHENECATADY, Dec. 8.—A wage increase of approximately seven per cent for per diem employees of Scotia Naval Supply depot, has been approved by Secretary of the Navy John L. Sullivan.

The increase is expected to become effective in the very near future, according to Captain J.M. McComb, supply officer in command of the depot.

The new schedule will provide about 14 cents an hour more for helpers; 10 cents more for electricians; seven cents more for machinists, and seven cents more for carpenters.

ARCHITECT PROMOTION TEST

The promotion examination for Architect has been opened to employees of the Parks Department, Board of Education, Fire Department, and the Board of Water Supply, the NYC Civil Service Commission announced. The examination will advertise shortly.

workers is eliminated in the second change. Hereafter the transferee automatically carries over to his new job the rating for the previous six-month period. Exceptions are employees who hold unsatisfactory ratings; they will be changed to fair.

The third change permits annual ratings to be made as of the anniversary of the entrance date. The current system provides for mass ratings as of March 31 each year.

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NEW YORK CITY NEWS

2-Year Term For PBA Officers Wins Support

Considerable sentiment was expressed at the meeting of the Patrolmen's Benevolent Association in favor of Patrolman Nathan Skirloff's resolution to have future officers serve for two years instead of one. The resolution was laid over for action at the January meeting, the usual method of giving the delegates sufficient time to study the proposal.

The arguments presented in favor of the resolution were increased influence in dealing with city officials, when the representative of the PBA has a longer term; saving of 50 per cent, as elections cost \$8,200 each; better opportunity for determining an officer's qualifications, and upholding the hands of the officers in the Association because their greater security commands greater cooperation from the rank and file.

The next election will be held in June. John E. Carton is President of the Association. He is reported by friends to be in favor of Mr. Skirloff's resolution.

80 P. C. In Sanitation Join in Health Fund

Final reports show that 6,426 out of 8,000 eligible employees of the Department of Sanitation joined the Health Insurance Plan of Greater New York and the Blue Cross Hospital Plan during an enrollment drive just concluded, Albert Pleydell, HIP General Manager, announced.

These employees, together with nearly 13,000 dependents, will become eligible for complete medical care at their homes, doctors' offices, HIP Medical Group Centers and hospitals beginning January 1st. This service will be provided in Greater New York and Nassau County through twenty HIP Medical Groups with a personnel of more than 600 general physicians and specialists.

N. Y. C., as an employer, pays half the cost of medical and hospital coverage for all municipal employees who choose to enroll jointly in the two plans.

HIP—Blue Cross enrollment has been completed so far in about seventy-five departments. The Sanitation drive was conducted in cooperation with Commissioner William J. Powell and other officials of the department.

Two NYC Resolutions Approved by State

Special to The LEADER

ALBANY, Dec. 8.—The State Civil Service Commission has approved two resolutions adopted by the NYC Civil Service Commission. One resolution extends terms and conditions specified in reclassification of Part 43, The Bridge and Tunnel Service, to certain employees in the Triborough Bridge and Tunnel Authority. The second resolution increases from one to two the number of Assistant Secretaries in the Triborough Bridge Authority.

5 LISTS PROMULGATED

Five eligible lists were promulgated at a special meeting of the NYC Civil Service Commission. The lists are Senior Accountant, Comptroller and Bureau of Excise Taxes (Prom.); Dockmaster, Marine and Aviation (Prom.); Motorman Instructor, IND Division of the NYC Transit System (Prom.); Assistant Counsel, Grade 4, NYC Housing Authority (Prom.) and Housing Manager, NYC Housing Authority.

FOUR LISTS PUBLISHED

Four eligible lists have been published by the NYC Civil Service Commission. They are Junior Bacteriologist, Health (Prom.); Foreman of Bakers, Grade 3, Correction (Prom.); Junior Electrical Engineer and Social Investigator. The Social Investigator list appears elsewhere in this issue of The LEADER.

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O'DWYER DISCUSSES RAISES

(Continued from Page 1)

ment reveals the legal routes to be traversed to attain the goal, and Mr. Reid acts largely for the Mayor. These executives have met with Mayor O'Dwyer, along with Comptroller Lazarus Joseph who heard the outlines of the proposed plan and offered some very definite amendments, based both on his knowledge of the city finances and his long career as an Albany Legislator.

\$300 Raise Discussed

The city is within \$1,500,000 of the 2 per cent limit of taxation on real estate, so can't move a step there, Mr. Patterson reported, and the fare increase, of say 8 cents, if it goes through, will only account for the \$51,000,000 operating deficit that would otherwise have to be in next year's budget, so unless State aid or legislation is obtained, money for a raise just won't be there.

One point discussed was a \$300 increase for all city employees, which would cost about \$45,000,000 a year, and the official was vexed over the problem of where to get even that amount. However, a feeling of optimism prevailed, since Governor Dewey has announced that State employees will receive an increase and he is therefore expected to go along with some plan that will permit

NYC to give its own employees a raise.

"The city employees can feel assured that they have won their reasonable request in our ranks on principle and now there remains the problem of raising the money," said one NYC official.

Sessions have been held with the Board of Estimate, on whose real behalf the committees and other officials are working, since the Board alone has the power to vote the raises, when and if the money to finance them is either obtained or in sight.

Mayor O'Dwyer has received reports from the Budget Director, turned them over to the Committee and discussed the contents with both Messrs. Reid, and Patterson and with Board of Estimate members besides the Comptroller.

Mayor's Statement

Mayor O'Dwyer, in his broadcast talk on city finances last Friday, discussed salary increases as follows:

"Everyone knows the cost of living has gone up and is still going up. If each employee of the City were given an increase, just to meet cost-of-living increases since January, 1947, the city will need approximately \$45,000,000. However, the City does not have the money to give its employees an increase. Unless the City obtains from the State all the money we

are asking for, it just cannot grant cost-of-living increases."

Through grants and legislation, the Mayor had explained, he sought \$161,000,000 to help out the 1948-1949 budget. His outline did not disclose any inclusion of money for pay raises in this \$161,000,000, but he did mention an 8-cent subway fare, to offset the transit operating deficit, and some of the \$45,000,000 for increases could be the result of fare increases on bus and surface car lines and on the ferries.

He said that the Sanitation Department needs 1,500 more men and the Police Department "a minimum of 2,000 more men during the coming fiscal year, with provision already made to bring the quota "up to 18,000 by the end of this fiscal year."

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Mailings for distant States should be deposited in advance of December 10 and greeting cards for local delivery should be mailed not later than December 15 to assure delivery before Christmas Day.

Teacher Group Backs State Workers' Raise

The Joint Committee of Teachers Organizations, representing 40,000 educational employees in NYC, approved the preliminary report on the Governor's Budget which it said indicates that State employees are in line for a percentage increase in salary to meet the soaring inflationary cost of living.

REQUEST IS DENIED

A request to make Cleaner (Male) employees eligible for the Furniture Maintainer (Woodwork) promotion examination was denied by the NYC Civil Service Commission.

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Social Investigator Medicals in January

Medical examinations tentatively have been scheduled for Social Investigator, Grade 1, and Railroad Clerk, the NYC Civil Service Commission disclosed.

Social Investigator medicals will begin early in January. They will follow the Trackman, NYC Transit System, examination which is scheduled to be completed by Wednesday, December 31.

If Social Investigator eligibles are examined at the usual rate of 180 day, it is expected the medicals will be completed the latter part of January. The Railroad Clerk eligibles will be called for examinations shortly afterward.

The medicals will be conducted at 299 Broadway by the Commission's Medical-Physical Bureau under the supervision of Paul M. Brennan.

TWO LISTS PROMULGATED

Three eligible lists have been promulgated by the NYC Civil Service Commission. They are Elevator Mechanic's Helper; House Painter, Brooklyn College (Prom.), and Office Appliance Operator, IBM Alphabetic Key Punch, Grade 2.

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Cleaner Exam for Men Opens January 4

The second of three periods for applications—this time for Cleaner (Male)—for more than 100 Labor Class jobs with NYC will be conducted January 4, 5 and 6, the NYC Civil Service Commission announced. Applications were received last week from 12 persons for Laborer (Male). All jobs will be filled on a first-come-first-served basis with veterans receiving special preference.

Eligible veterans will be moved to the top of the list in the order they applied, and non-disabled veterans will be next. To be eligible for appointment all candidates must pass a simple literacy test which the Commission will conduct

privately. The last filing period will be February 2, 3 and 4 for Cleaner (Male). The same regulations will prevail in this title. All Clean-up appointments will be made at 23, while Laborer will be at \$76 to \$45 a week, depending on the duties of the worker.

The age limit for Cleaner (Male) is expected to be 50, as of February 2. All applicants must be U. S. citizens and residents of NYC at least three years prior to appointment.

Law Dept. Requiem Mass To Be Held December 11

The Catholic Guild of the Law Department of the City of New York elected the following officers: President, James W. Fay; Vice-President, Edward Leonard; Treasurer, Charles D. Sapienza; Recording Secretary, Anne O'Neill, and Corresponding Secretary, Anne Coan.

The Rt. Rev. Joseph A. Nelson, pastor of St. Andrews Roman Catholic Church, will continue as spiritual director.

The following members have been appointed as Chairmen of Committees: Joseph W. Beach, Membership; Thomas Crowe, Activities; Martin P. Cleary, Sick and Vigil; John St. George, Lecture and Literature.

The first activity planned of the newly-elected officers is an anniversary Requiem Mass for all the deceased members of the Law Department, on Thursday, December 11, at 12:20 p.m., at St. Andrews Church.

Mr. Fay is an Assistant Corporation Counsel in the Division of Taxes and is Commander of the New York County Chapter of the Catholic War Veterans.

January Promotions by NYC to Total 100

NYC will make January promotions, practically cleaning up existing promotion lists which otherwise could be superseded by new lists to be promulgated as the result of the current Clerk, Grades 4 and 5, and Stenographer, Grades 3 and 4, tests. The LEADER's informant estimated that the number of employees to be promoted as a result of using up existing lists would be around 100.

The promotions would have been more numerous, he said, had there been eligible lists for the popular titles, but as new lists will be promulgated before spring, he expected that there will be a large number of promotions therefrom when the next promotion period comes around, effective July 1.

1110 Men Apply for Conductor Job

Applications were filed by 11,110 persons for the Conductor, NYC Transit System, examination being conducted by the NYC Civil Service Commission. Applications were accepted in the City Collector's offices until November 26. A written test will be conducted Saturday, January 10.

NEW YORK CITY NEWS

438 to be Appointed Patrolman Dec. 16

The Police Department expects certification of 500 eligibles this week from the Patrolman (P.D.) eligible list which has been promulgated by the NYC Civil Service Commission.

Chief Clerk Vincent E. Finn announced that eligibles will be given medical examinations as soon as certifications are received.

The Department hopes to begin making the first of 438 appointments effective Tuesday, December 16. Plans call for another 438 appointments next March and 438 more in June.

This makes a 1,314 total. There are 4,489 eligibles on the list. The legal life of the list is four years (expires December 1, 1951).

The Commission announced that certifications will be made on the basis of the latest court decision voiding disabled veteran preference for eligibles with less than 10 per cent disability rating from the VA. The first batch to be certified will include all the disabled veterans and approximately the first 250 non-disabled veterans.



Fire Commissioner Frank J. Quayle, for the uniformed personnel of the Fire Dept., presented a check to Brother S. A. Ryan for the Gold Star Gymnasium Fund of Power Memorial Academy. The fund is sponsored by the American Federation of Labor. L. to r.: Frank Murphy, Chief of Staff Operations; Gerard W. Purcell, Financial and Recording Secretary of the Uniformed Firemen's Association; James C. Quinn, Secretary of the Central Trades and Labor Council; John P. Crane, UFA President; Commissioner Quayle; Winford L. Beebe, Acting Battalion Chief; Brother Ryan, Athletic Director, Irish Christian Brothers; Milford Stern, President Marine Engineers and Pilots Association, and Deputy Chief Henry Wittekind, President of the Uniformed Fire Officers Association.

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Increments Upheld Covering Period of Military Service

The Appellate Term of the Supreme Court has unanimously affirmed a City Court judgment against the NYC Board of Education granting a teacher in the Brooklyn High School of Specialties increments accrued while he was in the armed forces. The teacher, Irving Silverstein, was granted \$1,166.53.

A member of the Teachers Union, (CIO), Mr. Silverstein brought a test case, through Benjamin M. Zelman, attorney for the union, based on the provisions of the laws. One was the State military law, granting to members of the reserve force, on ordered military duty full civilian salary for the first thirty days, and the difference between civilian pay and the lower military pay for the remainder of the military service. The other was the increment section of the Education law, affecting teachers.

Clerk, Grade 2, Key Is Made Final; Two Answers Changed

Two changes were made in the final key answers for the Clerk Grade 2, written test, the NYC Civil Service Commission announced. The tentative key answers appeared in the September 16 issue of The LEADER.

The changes are: Question 25 stricken out, and 79 changed from B to A or B. The test was taken September 13 by more than 10,000 men and women.

Prevailing Rate Case Issues To Be Tried

Trial of issues in the N. Y. County Supreme Court, in the case of Evadan Realty Corporation versus Budget Director T. J. Patterson, will take place soon pursuant to a Court of Appeals decision in which all 25,000 NY employees affected by the prevailing rate law are interested. Present and future agreements between some of the employees are affected. The question: Are such agreements legal? The State highest court cited insufficiency of facts to permit an answer; hence the trial was ordered.

In Special Term of the Supreme Court, Justice Benvenga refused to declare the agreements legal and held more facts were needed. The Appellate Division reversed him and dismissed the petition, which the corporation attacked the legality of the agreement. The Court of Appeals reversed the order of the Appellate Division dismissing the petition. [A typographical error in last week's LEADER made it appear that the opposite was true.] Hence the Appeals Court, in effect, sustained Justice Benvenga.

Park Supervisor Exam Is Open Until Dec. 23

The NYC Civil Service Commission announced it will receive applications for Male Supervisor of Park Operations from Monday, December 8, to Tuesday, December 23 at its Application Section, 96 Duane Street, NYC.

Appointments in this position are made at \$4,060 total. About twenty appointments will be made during the life of the list. Four years' experience in a supervisory capacity over operation and maintenance of park recreation facilities are required.

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NEW YORK CITY NEWS

FIRE LINES

The following amendment has been made to the R & R, in relation to the response of Chaplains to scenes of fire and similar emergencies:

Under the Helmet

Blood donor examinations for Brooklyn Battalions have been discontinued pending further orders. Those CARE bulletins sent to various fire houses are very informative and helpful to those members wishing to have some guarantee of distribution of any relief supplies they might desire to send to Europe.

had both legs broken in a motorboat blast at Whitestone Landing last June, will leave Queens General Hospital to spend the Christmas holidays at home. He will have to return to the hospital right afterward for some plastic surgery and work on his eyes, to restore full vision.

The Fire Department Holy Name Society for Manhattan, Bronx and Richmond is looking for volunteers to help out at the Christmas part for foundlings given by the Sisters of Charity at the New York Foundling Home.

To reduce traffic on the Fire Department wavelengths, it has been ordered that two-way transmitters installed on department cars shall be used while operating at fires and the like, only when no land telephones are available.

Looks as if the forthcoming elections of officers of the Fire St. George Society will be mainly a contest between Firemen Bob McDermott, E. 7, and Andy Kyle from Brooklyn, for the office of 2nd vice-president.

Coming Events

Regular meeting of the Fire Department Holy Name Society Branch, No. 141, Manhattan, Bronx, Richmond, to be held at the Hotel Martinique, Thursday, December 11, at 8:30 p.m.

Regular meeting of the St. George Association, FDNY, will be held at the Tough Clubs, W. 14th St. on Tuesday, December 16, 1947 at 8 p.m.

Christmas party of the Women's United Auxiliary of the Queens Veteran and Volunteer Firemen's Association will be held on December 19, at the Exempt Firemen's Hall, Roosevelt Ave., Flushing.

Full Program of UFA For '48 Told by Crane

EXCLUSIVE

The complete program of the Uniformed Firemen's Association was revealed, and in full detail, today by President John P. Crane in an exclusive interview with The LEADER.

- 1. A \$600 increase in salary, with conversion of bonus to permanent pay.
2. A 6 per cent pension system for all members of the uniformed force of the department.
3. Working hours for Firemen to conform to their selection of the six eight-hour days or the nine-hour-15-hour tours of duty, so each man gets what he prefers.
4. Restoration of 4 per cent interest payments by NYC on annuity contributions by employees (State legislation).
5. Liberalization of pensions for the widows of members of the uniformed force.
6. NYC contribution of half the cost of the Blue Cross Plan, without necessity of joining the Health Insurance Plan, because department members have their own surgical service and endowed hospital beds.
7. Inclusion of the Fire Marshal and the Telegraph Bureau in the uniformed force.
8. Shorter work week, now in force by administrative practice, to be protected by local legislation.
9. Grievance machinery, under the Condon-Wadlin Act, with employee participation in government policies, an Appeals or Arbitration Board and referendum at public elections. (State legislation).
10. Co-operation with the Uniformed Fire Officers Association in the effort to improve the hours of officers.

Salary Increase

The request for a \$600 salary increase is based on the increased cost of living—for instance, food prices that have doubled—and the failure of the increases granted, including bonus, to keep even approximately in step with soaring prices.

6 Per Cent Pension System

The pension liberalization plan includes a 6 per cent plan for all members of the uniformed force, so that they will pay 6 per cent of salary as their contribution to the annuity, the city to pay the difference, with no decrease in the total retirement allowance even of those now paying more.

now, according to when the member joined the department. About one-half are under the 6 per cent system, Article I, while the other half represent those who became members since March 29, 1940, Article I-B, and pay from 11.5 to 16.5 per cent.

Improved pension benefits to be sought, said Mr. Crane, include an increase of the present \$600 annual pension to the widows of Firemen killed in the line of duty, and a request for a pension provision for widows of Firemen who die while in the departmental service, without having to be killed in the line of duty.

"There is a crying need," he said, "for better provisions for the widows of those who are killed in the line of duty."

A Big Weakness

"The pension system is one of the big weaknesses in relation to the morale of the department," said President Crane. "An imposition was forced upon the Fireman in the past. It is the moral obligation of the UFA to see that this is corrected. To this end I am bending every possible effort."

"The improvements sought in the pension system would not involve any immediate additional cost to the city, in fact, there would be a decrease, because the men would stay in the department longer."

He reported that the Firemen were very happy over the choice of hours given to them, and that the popularity of the 9-15 system is increasing.

Interest Rate

"The restoration of the old interest rate of 4 per cent, compared to the present 3 per cent, on contributions of members, on deposit with the Pension System, would mean a substantial saving to members," said President Crane emphatically.

Blue Cross Plan

The UFA wants the proportion of the \$5,000,000 voted by NYC as the city share of the cost of employee membership in the Health Insurance Plan allotted to the uniformed members as a 50 per cent contribution to the cost of the Blue Cross Plan.

Making the Fire Marshal and the Fire Alarm Telegraph Bur-

eau part of the uniformed force would be beneficial to the city and also would aid the department, said Mr. Crane, by increasing promotion opportunities for the men, and providing a means of employing disabled men, not strong enough for fire duty.

Grievance Machinery

The grievance machinery desired is to fortify employee protection, deemed now to be practically nil under the Condon-Wadlin act.

"This act prohibits strikes, and to that extent does not affect us," explained Mr. Crane, "because we have never struck, we do not strike and we will not strike, come what may. That is definite, positive and final. However, employees should have a better opportunity to have their viewpoints fully considered by policy-making officials, there should be recourse to a Board of Arbitration, in the event either side desires to appeal from a decision and finally, in relation to matters of outstanding importance, it should be possible to appeal to the public direct, through a referendum to the electorate. Such a plan works well in Ontario and there is no reason why it should not work equally well here. Certainly it is needed. Questions such as wages and pensions, not subsidiary matters, alone would be referable to the public."

For Mayor William O'Dwyer and Fire Commissioner Frank J. Quayle Mr. Crane had high praise.

"Mayor O'Dwyer," he said, "has always been co-operative. He approaches our problems with full understanding and sympathy. The most satisfactory manner in which conversion from war-time emergency and the 84-hour week, to the present greatly improved peace-time basis, has been accomplished splendidly under the joint efforts of the Mayor and the Fire Commissioner. Their achievement fills the employees with gratitude."

"Commissioner Quayle is one of the best Commissioners the city has ever had, an understanding and accomplished administrator and a man of deep human understanding. We say of him, as we say equally of the Mayor, that he's a prince. Both the Mayor and the Commissioner are men with a heart. Their long-range projects work out well."

"The feeling of city employees toward the city administration, and of Firemen toward the Commissioner, is extremely friendly. In the Fire Department our enthusiasm over our Fire Commissioner and helps to account for the splendid condition of morale that the Commissioner has succeeded in restoring to the Fire Department."

JOB IS CLASSIFIED

Chief Labor Relations Assistant, Board of Transportation, was placed in the non-competitive class by the NYC Civil Service Commission following a public hearing on the proposal.

EXCLUSIVE

Fast Poll On Fire Hours

Acting on the eagerness of Fire Commissioner Frank J. Quayle to give the Firemen the hours they prefer, as between the Three-platoon and the Two-platoon systems, President John P. Crane, of the Uniformed Firemen's Association, announced that a rapid poll will be taken. The result will help decide which system will be used in any Division, provided 75 per cent of the vote is affirmative.

Fire Commissioner and Chief of Staff and Operations Frank Murphy have indicated they will extend this system in any Division where seventy-five percent of the members desire it.

"In accordance with the promise made to the members when the new working schedules went into effect on September 1, 1947, the UFA will conduct a survey of the various Divisions working the Three-platoon (eight-hour day) System by means of a secret ballot, which will be completed before December 25 next, in order to determine which Divisions desire the extension of the Two-platoon 22-Group System."

Trend to 9-15

Under the policy of preference, no Fireman would be required to work the tour of hours he does not prefer, and would be accommodated by transfer, if in a battalion that voted a choice other than his own.

The Firemen conducted previous ballots, in which the vote was so close that no one system could be made universal without great dissatisfaction. Since then the trend has been sharply to the 9-15 plan. Either way, the same number of hours, 48, are worked each week.

Letter to Members

Mr. Crane sent the following letter to UFA members: "The UFA and the Fire Commissioner have received many requests from members asking for the extension of the two-platoon, 22-group system (9-15's). The

Committee Named To Expedite Lists

The NYC Civil Service Commission has appointed a special committee to investigate and report on processing of examinations. The major goal is shortening the time elapsing between the time a written test is taken and an eligible list is published.

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NEW YORK CITY NEWS

Appointments by NYC To Set All-Time Record With 5000 Transit Jobs

The largest appointment-schedule in NYC history will begin operation in January, when the Board of Transportation starts to use new open-competitive eligible lists for permanent appointments. Six lists will provide permanent jobs for about 3,700 eligibles as follows:

- Surface Line Operator...1,500
- Railroad Clerk1,200
- Maintainer's Helper (A, B, C, D)1,000

All are open-competitive, except for promotion opportunities for some in the Helper groups. Promotion eligibles will be promoted before open-competitive eligibles are appointed. The law so requires.

Brings Total to 5,000

Appointments will be made quickly to Helper positions. The Surface Line Operator List has not yet been promulgated, but awaits clearance of veteran claims and some other investigation. The Conductor list will be expedited, so that it will be out in about two months after the test is held on Saturday, January 10, or about mid-March. For this examination 11,100 have filed applications and from past experience about 9,100 will show up for the test. Meanwhile the medical-physical test for Trackman is going on, under the supervision of Paul M. Brennan, Director of the Commission's Medical-Physical Bureau. This list will be promulgated without delay. Hence lists to follow-up the six for which estimated openings are listed will augment by 1,300 the 3,700 jobs to be filled sooner,

EXCLUSIVE

bringing the total to 5,000 by June 30 next.

The LEADER surveyed examinations held for the past eight years for positions in the Board of Transportation, (operation and maintenance) and discovered and surprising fact that no list has ever died. All lists have been depleted by appointments and promotions before the four-year legal life limit was nearly attained. This makes jobs in the transportation Board, the largest city department, with 40,000 employees, among the most coveted.

Nemesis Being Nipped

The open-competitive series of examinations is finished for Board of Transportation jobs, and next will come the promotion series. Two of the top-flight promotion examinations have just closed for receipt of applications—Assistant Superintendent (Power) and Assistant Superintendent (Cars and Shops). The new series will not get under way much before spring. In the past two months 26 examinations were held, so that the next Transportation series is now being considered for not later than June.

One of the factors of great importance to the Board of Transportation is the legal requirement that all provisionals be replaced by permanent employees by June 30 next. The large number of provisionals in the largest department creates the necessity of consider-

able turnover. However, lately the Board has been appointing as provisionals only those who are on eligible lists for the titles, whether the list has been promulgated or not, or who at least have passed the major part of the examination, certainly including the written test. In that way the turnover will be reduced, as provisionals in many instances will be able to retain their jobs permanently, when and if reached for certification. Otherwise provisionals who are not on the lists will be replaced by eligibles, and provisionals even though eligibles, may be replaced by eligibles higher on the list, and rehired when reached for certification. Most provisionals are in the lower titles.

Railroad Clerk List Soon

The Railroad Clerk list is nearing completion. Just now the Commission is at work on breaking ties, the final act. Both the Railroad Clerk and Trackman lists will be out by the end of the year—in other words, in a little more than three weeks—thus making a total of seven large lists, present and prospective, from which appointments and some promotions will be made by June 30, or eight, if the Conductor list, concerning which there is less definitive news of early appointments, is included. Early Trackman appointments will total 500.

Some 400 or 500 Surface Line Operator appointments have been made from the eligible lists for provisional jobs, hence about the same number will be appointed permanently. There were some refusals to accept provisional appointment, especially by those who have jobs in private industry that they don't want to give up except for a permanent NYC job. However, the greatest percentage of refusals came from disabled veterans. When the non-disabled veterans were reached the acceptances improved considerably, while among the non-veterans, who tail off the list because of veteran preference, the percentage of acceptances was very high. The appointments are made straight down the line, according to the policy of John C. Laffan, in charge of personnel at the Board of Transportation.

Good Job on Hard Task

The Municipal Civil Service Commission has been beset with one of its severest problems in keeping up with the recruitment needs of the Board of Transportation. Acting President Joseph A. McNamara has been giving this problem his personal attention, aided by Fred Hedin, the Examiner in charge of Transportation tests, Chairman William Reid, of the Board of Transportation, is very well pleased with the job that the Commission is doing.

A study by The LEADER shows that the situation became critical

Fireman Exam Speeded Up

(Continued from Page 1)

It had been planned for February or March. Now it is down for January, for the opening of receipt of applications, not to be deferred unless other needs suddenly crowd it, but if so, to not later than February. So for the present it's January, unless changed to February.

The need for the examination was stressed by Commissioner Quayle. He has been gradually building up the department, until now it is operating at peak efficiency, and he wants to keep it that way. The necessity of having an eligible list ready when the present Fireman list, now consisting of only a couple of hundred names, is used up, is what impelled Commissioner McNamara to give the green light to the Fireman test.

Other Fire Dept. Lists

The Fire Captain promotion eligible list will be issued this month, Commissioner McNamara said, and the lists for Battalion Chief and Deputy Chief will follow early next year. Also, the Marine Engineer list has been promulgated, and Commissioner Quayle has plans to fill five vacancies in that title before Christmas. The ten Lieutenant vacancies, for which no budget certificate was received, veteran preference clearance being lacking for the first of the ten, are expected to be filled by Christmas. Request has been made to Budget Director Thomas J. Patterson for such permission. Besides, there are two basic vacancies in the Fireman title. All promotions, as well as basic vacancies in the Fireman title, produce Fireman vacancies. General elevation of lower ranks occurs when higher ones are filled. The last is the Fireman vacancy, created when Firemen become Lieutenants. All these vacancies would tend to reduce the existing Fireman list and help to emphasize the need for an early Fireman examination.

Pay and Requirements

The net number of appointments from the new list during 1948 would be about 1,000, the remainder of the 1,250 coming from the existing list. Exhaustion of the

present list would be speeded, and the total number of Fireman vacancies would be increased, by promotions and other causes that create vacancies.

Minimum requirements are expected to be as follows: Height 5 feet 6½ inches; 20/30 snellen rating in each eye without glasses; a minimum age of 21 at the time of appointment; eligibles must not have passed their 29th birthday at the time of filing applications. Veterans will be permitted to deduct their period of military service from their age to meet the age requirements. Should they still lack a few days, they will be permitted to deduct the travel time granted from the discharge center to their homes. Maximum age will be figured as of the first day of the filing period, thus giving borderline cases the advantage of almost two weeks.

When the filing period is announced officially, applications will be accepted by the Commission in all five borough offices of the City Collector.

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Sergeant Promotions

Police Commissioner Arthur W. Wallander has requested the NYC Civil Service Commission to expedite compilation of the Sergeant (P.D.) promotion eligible list. Promotions are planned late this month as Christmas presents. The request was made in a call to Acting President Joseph A. McNamara of the Commission, who promised that the Commission would do its best to have

the list ready for the promotion. However, the Board of Estimate will have to recreate the Sergeant positions wiped out several weeks ago to permit Police Lieutenant promotions from an expiring eligible list. This budget shift probably will be made at the next Board meeting. Restoration of these jobs was promised informally at the time the shift were made.

Auto Engineman Key

Official tentative key answers for the Auto Engineman written test have been released by the NYC Civil Service Commission. The test was taken last Saturday by more than 5,000 candidates in four city high schools.

The key answers follow:
1, True; 2, False; 3, False; 4, False; 5, True; 6, False; 7, True;

in 1936 and that the problem was first to prevent it from getting worse, which was accomplished by putting an extra burden on the Transit examination division of the Commission, and then to start catching up on the backlog, which the present status of examinations shows has been nearly accomplished. Unless unforeseen developments occur before June 30, the situation will be licked by that time.

Effect of Acquisitions

However, there are threats to the possibility of catching up—or, in the more optimistic viewpoint of present and future eligibles and candidates, job opportunities will grow—because of the move already started in the Board of Estimate to take over the Staten Island bus lines. The Commission is preparing to cover in the present employees, of those lines, into the competitive class. The acquisition of the Queens lines, if that is made later, with the growth factor predominant in Queens, will mean still more transportation facilities and more jobs.

The Staten Island bus lines have somewhere between 300 and 400 employees and the Queens lines about 800. Promotion opportunities to present employees of the city's bus system will be increased if the lines are taken over.

- 8, True; 9, False; 10, False; 11, False; 12, False; 13, True; 14, True; 15, True; 16, True; 17, False; 18, True; 19, True; 20, True; 21, True; 22, True; 23, True; 24, False; 25, True; 26, False; 27, True; 28, True; 29, False; 30, False; 31, True; 32, True; 33, True; 34, False; 35, True; 36, True; 37, False; 38, False; 39, False; 40, True; 41, False; 42, True; 43, False; 44, False; 45, False; 46, True; 47, False; 48, True; 49, True; 50, True; 51, False; 52, False; 53, True; 54, False; 55, False; 56, False; 57, False; 58, False; 59, False; 60, True; 61, True; 62, True; 63, False; 64, False; 65, False; 66, True; 67, False; 68, True; 69, False; 70, True; 71, True; 72, False; 73, True; 74, False; 75, True; 76, False; 77, False; 78, False; 79, False; 80, True; 81, True; 82, True; 83, False; 84, True; 85, True; 86, True; 87, False; 88, True; 89, True; 90, True; 91, True; 92, True; 93, True; 94, False; 95, True; 96, True; 97, False; 98, False; 99, True; 100, True; 101, True; 102, True; 103, True; 104, False; 105, True; 106, True; 107, True; 108, True; 109, True; 110, True; 111, True; 112, True; 113, True; 114, True; 115, True; 116, True; 117, True; 118, True; 119, False; 120, True; 121, True; 122, False; 123, True; 124, True; 125, True; 126, False; 127, False; 128, True; 129, True; 130, True; 131, True; 132, True; 133, True; 134, True; 135, True; 136, False; 137, True; 138, True; 139, True; 140, False; 141, True; 142, False; 143, True; 144, False; 145, True; 146, True; 147, True; 148, True; 149, True; 150, True.

Last date for filing protests with NYC Civil Service Commissioner is Monday, December 22.

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