

\$3,397 U. S. JOBS OPENED TO VETS

Steno-Reporter Test Open Until October 2

Shorthand reporters in the States of New York and New Jersey have an opportunity until Wednesday, October 2, to file for the Federal examination for that job. War-service appointees, serving in Grade 6 of that title, are also invited to file, and if they pass, may have their appointments converted to permanent.

The position pays a starting salary of \$3,021 a year, with increases to \$3,733.40.

Applications may be obtained from now until closing date and filed with the Second Civil Service Region, U. S. Civil Service Commission, 641 Washington Street, Manhattan. Outside of NYC, the forms are available at first and second-class post offices. Ask for form 5000-AB. Age limits are 18 and 62, but waived for veterans and some others.

The official announcement of the examination sets forth the following: Announcement No. 2-38 (1946) (Assembled) Form: 5000-AB

SHORTHAND REPORTER Salary, \$3,021 a Year

Applications will be accepted from persons residing in the Second U. S. Civil Service Region (States of New Jersey and New York).

Appointments: Federal employees who are now serving in the positions of Shorthand Reporter, CAF-6, should apply for the examination if they do not have a classified status and wish to qualify for permanent appointment.

How to Apply

What to File: To apply, get Card Form 5000-AB at any first or second-class post office in which this notice is posted; or from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York. Fill it out completely. Be sure to state the title of the examination for which you are applying, and the lowest salary you are willing to accept.

Where: Applicants must send this form to the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York.

When: Applications must be on file with the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York, not later than October 2, 1946.

Places of Employment: Various Federal agencies in the Second U. S. Civil Service Region (States of New Jersey and New York).

DUTIES

Acts as shorthand reporter for proceedings, conferences, hearings, interviews, speeches, and/or lectures.

(Continued on Page 8)

Contact Men Needed in NYC

Closing Date Is Sept. 30

Veterans now have an opportunity to file applications for the popular Contact Representative positions, at a starting salary of \$3,397 a year, and progressing to a top of \$4,149.60, by automatic increases.

The filing period is short—it closes on Monday, September 30.

The jobs are all with the NYC Regional Office of Veterans Administration at 252 Seventh Ave., NYC.

Application blanks may be obtained by veterans only, at any first- or second-class post office in the counties listed below, from the Board of Civil Service Examiners,

252 Seventh Avenue, NYC., or from the Regional Civil Service Office at 641 Washington Street, NYC.

(Continued on Page 8)

2,500 Men To Fail NYC Fire Exam

The physical test in the NYC Fireman examination will be held from September 25 to October 4 at Van Cortlandt Park.

Candidates who passed the written mark of 71 per cent or more are being called in for their medical examinations. An average of about 7½ per cent are being rejected for medical reasons. All those rejected for medical reasons are entitled to a re-examination.

Any men who passed the written test, and have not been called in for their medical examination, should get in touch with the Civil Service Commission's Examining Service Bureau, 8th Floor, 299 Broadway, Manhattan.

The eligible list will be determined by the mark of the 1,500th candidate in relative standing of final average. Nearly 2,500 of those still surviving the test will be failed.

Police Exam Nears

Present appointments from the NYC Patrolman eligible list will result in the exhaustion of that list by December, according to estimates at the Civil Service Commission.

In accordance with this, the Commission is speeding work on a new examination and is planning to open applications about the middle of next month. Allowing a four-month period, that would permit the promulgation of a new eligible list in February, 1947.

There are no changes planned in the physical and medical requirements and the age limits of 21 to 29 are set by law. (Veterans may subtract the period of military service from their actual age.)

There are no educational or training requirements.

One of the questions before the Commission, however, is whether

to establish a predetermined pass-mark or as, in the previous examination, to limit the number of passing candidates.

Quick Results Sought

Of the 3,000 on the old list, 2,000 have been, or will be appointed in the very near future. Approximately 300 will be rejected or will decline or get a postponement and that leaves only 700 available eligibles for appointment before the new list comes out.

In order to limit the time in which the Police Department will find itself without available eligibles, in the event it should need them, the Civil Service Commission will make all efforts to rush the examination and the marking of the papers, then will speed up the medical and physical tests.

However, there is no intention to appoint any provisionals. Efforts to have men who missed the top 3,000 on the list appointed have been without success.

UFOA Asks 30 P.C. Pay Increase

A resolution asking a 30 per cent increase in pay was adopted by the membership of the Uniformed Fire Officers Association. The officers cited the present cost of living and the fact that they have amassed unpaid overtime during the war, and are still working overtime without compensation.

Deputy City Treasurer Arthur Lynch was guest speaker. Capt. Elmer A. Ryan, UFOA president, presided.

Departments of the State Granted 5-Day Week

Victory for State Assn. Includes Overtime Pay

By F. X. CLANCY
Special to The LEADER

ALBANY, Sept. 24—The departmental offices of the State will go on a five-day, 37½-hour week, ending the 5½-day, 36¾-hour week. The five-day Summer schedules will be continued permanently. These attendance rules will be effectively shortly, when the State Civil Service Commission promulgates the uniform rules.

The granting of the request of the Association of State Civil Service Employees that such rules be approved was announced by Budget Director John E. Burton.

The new rules affect nearly 30,000 of the 47,000 State employees.

The move is one toward uniformity. Disparity of hours existed in various departments. The new rule will end this. It was approved after the Salary Standardization Board had reported 77 per cent of office employees on a five-day week among 209 private em-

ployers in the State, 94 per cent of 90,000 employees on a 40-hour week or less.

More State News

PP. 2, 3, 4, 5, 6, 8, 9, 13, 14, 16.

Both Director Burton and Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, issued statements on the new rules and the prospects of ending inequities in the institutional attendance rules. Dr. Tolman expressed the gratitude of

(Continued on Page 2)

Health Inspector Opens Next Week

Immediately on his return from vacation, Samuel H. Galston, Director of the Division of Examinations, recommended to the NYC Civil Service Commission changes in the proposed notice of examination for Health Inspector, \$2,160 a year. In accordance with his recommendations this was done

and the examination is opening next week.

Requirements of college work in bacteriology and allied fields or a satisfactory equivalent means persons who served in the Army on Sanitary Control, Insect Control and Food Inspection may be eligible, likewise those who served in the Navy in Commissary and Storekeeper posts.

Five-Day Week Is Granted to Departments

(Continued from Page 1)

State employees to Governor Dewey and his administration.

State offices will remain open on Saturdays under the new five-day week, with skeleton staffs. Those working on a Saturday will receive compensating time off.

The policy was announced of basic salaries for a uniform number of hours a week "among all employees." The institutional overtime law is based on 48 hours and requires amendment by the Legislature to reduce it to 40 hours. Governor Dewey, said Mr. Burton, will recommend to the next session which meets early in January, that 40 hours shall be

the maximum for basic salary. The hours actually worked would not necessarily be affected, depending on the needs of the service, but overtime would be. Employees required to work more than 40 hours a week would receive overtime pay, both in institutions and in departmental offices.

The same overtime basis will apply to the departmental service. Work there beyond 40 hours a week will earn overtime rates. Work in excess of 37½ hours, but not exceeding 40 hours, will earn compensatory time off, not overtime rates.

The 37½-hour week figures out the same as a five-day week of 7½-hour days.

Statements by Budget Director And Dr. Tolman on Five-Day Week

Budget Director Burton

ALBANY, Sept. 24—Budget Director John E. Burton issued the following statement on the new five-day week rules:

Hereafter the departmental offices of the State will operate on a five-day, 37½-hour work week. The Summer five-day schedule will be continued permanently.

The Civil Service Commission, Salary Board and the Division of the Budget have been working for some time with the Association of (State) Civil Service Employees to bring out uniform State departmental attendance rules. The Civil Service Commission will promulgate these uniform rules shortly.

The Salary Standardization Board in its survey of prevailing salaries and working conditions in the Federal Government, other States, and private industry has ascertained the data upon which the decision for the five-day week has been based. It has been found that in 209 private establishments surveyed throughout the State, 77 per cent of all the office type employees work only five days. Most of the other large States and the Federal Government have adopted the five-day week. The data gathered by the Board shows that, of the 90,000 employees covered by the survey in private employment, 94 per cent of the office type employees work 40 hours or less.

The prevailing hours of work per week in State departmental offices has been 36¼ in 5½ days for many years. The Administration is convinced that the five-day week will result in an equal or greater efficiency of government work.

State offices will continue to be open on Saturdays under the new five-day week, but will be staffed by smaller forces who will receive compensating time off.

The Administration has likewise determined that the State's basic salaries should be for a number of hours per week uniform among all employees. This cannot be accomplished at this time because the existing institutional overtime law is based on a 48-hour week. Governor Dewey will recommend, at the next session of the Legislature, that the basic maximum hours of work for basic salary shall be 40 hours, and that employees who are required to work longer shall receive overtime pay both in institutions and departmental offices.

Dr. Tolman

ALBANY, Sept. 24—Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, in commenting today on the new rules establishing a shorter work week in State service, expressed the gratitude of State employees to Governor Dewey and his administration. Dr. Tolman stated:

The Association considers these rules and orders by the Governor and his administration as a great step forward. The Association is glad to acknowledge the fair and understanding attitude of the administration in the consideration of this major work problem.

A five-day, 37½-hour work week is to be established immediately for all departmental offices. A five-day, 40-hour week is to be established for the remainder of the State service, with overtime compensation for all employees who work in excess of 40 hours, as soon as the necessary legislation can be secured.

Other Changes Later

Under the proposed program, overtime compensation will be paid to all State employees working more than 40 hours in any week. Departmental employees who work in excess of 37½ hours but not more than 40 hours in any week will receive compensating time off and will receive overtime pay for hours in excess of 40.

The five-day week for departmental offices is effective immediately, but it will of course not be possible to introduce the balance of the new system overnight. Many new employees will be required. New laws will be necessary to authorize pay for overtime. The necessary enabling legislation will be requested of the next legislature and will be effective as soon as is legally possible.

Although the 40-hour week cannot be put into effect throughout the State institutions without new legislation, the Association is hopeful that administrative action will be taken as soon as possible to put many institutional employees on the 40-hour schedule.

Disparity in Hours

The final effect of these changes as they apply to institutional employees is to increase salaries in two ways: first, the basic rate will be paid for 40 hours' work instead of 48 hours; second, overtime will be paid for time in excess of 40 hours at the new basic hourly rate.

The Association has long championed the adoption by the State of the best practices commonly used in private industry. It has long fought for the five-day week, the maximum 40-hour work week and for pay for all overtime.

There have been gross inequities in the State service where about one-half of the total employees were required to work 48 hours weekly, while the remaining half worked 10 or 11 hours less each week.

As the new plan is put into operation, the Association will do all in its power to make the new system work to the advantage of the State, of the citizens and of the employees. The Association will

Reveals Gain

One of the most outstanding employee gains, the 5-day week for Departments, was announced.



JOHN E. BURTON

Dinner Honors Cromie On His Retirement

Special to The LEADER

ALBANY, Sept. 24.—John A. Cromie, Assistant Director of Office Administration, Department of Taxation and Finance, retiring after 38 years of State Service, was tendered a testimonial dinner by 200 employees of the department at the Aurania Club. Mr. Cromie is especially well known for his active interest of 36 years in the Association of State Civil Service Employees. He was a former President of the State Association and a member of the Executive Committee and the Legislative Committee. He was a leader in all Association projects.

Mr. Cromie began work in State Service as a bookkeeper in the Public Service Commission in 1908. The next year he joined the Tax Department. He served as Assistant Tax Commissioner in 1922 and was appointed Assistant Secretary in 1924.

The speakers at the dinner included Spencer E. Bates, President of the State Tax Commission; Harry C. Clinton, member of the Commission, and Dr. Frank L. Tolman, President of the State Association.

Praised by Dr. Tolman

All extolled the virtues of Mr. Cromie as a citizen and as a public servant.

Dr. Tolman reviewed Mr. Cromie's activities in progressing the Association's program throughout the 36 years of its existence, including the establishment of the Retirement System, the various surveys to improve salary conditions, the legislation bringing about better hours and sick and vacation leaves, and the improvement in classification and personnel administration generally.

Others present at the dinner included Administrative Director Charles L. Campbell, of the Civil Service Department; John Joyce, of the Department of Audit and Control; Everett M. Furman, of the Budget Division; General Ogden J. Ross, Glenn R. Bedenkapp and Joseph M. Mesnig, former members of the State Tax Commission. Among those present from the State Association were William F. McDonough, Joseph D. Lochner, Laurence J. Hollister, John T. DeGraft, Miss Janet Macfarlane and Earl Pfannebecker.

Mr. Cromie was presented with an electric typewriter. He responded feelingly to the many fine references to his good service to the State and the good wishes for his future happiness and that of Mrs. Cromie, who was also a guest of honor.

State Employees' Statistics Course To Open Oct. 8

Special to The LEADER

ALBANY, Sept. 24.—A course in elementary statistics, sponsored by the Albany Chapter of the American Statistical Association, will start on Tuesday, October 8, Davis L. Shultes, President of the Albany Chapter, announced today. The classes will be held in a hearing room of the State Office Building from 4:30 to 6 p.m. on each Tuesday thereafter until the end of May.

J. Edward Conway, President of the Civil Service Commission, has sent a letter to all State appointing officers indicating that employees may be allowed the required time off, subject to make up, to attend class in time. It is intended to have the course approved by the In-Service Training Division of the Education Department. Successful completion of the course will be indicated by a certificate issued to each candidate by that Department.

Fred J. Decker of the State Retirement Board, formerly with the Detroit Department of Education, will be the instructor. The textbook to be used in this course is Albert E. Waugh's "Elements of Statistical Methods." A separate practice manual entitled, "Laboratory Manual and Problems" by the same author will also be used. Persons in the Albany area wishing to take this course should get in touch with the head of the statistical bureau in his own department or with Davis L. Shultes, New York State Insurance Department, Albany 1, N. Y.

The tuition fee for the course has been set at \$4.50.

YONKERS COMMISSIONER

John A. Peterson has been appointed to the Yonkers Civil Service Commission to succeed Joseph F. Crowley, whose term expired.

make such recommendations from time to time as may be calculated to iron out difficulties and to improve the administration of the new rules.

MRS. M. A. OWEN HONORED

Special to The LEADER

WANTAGH, Sept. 24.—Mrs. Marie A. Owen, Supervising Nurse at Jones Beach State Park, was guest of honor at a dinner given by her co-workers of the First Aid Department at the South Shore Terrace at Merrick. Mrs. Owen has been Supervising Nurse at Jones Beach for the past seventeen years.

Those present included Mrs. Elizabeth Marman, Mrs. Julia (Betty) Enos, Mrs. Dorothy Kuchler, Mrs. Mina Smith, Mrs. Mary Zolkoski, Miss Jane Isler, Miss Claire Moore, all Registered Nurses who have been at Jones Beach this past summer; Mrs. Laura Long and Mrs. Genevieve Preuss, Clerks, and Miss Mary Brian, formerly a Nurse at Jones Beach. Mrs. Owen was presented with a corsage and perfume.

The First Aid Department is proud of having 100 per cent paid-up membership in the Association of State Civil Service Employees. Mrs. Owen is Recording Secretary of the Long Island Inter-County State Park Chapter.

Before the dinner Arnold Braren, driver of the emergency bus, was presented with a gift by the girls because of his valuable assistance during the summer season.

Walkill Chapter Hears Hollister

Special to The LEADER

WALKKILL, Sept. 24.—A very active meeting of the Walkkill Prison Chapter of the Association of State Civil Service Employees was held in the Park View Hotel. A brief business meeting conducted by Charles J. Scanlan, President, preceded an informal discussion led by Laurence J. Hollister, Field Representative of the Association.

The representative gathering of employees participated actively in the discussion of the 40-hour week, 25-year retirement plan, cost-of-living bonus and the pending legislative program of the State Association.

Mr. Hollister stressed the need for local co-operation and integration of purpose, whether employees are affiliated with the local Chapter or with any other group. The consensus among the members present was that the interchange of ideas and opinions on matters of importance was helpful.

CIVIL SERVICE LEADER

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Thos. McDonald, Ray Brook's Treasurer, Weds

Special to The LEADER

RAY BROOK, Sept. 24—Our congratulations to the Treasurer of our Chapter, Thomas McDonald, who married Esther McDonald, Masters of Saranac Lake. The marriage took place at the Methodist Church and was attended by many friends of the couple.

Herbert Neale, of our Engineer Department, is recovering rapidly from a serious operation, at the General Hospital at Saranac Lake. We are looking forward to having Herb back with us again soon. Mr. Neale is one of the best backers of the Ray Brook Chapter.

Emmett J. Durr, President and Clyde R. Perry, Vice-president of our Chapter, attended the meeting of the Resolutions Committee of the Central N. Y. Conference held at Utica. Mr. Durr is a member of this Committee.

The membership drive is now on full blast. We expect 100 per cent membership by the first part of October. The committee members are Catherine Rice, Chairman; Mary Starks, Doa Pryne, Henry Swan, Rudy Berger and Frank Witkowski.

Our sincere sympathy to Mrs. Carl Gerard on the death of her husband. Services were held at St. Bernard's Church and the funeral was attended by many friends at Ray Brook. Mr. Gerard was one of our cooks at the hospital.

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The State Employee

By Frank L. Tolman

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

The Five-Day Week Comes to Stay

THE first fruits of the Salary Survey by the Salary Standardization Board are evident in the establishment of a permanent five-day week for State service.

The Salary Survey substantiated the claims of the Association of State Civil Service Employees that the five-day week had become standard practice for office workers in industry. It found that 94 per cent of office employees in private industry surveyed worked 40 hours or less weekly.

We all know that "equal pay for equal work" means the same pay rate for similar jobs. It was harder to get recognition of the fact that a 48-hour job is not the same as a 36¼-hour job, and that equal hours of work are as important as equal pay.

The Budget Director was among the first to recognize this fact, and it is largely his interest that has been effective in bringing about this long step forward in equalizing working hours throughout the entire State Service.

NEW RULES SOON

It is unfortunate that it is impossible to put the entire new program into effect at once. For the departments, the Civil Service Commission has about completed the new rules which go into effect on signature by the Governor. These rules carry the essential provisions of the new program of the Administration.

For the institutions there are legal difficulties to be overcome. Overtime pay must be authorized; appropriations must be made. The present legal 48-hour week must be changed. All these require new legislation.

The Administration has done what it can do at this time by pledging itself to work for such a legislative program to be introduced in the next legislature and made effective as soon as possible.

The official statement of the Budget Director states: "Governor Dewey will recommend, at the next session of the Legislature that the basic maximum hours of work for basic salary shall be 40 hours, and that employees who are required to work longer shall receive overtime pay both in institutions and departmental offices."

ESSENTIAL PROVISIONS

What are the essential provisions of the new program?

Departmental offices will operate on a five-day, 37½-hour work week. "The Administration is convinced that the five-day week will result in an equal or greater efficiency." State offices will continue to be open on Saturdays with reduced staffs who will receive compensating time off. State employees will receive time off for extra hours beyond 37½ up to 40 hours weekly and will receive overtime pay for all work in excess of 40 hours.

For institutional employees the essential gains are as follows:

As far as possible it is hoped and expected that institutions will introduce the 40-hour work week now. Clerical employees represent one of the number of classes in which this should be possible. The final effect of the new program as it applies to institution workers is to increase salaries as well as to reduce working hours. The basic salary rate will be paid for 40 hours' work instead of for 48 hours, and overtime in excess of 40 hours will be paid for at the new basic hourly wage. Where an employee continues to work 48 hours he will receive full salary for 40 hours' work and hourly overtime pay for eight hours in addition.

THANKS FOR FORWARD STEP

I think I speak for all State employees when I thank the Governor in their behalf for this forward step. We have had a part in the formulation of these rules, and we have always received full and fair consideration of our suggestions for liberalization, and our criticisms of certain proposals. We have worked hard for fair and equal treatment of all employees and we think we have achieved a long forward step toward that goal.

CREEDMOOR NAMES DELEGATES TO ANNUAL ASSN. MEETING

The regular meeting of the Creedmoor Chapter of the Association of State Civil Service Employees was held at Queens Village, L. I. Delegates to the annual Association meeting, which will be held in Albany on October 15, were appointed: Helen C. Peterson, John L. Murphy and Joseph Carthy.

A meeting of the members of the Creedmoor State Hospital Employees Credit Union was held. R. Lansky, the Examiner for Federal Deposit Corporation, addressed the meeting. As there were vacancies on the Board of Directors, E. Lowe and William Miller were elected.

Among employees who are spending their vacation in Ireland are Bridie Mulcare, Margaret Clarke, M. Hughes and K. Behan.

Get-well wishes to Elizabeth

Wiggins, Joe Anderson, and T. Parris.

The preliminary class of Gowanda State Hospital, consisting of five girls and two men, are receiving their six months pre-clinical at Creedmoor Hospital.

Four girls and two men were accepted into the preliminary class of Creedmoor Training School.

Madeline Schwaid, formerly Instructor at Brooklyn State Hospital, is now Instructor of Nursing at Creedmoor.

The Students Organization held a welner roast for all students and faculty of the school.

An intensive membership drive for the Association will begin October 1.

A card party is being planned by the Entertainment Committee. The date has not yet been decided.



DR. NOLAN D. C. LEWIS

Employees At Psychiatric Honor Dr. Lewis

In unique and spontaneous ceremonies celebrating the 10th anniversary of Dr. Nolan Don Carpenter Lewis's leadership of the Psychiatric Institute and Hospital, staff members and employees presented him with a massive marble desk-stand pen and pencil set.

The presentation was made by Biagio Romeo, President of the institution's Chapter of the Association of State Civil Service Employees.

Dr. Lewis is intensely popular with the employees, who feel that he has always gone out of his way for their benefit. This sentiment was expressed in Mr. Romeo's message which was in part: "It is our hope that you find this (desk set) as useful to you as you have been sympathetic to us."

Surprise for Dr. Lewis

The presentation was a complete surprise to Dr. Lewis. During Mr. Romeo's short address, representatives of the employees entered Dr. Lewis' office bearing the gift.

Present on behalf of the employees were: Edgar Peasley, Nursing; Mrs. M. Dowdall, House-keeping; Miss Marion Peterson, Dietetics; Miss S. Kogan, Technicians; Miss Alice Thoms, Administrative; James Carroll, Engineering; Mr. Romeo; Sidney Alexander, Vice-president of the Chapter; Miss Margaret Neubart, Dr. Lewis' Secretary; Frank Verce, Physiotherapy; Dr. Leland E. Hinsie, Assistant Director, and Dr. Irville H. MacKinnon, Personnel Officer.

The presentation of the gift to Dr. Lewis was actuated by the Association chapter, which has a membership of 190 of the 200 potential members, although it has been in existence for only one year as a separate chapter.

Chapter officers, in addition to Mr. Romeo, are Sidney Alexander, 1st Vice-president; Frank Verce, 2nd Vice-president; Margaret Neubart, Secretary, and James Carroll, Treasurer.

Salary Board Sets Dates for Six Hearings

Special to The LEADER

ALBANY, Sept. 24.—The State Association is advised by the State Salary Standardization Board that hearings have been arranged for State employee groups as follows:

October 1, 3 p.m., Nursing Group; October 8, 3 p.m., Tax Examiner Groups; October 15, 3 p.m., Canal Operation Group; October 22, 3 p.m., Occupational Therapy Group and Related Titles; October 29, 4 p.m., Safety Service Group—Labor Department; November 12, 3 p.m., Claims Examiner and like titles.

Details as to all titles covered will be announced at a later time by the Board.

5 STATE POLICE RETURN

Special to The LEADER

ALBANY, Sept. 24.—The following men have returned to duty with the Division of State Police from military leave: W. A. Rimmer, C. L. Lindblad, M. F. Dillon, C. Snook and W. J. McDonald.

OSWEGO MAN BACK

In Oswego, Thomas F. Zaia is back in his position as Secretary to the Oswego City Civil Service Commission. Donald V. Hardie filled the position while Mr. Zaia was in military service.

Board's Report On Pay Will Be Just, Says Kelly

Addressing the Representatives of the NYC Chapter of the Association of State Civil Service Employees at their dinner meeting in the State Office Building, Manhattan, J. Earl Kelly, Director of Classification and Chairman of the State Classification Board, stated that fair and equitable salaries would be recommended in the Salary Board's report for action by the next session of the Legislature. Mr. Kelly said that he could not speak for the Salary Board, which is making a survey of salaries generally, but he could assure them that the Feld-Hamilton schedules of 1937 were to be recommended for realistic revision.

Mr. Kelly, former President of the NYC Chapter, was introduced by the incumbent President, Charles R. Culyer.

Hopkins Reports

A report of the Budget Committee, by Chairman William K. Hopkins, 2nd Vice-president, who is in the Law Department, was presented and will be mimeographed and distributed among the Chapter representatives.

James A. Deuchar, Chairman of the Planning Committee, reported on the deliberations of his group which recommended that

a series of open meetings for the entire Chapter membership be held; also that a Legislative Service be established at Association headquarters, to assist in getting prompt member support for the passage of desired legislation.

Representatives at the meeting were informed of conferences with Chairman Mary Goode Krone, of the State Personnel Council, on problems of employees of the Public Service Commission and that Miss Krone had conferred with Milo R. Maltbie, Chairman of the Commission. As a summer working schedule was involved, improvement next year is expected.

Hollister to Help

The representatives were informed that the Chapter's membership drive would soon be in full swing and that Laurence R. Hollister, Field Representative, would be sent by the Association headquarters to assist the Chapter. Mr. Culyer expressed the thanks of the Chapter for the enterprise of headquarters in providing Mr. Hollister's services and said that full use would be made of his broad ability.

Chapter Treasurer Joseph J. Byrnes presented his report which indicated a healthy condition in the Chapter's treasury. He was greeted with loud applause.

Everything Is Free In Drive to Eradicate Tuberculosis in State

Special to The LEADER

ALBANY, Sept. 24.—Governor Dewey, the first of many thousand State employees to have a free chest X-ray examination, said:

"Every State employee can help put an end to tuberculosis in New York by taking advantage of the chest X-ray service, which is available free of charge. Your voluntary participation will give impetus to a program which will eventually reach every citizen."

All X-ray reports will be confidential and will be sent in sealed envelopes to all employees examined. If abnormal findings are noted in an X-ray film, the interpretation will be sent to the employee's own physician and the worker will be advised to consult that physician.

To make it as easy as possible for employees to take advantage of this important public health service the X-ray equipment will be set up. The State Capitol is the starting point. Employees are notified by the State Personnel Council, of which Mary Goode Krone is Chairman, through their Department heads, of the time and place for examination.

It is not necessary to remove clothing to undergo the X-ray examination.

The X-raying of State employees is only the beginning of the expansion of case finding which has for its aim the X-ray examination of every one of the 13 million residents of New York. Case finding, through whatever means, is only one phase of the expanded tuberculosis control program of

the State. Other essential aid is open—adequate treatment, follow-up and rehabilitation.

To assure free treatment and diagnosis of tuberculosis the ability-to-pay test has been eliminated. No resident of the State who has or is suspected of having the disease is now required to pay anything for care, treatment or any diagnostic examination provided by a Health Department, Public Clinic or any Tuberculosis Hospital.

Reimbursement Plan

Counties and cities are entitled to reimbursement by the State for treatment of tuberculosis patients in tuberculosis hospitals or in tuberculosis departments of general hospitals operated by such localities. The amount of State aid is 50 per cent of the per diem cost of treatment of patients at a rate not to exceed \$2.50 a day per patient.

The program calls also for a study of rehabilitation facilities for patients and intensification of research in tuberculosis.

Dr. Robert E. Plunkett, General Superintendent of tuberculosis hospitals, said:

"The Governor has set the goal. The State and local health departments have been given a job to do. It presents a challenge of major proportions. The State Department of Health has accepted that challenge. Every official and voluntary agency directly or indirectly concerned with this great human and economic problem must also accept this challenge."



Governor Dewey receives chest X-ray examination at Albany as Dr. Robert E. Plunkett, General Superintendent of Tuberculosis Hospitals, State Department of Health, looks on.

PILGRIMAGE TO FAMED SHRINE PLANNED IN MARTYRS' HONOR

Father Andersen plans a pilgrimage to Orangeville in honor of tercentenary of Jesuit Martyrs on September 29, the Manhattan State Hospital Chapter of the State Association announced. Those planning to take part should notify Father Andersen as soon as possible.

Miss B. Murpath, popular Super-

visor, has returned from vacation. We extend sympathy to the Pace family in its recent accident. Best wishes for a speedy recovery.

The following left on vacation: Elizabeth Lyons, Mary Buhr, S. J. Badik, Mrs. Mary Leonard and Patty Hughes.

We extend a hearty welcome to the Class of '48 and wish the students success in their studies.

Civil Service Plank Of Liberal Party

The civil service planks of the Republican, Democratic and ALP State organizations were published in *The LEADER* Sept. 10. The Liberal party plank is published this week.

LIBERAL PARTY

We hold that the public should be a model employer. Thereby it will contribute to the general betterment of living and improve the level of public service.

1. Upward Revision of Pay Schedules.

The increase in the cost of living have outstripped the temporary increases voted during the war, there should be further increases at least commensurate with the rise in the cost of living.

2. All Pay Increases Should Be Made Permanent

The State's pay schedules before the war were so low that all temporary increases should be made permanent, particularly since a decline in the cost of living is not in sight. Even with the increases, the pay is modest and, in many instances, too low.

3. The Pay Increases Should Be Covered in Pension Funds

The exclusion of the pay increases from being deemed part of the pay for pension purposes, is a grave injustice which should be remedied immediately and retroactively.

4. Pension Payments for Civil Service Employees in Military Service

The State should pay both its own and its employee's contributions to the pension fund during his or her absence on military leave. This should be made retroactive to cover all civil service

employees who have served in the war.

5. Right of Organization

The provision by law for the recognition of the right of employees to associate themselves in trade unions or other employee associations of their own choice.

6. Grievance Machinery; Tenure Protection

The provision by law for the maintenance of grievance machinery, including protection against arbitrary dismissals or other disciplinary measures by the right of proper hearings on charges, and the right to representation by counsel of the employee's own choice at, and to adequate review of, the hearings and decisions.

7. Right of Political Activity

The prohibition by law of rules, regulations, directives or practices interfering with the engagement of civil service employees in political activity which is conducted outside of their working hours and does not interfere with the rights of subordinates or fellow-workers.

8. No Political Contributions

Strict enforcement of the prohibition of the exaction, directly or indirectly of political contributions.

9. The elimination of sinecures.

10. The observance of higher standards in the appointment of executives.

Democrats' Pension Stand
Besides the civil service plank in the Democratic platform, as published last week, a veterans plank favored the following:

"State contribution of pension payment (now) required from veterans in Government employ for period of war service."

CANDIDATE



JOHN J. DENN, JR.

Denn Is Running For Executive Board

John J. Denn, Jr., Senior Personnel Administrator of the Department of Taxation and Finance, is a candidate for member of the Executive Committee, Association of State Civil Service Employees. He is the choice of the Nominating Committee for the Department of Taxation and Finance to represent the department as successor to John A. Cromie, retired from State Service.

Mr. Denn received his education in Albany and was first appointed to the Department of Civil Service in 1930. In 1936 he joined the Division of Placement and Unemployment Insurance and served there until 1942 as Principal Clerk, Head Clerk and Senior Personnel Administrator. He was appointed to his present position in the Department of Taxation and Finance in 1942.

He served from June 2, 1943, until February 9, 1946, in the Coast Artillery Corps, Battery D, 785th Anti-Aircraft Automatic Weapons Battalion. During the period in the Army he was located at Fort Bliss, Texas; Santa Maria Army Airfield, California and Camp Hahn, Riverside, California, saw service in New Guinea and Morotai, Dutch East Indies.

Mr. Denn is a career service man devoted to the betterment of State Service and has taken an active interest in State employee welfare.

What State Employees Should Know

How Merit Award Law Operates

By THEODORE BECKER

The recent appointment by Governor Dewey of the three members of the Merit Award Board calls attention to the legislation under which the board was authorized and its functions set forth.

The statute (Chapter 609 of the Laws of 1946) added a new article to the Civil Service Law, effective April 5, 1946.

Operation of Board

The new law provides for the establishment, in the New York State Department of Civil Service, of a Board to be known officially as the "New York State Employees' Merit Award Board." The members of the Board could be, and in fact were, selected from among State officers and employees, and are required to serve without extra compensation.

The Merit Award Board is empowered by the statute to formulate, establish and maintain plans to encourage and to reward unusual and meritorious suggestions and accomplishments by State employees that promote efficiency and economy.

In order to obtain any necessary assistance in the screening of applications for awards, the Board is authorized to appoint departmental or divisional boards to analyze and review suggestions and accomplishments and to make recommendations with respect to such applications. In this connection the Board is empowered by the law to adopt and promulgate rules and regulations governing the operation of any plans which it may establish.

The Merit Award Board is given rather broad discretion as to the nature of the awards that it may choose to make. The statute sug-

gests certain types of awards but does not limit the Board to these types. The statute indicates that the Board may determine the nature and extent of the merit awards, which may include the following types:

(1) Certificates, medals or other appropriate insignia to be granted as evidence of a meritorious suggestion or accomplishment.

(2) Cash awards in such amounts and payable at such times as may be fixed and determined by the Board.

(3) In lieu of a cash award, or even in addition to a cash award, the Board may increase the compensation of a State employee nominated for an award. This is effectuated by filing a certificate with the Department of Audit and Control, the Director of the Budget, the Chairman of the Senate Finance Committee and the Assembly Ways and Means Committee. In this case, however, there is a provision limiting the amount of the salary increase. The law provides that the increase granted shall not bring the employee's salary beyond the maximum salary of his salary grade. This increase is to be deemed earned by way of service for future increment purposes.

Limitation on Law

The law also contains a self-imposed limitation. This is contained in the provision that the law setting up the Board shall not continue in effect beyond April 1, 1947, the beginning of the next fiscal year. Accordingly, further legislation will be needed at the 1947 session of the Legislature if the Merit Award Board is to be continued in existence during the 1947-1948 fiscal year.

COMMITTEES ARE APPOINTED AT DANNEMORA HOSPITAL

At a meeting of the Dannemora State Hospital Chapter of the Association of State Civil Service Employees, the following committees were appointed:

Executive Committee: Attendant Group—Bernard Wallace, Francis Smith and Everett Peno; Senior Attendant Group—Kenneth Hayes and Emmett Buckley; Charge Attendant Group—Ralph Walker; Office Staff—Dorothy McCasland; Domestic Personnel—Grace Kirov; Non-uniformed personnel—Thomas Lamar.

Membership Committee: William Holzer, Bernard Wallace, Bernard Racette, Arthur Tacy, Dorothy McCasland and Albert Foster. The officers of the Chapter will assist this committee.

Entertainment Committee: Everett Peno, Roy LaHart, Wesley LaPorte and Irma Marshall. This Committee will start making plans for the annual banquet, to be held in October.

Roy LaHart and Gaylord Wray, both veterans with many months of overseas duty, will represent

this Chapter on the Park and Beach Commission.

A basketball team will be organized this year with Francis Smith in charge. Gaylord Wray and Clayda Revoir were chosen to take care of the publicity, with Howard St. Clair, Secretary, assisting.

It was decided that the local dues will be collected along with the State Association dues.

President Charles Layhee presided.

Laurence J. Hollister, Field Representative of the State Association, was a recent visitor. The meeting was very well attended. Mr. Hollister discussed the Association's program and clarified many of the employees' problems.

PASSING OVER DISABLED VETS

Special to The LEADER

ALBANY, Sept. 24—The practice of the State Civil Service Commission in passing over disabled veterans in favor of other disabled veterans in appointments and promotions from eligible lists, differs from NYC practice where the 1-2-3 appointment and promotion rule is followed.

The law provides that the appointing officer may select from among the three highest eligibles willing to accept appointment. When all three are disabled veterans, the choice of any one of them is held to satisfy the law.

But a disabled veteran may not be passed over in favor of a non-disabled veteran or a non-veteran, or a non-disabled veteran over a non-veteran.

The NYC Civil Service has adopted the policy of requiring certifications and appointments in 1-2-3 order. To skip an eligible, the NYC appointing officer must have the express permission of the Commission.

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Progress of State Exams

Special to The LEADER

ALBANY, Sept. 24.—The State Civil Service Commission today issued the following report on the progress of examinations:

OPEN-COMPETITIVE

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

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

Chief, Bureau of Curriculum Development, Department of Education: 11 candidates, held April 27, 1946. Rating of the written examination is completed. Interviews in progress.

Head Account Clerk, State Teachers College at Albany: 74 candidates, held April 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Health Investigator (Venereal Disease), Department of Health: 104 candidates, held April 27, 1946. This examination has gone to the Administration Division for printing.

Junior Architectural Draftsman, Department of Public Works: 37 candidates, held April 27, 1946. This examination has gone to the Administration Division for printing.

Junior Tax Examiner, Department of Taxation and Finance: 717 candidates, held April 27, 1946. Rating of Part I is completed. Rating of Part II is in progress.

Parole Officer, Executive Department: 357 candidates, held April 27, 1946. Rating of the written examination is completed. Interviews in progress.

Senior Housing Control Architect, Executive Department, Division of Housing: 8 candidates, held April 27, 1946. Rating of the written examination is completed. Training and experience to be rated.

Senior Inspector of Penal Institutions, Department of Correction: 29 candidates, held April 27, 1946. Rating of the written examination is in progress.

Assistant Unemployment Insurance Claims Examiner, D.P.U.I.: 642 candidates, held July 27, 1946. Rating of the written examination is in progress.

Assistant District Health Officer, Department of Health: 6 candidates, held July 27, 1946. This examination has gone to the Administration Division for printing.

Senior Personnel Technician (Police), Department of Civil Service: 17 candidates, held April 27, 1946. Rating of the written examination is completed. Interviews in progress.

Senior State Publicity Agent, Department of Commerce: 22 candidates, held April 27, 1946. Rating of the written examination is completed. Clerical work is in progress.

Tax Examiner, Department of Taxation and Finance: 575 candidates, held April 27, 1946. Rating of Part I is completed. Rating of Part II is in progress.

Estate Tax Examiner, Department of Taxation and Finance: 45 candidates, held May 25, 1946. Rating of the written examination is in progress.

Account Clerk, State Departments and Institutions: 2,421 candidates, held June 29, 1946. Tentative rating scale prepared. Awaiting determination of appeals.

Clerk, State Departments and Institutions: 10,318 candidates, held June 29, 1946. Tentative rating scale prepared. Awaiting determination of appeals.

File Clerk, State Departments and Institutions: 3,708 candidates, held June 29, 1946. Tentative rating scale prepared. Awaiting determination of appeals.

Statistics Clerk, State Departments and Institutions: 1,842 candidates, held June 29, 1946. Tentative rating scale prepared. Awaiting determination of appeals.

Stenographer, State Departments and Institutions: 2,367 candidates, held June 29, 1946. Tentative rating scale prepared. Awaiting determination of appeals.

Typist, State Departments and Institutions: 3,735 candidates, held June 29, 1946. Tentative rating scale prepared. Awaiting determination of appeals.

PROMOTION

Associate Civil Engineer (Field), Department of Public Works: 51 candidates, held April 27, 1946. Rating of the written examination is in progress.

Senior Engineering Aid, Department of Public Works: 69 candidates, held April 27, 1946. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

Senior Examiner of Municipal Affairs, Department of Audit and Control: 62 candidates, held April 27, 1946. Rating of the written examination is completed. Training and experience completed. Clerical work is in progress.

Junior Civil Engineer (Design), Department of Public Works: 18 candidates, held May 18, 1946. Rating schedule completed. Written examination is completed. Training and experience is completed. Clerical work to be done.

Associate Insurance Examiner (Casualty), Insurance Department: 10 candidates, held May 25, 1946. Rating of the written examination is in progress.

Junior Civil Engineer (Field), Department of Public Works: 273 candidates, held May 25, 1946. Rating of the written examination is in progress.

Junior Civil Engineer (Field), Department of Public Works: 41 candidates, held May 25, 1946. Rating of the written examination is in progress.

Principal Account Clerk, Department of Audit and Control, Retirement System: 19 candidates, held May 25, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Civil Engineer (Field), Department of Public Works: 121 candidates, held May 25, 1946. Rating of the written examination has not been started.

Title Attorney, Department of Law, Albany: 18 candidates, held May 25, 1946. Rating of the written examination is completed. Training and experience is completed. Clerical work to be done.

Assistant Civil Engineer (Field), Department of Public Works: 171 candidates, held June 8, 1946. Rating of the written examination has not been started.

Assistant Civil Engineer (Field), Department of Public Works: 220 candidates, held June 8, 1946. Rating of the written examination has not been started.

Senior Draftsman, Department of Public Works: 11 candidates, held June 8, 1946. Rating of the written examination is completed. Clerical work to be done. Training and experience to be checked and rated.

Senior Typist (Accounts), Department of Public Works, Albany: 21 candidates, held June 15, 1946. This examination has been sent to the Administration Division for printing.

Staff Attendant, Department of Mental Hygiene, approximately



GORDON S. CARLILE

Carlile in Race For Re-election to Assn. Board

Gordon S. Carlile, a present member of the Executive Committee of the Association, is a candidate for re-election. A Staff Attendant at the Harlem Valley State Hospital, Mental Hygiene Department, he has been very active in Association affairs. Also, he is noted for his extra curricular versatility.

He is an intensive student of labor relations and has studied that subject at New York University. Prior to entering State service in 1933, he was an actor-producer who prepared plays for various civic groups and appeared in a number of Little Theatre productions. He is also interested in local civic affairs.

He has served on numerous Association committees and has appeared before the Salary and Classification boards. He has served as President of the Harlem Valley Chapter.

1,400 candidates, held June 22, 1946. Rating of the written examination is completed. Rating of seniority is in progress. Training and experience to be rated.

Associate Civil Engineer (Design), Department of Public Works: 12 candidates, held July 13, 1946. Rating of the written examination is completed. Rating of training and experience in progress.

Supervising Industrial Investigator, Department of Labor: 10 candidates, held July 13, 1946. This examination has gone to the Administration Division for printing.

Associate Compensation Claims Examiner, The State Insurance Fund: 16 candidates, held July 27, 1946. Rating of the written examination is in progress.

Clerk, Grade 4, Office of the County Clerk, Kings County: 22 candidates, held July 27, 1946. Rating of the written examination is in progress.

Clerk, Grade 5, Kings County Clerk's Office: 11 candidates, held July 27, 1946. Rating of the written examination is in progress.

Clerk, Grade 6, Kings County Clerk's Office: 8 candidates, held July 27, 1946. Rating of the written examination is in progress.

Clerk, Grade 7, Kings County Clerk's Office: 11 candidates, held July 27, 1946. Rating of the written examination is in progress.

Municipal Research Assistant, Division of Municipal Affairs, Department of Audit and Control: 7 candidates, held July 27, 1946. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work is in progress.

Principal Clerk, Bureau of Accounts, Department of Audit and Control: 6 candidates, held July 27, 1946. Rating of the written examination is in progress.

Principal Stenographer, Executive Department, Division of Parole, Albany District: 6 candidates, held July 27, 1946. Rating of the written examination is in progress.

R. L. SOPER IS ELECTED PRESIDENT OF NEWARK SCHOOL CHAPTER

Special to The LEADER

NEWARK, Sept. 24.—The Newark State School Chapter of the State Association elected the following officers: President, Robert L. Soper; Vice-president, Merton Wilson; Secretary, Mrs. Wilma Bowerman, and Treasurer, Mrs. Edna Van de Velde.

Commenting upon the activities of the Chapter, President Soper said: "We are about to put on a membership campaign aiming at

100 per cent participation in the Association at Newark State School.

"We realize that the next year or two will be crucial for the State employee and are pledged to work wholeheartedly to maintain the benefits we have received in the last few years and to try to obtain what we believe to be just legislation governing hours of work, salaries, pensions, etc., for all employees of the State."

dates, held July 27, 1946. This examination has gone to the Administration Division for printing.

Principal Stenographer, Executive Department, Division of Standards and Purchase: 6 candidates, held July 27, 1946. This examination has gone to the Administration Division for printing.

Senior Business Consultant, Department of Commerce: 8 candidates, held July 27, 1946. This examination has gone to the Administration Division for printing.

Senior Civil Engineer (Design), Department of Public Works: 22 candidates, held July 27, 1946. Rating of written examination is in progress.

Senior Clerk, Department of Agriculture and Markets: 27 candidates, held July 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Clerk, Executive Department, Division of Standards and Purchase: 15 candidates, held July 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Clerk, Department of Social Welfare, Albany Office: 26 candidates, held July 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Compensation Claims Examiner, The State Insurance Fund, New York Office: 31 candidates, held July 27, 1946. Rating of the written examination is in progress.

Senior Compensation Claims Examiner, The State Insurance Fund, Upstate Offices: 15 candidates, held July 27, 1946. Rating of the written examination is in progress.

Senior File Clerk, Department of Audit and Control, Bureau of Office Audits: 50 candidates, held July 27, 1946. Rating of the written examination is in progress.

Senior Municipal Research Assistant, Department of Audit and Control: 3 candidates, held July 27, 1946. Written examination is completed. Training and experience to be rated.

Senior Typist, Department of State, Albany Office: 15 candidates, held July 27, 1946. Rating of the written examination is in progress.

(Continued on Page 14)

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MORE SALARY, PENSION CREDIT PROPOSED FOR VETS IN COUNCIL

Persons appointed from NYC eligible lists after having been passed over while in military service would benefit by the provisions of a bill introduced by Councilman Anthony J. DiGiovanna.

The bill provides that the period served in the armed forces since being reached for certification would be included in computing seniority for salary, promotion,

retirement and pension. Pension payments would have to be made by the individual for the time in military service. Five years after appointment is allowed for exercising this privilege.

At present, such persons receive retroactive seniority for promotion to the date the eligible next lower on the list was appointed, but not for salary rates or pension.

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A THOUGHT FOR THE WEEK

THE freedom of a government does not depend upon the quality of its laws, but upon the power that has the right to create them—*Thaddeus Stevens.*



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N. H. Mager, Business Manager

TUESDAY, SEPTEMBER 24, 1946

Scientific Pay Scales Gaining Attention

THE correction of salary injustices is engaging the attention of Federal, State and city officials. It's about time.

The plight of employees frozen at the top of a grade for long years has been a constant subject of discussion, but not a cause of action. Inadequacy of salaries in certain categories, including professional, has endured from one administration to another.

President Harry B. Mitchell, of the U. S. Civil Service Commission, revealed that there is a movement afoot for a complete study of Federal pay scales. The 80th Congress is to ask that the study be made.

N. Y. State, through its Salary Standardization Board, is now engaged in a survey of salaries paid in private industry and in other branches of government. The Board is charged by both the Legislature and Governor Dewey with the duty of recommending such improvements as it deems necessary or advisable in the Feld-Hamilton schedules.

Mayor O'Dwyer has had a committee studying pay scales in the Board of Transportation. The group recommended 20-cents-an-hour increase. Such a separate survey was necessary because the operating employees were underpaid and the Board is legally outside the city government proper.

NYC needs an overall study of pay scales. The departments and agencies directly under the Mayor are entitled to the same careful pay appraisal as Transportation received. At present, except for hasty and hectic consideration given to pay scales at annual budget time, there is no means of getting the over-all picture. Now separate consideration is given to group appeals as they arise, but, after budget adoption, only very limited funds exist, the left-overs.

The piecemeal method is an inheritance that should be rejected. That method never resulted in a fair and scientific salary plan; instead, it produced a makeshift. Under present and imminent economic conditions such temporizing could become dangerous.

The Mayor should appoint a committee to study all city salaries and to report recommendations.

U. S. STANDARDS ARE SET FOR EXTENDED LEAVES

Special to The LEADER

WASHINGTON, Sept. 24—Government agencies have agreed on standards for extended leave without pay. The standards have been endorsed by the Civil Service Commission.

They will be used in passing on applications for leave without pay. Agreement among the agencies was obtained through the Council of Personnel Administration.

Leave without pay will not be authorized initially for any period in excess of 12 months.

It should not be granted except to increase the employee's ability on the job; to protect or improve

the employee's health; or to retain a desirable employee in the service.

Up to Agencies

The authorization of extended leave without pay is a matter of administrative discretion within each agency. The agency is obligated to provide active employment upon the expiration of the leave period, unless the employee is reached through reduction-in-force action. Hence, the position may not be filled during the period on other than a temporary basis. A credit of six months for each year an employee is on leave without pay is allowed for retirement purposes.

Dr. Scheffer Gets Legion of Merit For His Army Work

Dr. Isidor H. Scheffer, Medical Superintendent of the City Hospital on Welfare Island, was honored by the War Department for his services during the war in the Army Medical Corps, where he rose to the rank of Lieutenant Colonel.

He received the Legion of Merit, and a Presidential citation praising his work as chief of the Public Health Section, Office of Military Government, Berlin District.

Free Hospital Care Asked for Employees Of Welfare Dept.

A bill to include employees of the NYC Welfare Department among those entitled to hospital care, at City expense, if injured while on the job, was introduced by Councilwoman Schwartz.

At present, uniformed employees of the Police, Fire, and Sanitation Departments, and employees of Parks, Water Supply, Gas and Electricity, Docks and Public Works are covered.

Merit Man



WILLIAM E. SKILLMAN

FROM his office on the 16th floor of the NYC Municipal Building, William E. Skillman campaigns for farming, his hobby, which he practices. He has utilized his spare time to raise food for his family of five children. His advice to every civil service employee is to acquire a farm and produce food to combat inflation and to supplement the low salaries paid by the city.

As Assistant Corporation Counsel, Mr. Skillman entered the municipal service at the age of 18 and since then has attained the distinction of appearing in more litigation and disposing of more trials than any other Assistant.

Founded Veteran Group

A veteran of World Wars I and II, he is the founder of the New York War Veterans in Civil Service and took an active part in organizing the veterans throughout New York State. A past State Chairman of the veterans' group, he is presently Chairman of the Membership Committee.

He is a member of Aviators Post 743, American Legion.

He believes in the Three Platoon System for the Police, Fire and Correction services and the five-day week for all other services.

25-Year Retirement

He also advocates a 25-year retirement law, with free medical attention during those years.

"Too many civil employees," he says, "die in harness. While this may in some cases tend to build up the retirement fund, it also tends to bar new blood from the service, and certainly is not conducive to efficient administration."

Woman Wins Her Third Award

Special to The LEADER

NEWARK, N. J., Sept. 24—For devising a method of control of suspense files, which reduced the amount of necessary correspondence, Miss Dorothy E. Ammann, a Unit Supervisor in the Mail and Files Branch of the Office of Dependency Benefits, won an award of \$50 in cash.

The award was presented before a group by Lieutenant Colonel Clarence T. Brah. Miss Ammann also received a letter of commendation from Lieutenant Colonel Leonard H. Sims, chief of the ODB.

This is the third citation to be received by Miss Ammann. She was one of those selected by the Corps of Engineers to work on the Manhattan District (atom bomb). Previously, when she was employed in the Signal Corps in Philadelphia, she received a Certificate of Merit for war bond sales, presented to her as top Minute Man of her installation.

Housing Post Filled

Edmond B. Butler, Chairman of the NYC Housing Authority, announced the appointment of Casimir Krulik as Materials Expediter. Mr. Krulik will facilitate the flow of materials to the contractors building the City's projects to house 6,741 families.

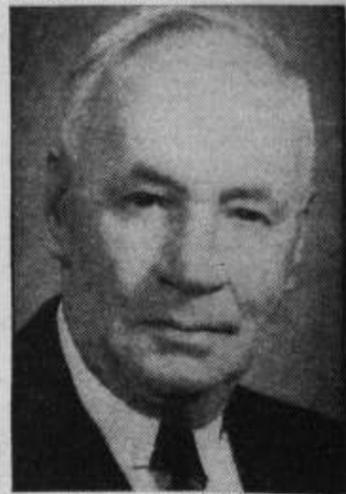
Hatch Act Injustices

By Harry B. Mitchell

President, U. S. Civil Service Commission

A MATTER in which the U. S. Civil Service Commission is vitally interested is an amendment to the Hatch Act. The Commission should have discretion so that it will not have to remove Federal employees from their positions because of trivial and unwitting violations of the act. The public generally should know more about the inequities and absurdity of the law as it now stands.

The original Hatch Political Activities Act became effective August 2, 1939. A provision of that statute which directly concerns both the Civil Service Commission and Federal employees, is Section 9(a). It prohibits persons "in the executive branch of the Federal Government" (with exceptions) from taking "any active part in political management or in political campaigns." Now, so far as those "in the competitive classified service" were concerned, this imposed no prohibition to which they were not already subject under Civil Service Rule I, Section 1. Congress recognized that rule by paralleling its language in framing Section 9(a). The obvious effect of that section was to extend restrictions against political activity to unclassified employees not before subject to the rule. But, the Act had another drastic effect.



HARRY B. MITCHELL

In administration of the rule prior to the Hatch Act, the Commission had unlimited discretion as to penalties. "An employee who had committed some minor violation of the Rule could have been subjected to a minor penalty, often only a reprimand. The Hatch Act prescribed one inflexible penalty. Section 9(b) decreed that every violator should be "immediately removed from the position or office held by him."

Some State and Local Employees Included

Then came the August 19, 1940, amendment to the Hatch Act. Section 12(a) became applicable to State or local employees whose "principal employment" was "in connection with" activities financed in whole or in part through Federal funds. It made those employees subject to the restrictions prescribed for Federal employees by Section 9(a) of the original Act. It gave discretion, we think very wisely, to the Commission to determine whether a violation by a State or local employee was serious enough to warrant his removal. This was not complete leeway, but it was enough that in State cases the Commission could find removal of the principal offender or offenders warranted without so finding in respect to minor employees whose violations were trivial or due to instructions from official superiors.

I know of no other law on the statute books of the United States, or of any State, which does not give the courts some discretion; and, in these cases, the Commission has a function similar to that of a court.

In justice to Senator Hatch, it should be explained that it was not his intention that the law should be so harsh in the case of Federal employees, and in subsequent sessions of Congress he has introduced or favored bills which would give the Commission the right to inflict a lesser penalty than removal when only a lesser penalty was justified. However, in the framing of the law and in consideration of it by the Congress, language was inserted and approved which brought about the present unfortunate situation.

Since the passage of the Civil Service Act of 1883, and in accordance with a rule promulgated by the President under its provisions, the Civil Service Commission has had the duty of checking on and punishing political activity on the part of Federal employees in the executive service. In accordance with that duty, the Commission has published, on national election years, a list of political activities which were forbidden and which subjected the violators to a penalty—the extent of the penalty, as before stated, being left to the Commission prior to the Hatch Act.

List of What Is Prohibited

On the date that the Act "froze" determination of what constituted violations, and eliminated Commission discretion as to penalties, the list became:

Serving on or for any political committee, party, or other similar organization.

Serving as officer of a political club, as member or officer of any of its committees, addressing such a club or being active in organizing it.

Serving in connection with preparation for, organizing, or con-

(Continued on Page 7)

Question, Please

NYC Pension Options

IN THE NYC Employees' Retirement System (a) may I buy additional annuities for retirement at half pay; (b) change my beneficiary after retirement and (c) insure any loan I make against my contributions, so that if I die before I pay up, the beneficiary will not suffer?—C. G. W.

(a) Additional annuity may be purchased at up to 50 per cent of normal contributions or to attain half-pay retirement basis; (b) No. Only under Option 1, since the age and sex of beneficiary are immaterial where lump sum or stated number of benefit equivalents and to be paid, may beneficiary be changed, and then only before retirement; (c) Loan may be insured, at the borrower's option and expense.

Special Military Exam

I WAS recently discharged from the Army. I am taking a

needed rest. Formerly employed in a N. Y. State department. I shall return there when my 90 days are up. Meanwhile a promotion examination is being advertised for which my title is eligible. Can I wait until 60 days after my return to State service, and request a special military examination, despite the foregoing promotion test now under way?

Yes.

Patrolman in the Clear

IN THE Patrolman examination I made the list. There is no record whatever of any disability of mine, nor did I claim any in applying for that exam. I did have the Veterans Administration check whether I was entitled to any disability pension or rating. Their answer was negative. Are my Police Department chances jeopardized by this?—ANXIOUS.

No.

Injustice of Hatch Act

(Continued from Page 6)

ducting a political meeting or rally, addressing such a meeting, or taking any other active part therein except as a spectator.
 Canvassing a district or soliciting political support for any party, faction, or candidate.
 Manifesting offensive activity at the polls, at primary or regular elections, soliciting votes, assisting voters to mark ballots, or helping to get out the voters on registration or election days.
 Acting as recorder, checker, watcher, or challenger of any party or faction.
 Assisting in counting the vote, or engaging in any other activity at the polls except marking and depositing the employee's own ballot.
 Serving in any position of election officer.
 Publishing or being connected editorially or managerially with any political newspaper or writing for publication or publishing any letter or article, signed or unsigned, in favor of or against any political party, candidate, faction or measure.
 Becoming a candidate for nomination or election to office, Federal, State, or local, which is to be filled in an election in which party candidates are involved.
 Distributing campaign literature or material.
 Circulating political petitions, including nominating petitions; but the signing of such petitions is not considered a violation.
 Personally, I do not believe that Congress ever wittingly intended that the Commission would, for instance, have to force the separation of an employee who innocently distributed a few political cards for a friend who was seeking a town or county office; or who secured a few signatures on a nominating petition for a man who aspired to be Justice of the Peace. But such results have followed.

Too Severe a Penalty in Some Cases

No doubt some persons removed since the Hatch Act was passed deserved removal because of their flagrant and sometimes persistent political activity. There are others who should have been punished by suspension from the payroll for periods of varying lengths; but it has seemed to the Commission very regrettable that persons who were slightly at fault, if at fault at all, should be punished to the extent of taking away their means of livelihood and lessening their earned retirement credits.

The lower-salaried employees are made to suffer on account of the present law. Men of State importance have been caught violating the law and removal from State office has resulted; but, apparently the big fellows in the Federal service are more careful, or better informed, than the ordinary Federal employee. A few postmasters have been removed, but even these have been from smaller offices. The law excepts from its provisions heads and assistant heads of executive departments; officers who are appointed by the President, by and with the advice and consent of the Senate, and who determine policies to be pursued by the United States in its relation with foreign powers or in the nation-wide administration of Federal laws. Federal employees, such as regional or State directors, customs or internal revenue collectors, and other like office holders, are subject to the penalties of the law, but there have been few, if any, complaints which have come to the Commission about persons of that rank. If there had been a basis for complaint, it is not at all likely that such office holders would have escaped.

Protection of a Law Is Needed

Some people have taken the position that the Hatch Act ought to be repealed. The Hatch Act and Civil Service Rule I, Section 1, if the Commission's former discretion were restored, are a protection for employees against possible coercion and keep the civil service free of politics.

LEGAL NOTICE

SLAYBACK, JESSIE T.
 IN PURSUANCE OF AN ORDER of Honorable WILLIAM T. COLLINS, a Surrogate of the County of New York.
 NOTICE is hereby given to all persons having claims against JESSIE T. SLAYBACK, late of the County of New York, deceased, to present the same with vouchers thereof to the subscriber, at her place of transacting business at the office of Douglas, Armitage & Holloway, her attorneys at No. 30 Rockefeller Plaza, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 10th day of December, 1946.
 Dated, New York, the 28th day of May, 1946.
KATHRYN S. MILTENBERGER,
 Executrix.
 Douglas, Armitage & Holloway, Attorneys for Executrix, Office and P. O. Address, 30 Rockefeller Plaza, Borough of Manhattan, New York City.

St. George Assn. To Dance Oct. 26

The sixth annual entertainment and dance of the St. George Association, NYC Transit System, will be held on Saturday evening, October 26 at the Manhattan Center, according to an announcement from Charles Felter, General Chairman.
 Edward Schnopp is Journal Chairman; Anna Weitz, Chairman for Box Seats, and Archie Chestnut, President, ex-officio committee member.

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BLIND TYPISTS SERVE IN VA

Special to The LEADER

WASHINGTON, Sept. 24 — Among the thousands of physically-impaired already working for the Veterans Administration are 10,631 disabled war veterans. Disabilities are from 10 to 100 per cent and include the extremes of physical ailments, from total blindness to double amputations. Three blind typists, all of whom use Seeing Eye dogs, are members of a typing pool. Their supervisor has lost an arm. A man who lost both legs above the knees has been assigned to a desk job.

The VA will give preference to blind veterans who apply for small vending stands in VA buildings in the future, VA has announced.

Sales in these concessions are limited to cigarets, candy, magazines, and newspapers. No rental fees are charged.

Applications should be filed with deputy administrators in branch offices or managers of regional offices of the areas in which the applicants reside. Applicants must obtain licenses to operate vending stands in Federal buildings from the State Commission for the Blind or from other designated State licensing agencies.

NYC Nurses Get 40-Hour Week

In an effort to stop the exodus of nurses from city hospitals, Mayor O'Dwyer announced that beginning November 1 employees of the Department of Hospitals will work 40 hours a week instead of the present 48.

Possibilities of a wage increase are also being studied, the Mayor said, to attract thousands of registered and practical nurses who left the city's service for private practice.

Normal quota of the department is 5,900 nurses. At present, only 2,904 are registered and 150 resignations were reported in the past three months alone.

Both Big Parties Back Higher Pay For U. S. Workers

By CHARLES SULLIVAN

Special to The LEADER

WASHINGTON, Sept. 24 — There will be a new pay increase during the next session of Congress regardless of which party gets a majority in the forthcoming elections. This was disclosed today.

Chairman Jennings Randolph (D., W. Va.), who will retain the head man's job on the House Civil Service Committee, and ranking minority member E. H. Rees (R., Kan.), who would get the position if the Republicans win, came out for another pay rise when the next Congress convenes. So did Civil Service Commissioner Arthur S. Flemming.

Commissioner Flemming assailed foreign ideologies in government agencies and hinted that anyone believing in strikes, slow downs, Fascism, Communism or

the Ku Klux Klan would be outside the government's employ in short order.

Proposed Plan

At the next session Congress will be asked to pass a bill granting a 12.5 per cent average increase. But the measure will contain sliding scale provisions in accordance with the variance in living costs in different parts of the country. In some cases the increase will range up to 25 per cent, but the average boost will be 12.5 per cent.

At the same time, a bill containing substantially similar provisions for the Postal service will be submitted to the lawmakers.

FLAGGER TITLE CHANGED

Cement Mason is the new title of John J. Timmins, former Flagger, after action by the NYC Civil Service Commission.

PREFERENCE TO NON-VETERANS OPPOSED BY POSTAL CLERK UNION

Ephraim Handman, President of Local 10, New York Federation of Post Office Clerks, 206 West 23rd Street, Manhattan, announced today that the Federation was up to this time unsuccessful in its effort towards endeavoring to have the U. S. Civil Service Commission rescind its recent orders awarding preference ratings to non-veteran applicants in the Clerk-Carrier test for permanent positions in the Postal Service.

"The awarding of preference to non-veterans is contrary to established Civil Service policy," President Handman stated, "and the local views it as a threat to the future welfare of civil service."

He also points out that in addition to the 5 per cent preference awarded to non-veterans, the normal age requirements are waived in the case of those non-veterans who held temporary positions in the Postal Service during the war period. Those applicants are now allowed to enter the Postal Service up to 55 years of age, which incidentally is the age limit for veterans.

"Despite protests from the New York Federation of Post Office Clerks and of veterans' organizations in the Postal Service, the Civil Service Commission continues to uphold its decision in the matter and no change in the ruling is at present indicated," said Mr. Handman.

"The Federation views the entire matter as a dangerous precedent and feels that it should not be allowed. The age requirement was always considered as necessary in the interests of an efficient civil service."

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 Opportunity for permanent doubles at weekly rates now available!
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250 Rooms Available Day or Night
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Asst. Foreman Study Aid By the Chief Engineer

Incinerator Design and Operation

By JOSEPH C. ZENGERLE
Chief Engineer, NYC Department of Sanitation

[The following is Part IV of this discussion. Part V next week.]

The incinerator plant comprises an enclosed tipping floor extending the full width of the building and 60 feet from dumping curb to the southerly wall. Refuse trucks enter the west side through two Peete bi-folding doors and are weighed on two automatic registering Buffalo scales before maneuvering to a 3,000 yard storage bin located north of the tipping floor. This bin contains about 75 per cent of the plant's daily capacity which is sufficient to maintain plant operation over that period without further deliveries and is provided with a dust recovery system and one sump pump.

The dust recovery system consists of an American Blower, 50,000 CFM for exhausting from any one of three sections of a series of vent slots arranged along the face of the bin wall, a distance of 150 feet. Because of bucket operations over a bin width of 18 feet and a depth of 25 feet, it was not feasible to erect hoods or other means of trapping dust before collecting ducts and fan. The fan discharge enters a cyclone dust collector from which dust is removed periodically. The sump pump is provided to drain the bin of water contained either in the refuse or water used over week ends for flushing and disinfecting purposes.

Cranes and Furnaces
Cranes—Refuse is elevated from the storage bin to the furnace hoppers by means of two 53 ft.

spans, all welded steel bridge cranes built by the Cleveland Crane Co. and one 3 rope Blaw-Knox lever type clam shell bucket for each crane. The buckets are of special design being provided with long teeth which extend about two feet beyond the lips. The shell side plates are cut away to conserve weight but are equipped with corner bars of manganese steel to resist wear and abrasion. The measured capacity of the buckets is 2 1/2 cu. yds. and the weight 5,600 lbs. It is estimated that these buckets will lift about 4 cu. yds.

The bridge cranes are powered by four General Electric Motors with master control and automatic acceleration. Each hoist and closing line motor is rated 60 HP at 900 RPM, bridge motor 30 HP and 900 RPM and trolley motor at 900 RPM. The bucket lifting speed of 500 Ft./min. ultimate, is regarded as the highest lever used for this kind of work. Its ultimate lowering speed will exceed this, making it possible to maintain an average cycle well under one minute. At this rate one crane will handle the entire plant capacity, leaving the other crane to serve as a spare.

The operator cabs are arranged to give the operators an unobstructed view of the bin and the furnace hoppers. The total bucket rise from the bottom of the bin to charging platform is 70 feet. Flood lights of 500 watt rating are suspended below each crane to provide illumination at night.

Furnaces—Six brick set furnaces having hung wall and flat arch construction are erected on the firing floor at 20 feet above grade. They are of mutual assistance type with four cells per furnace arranged with the bridge wall at the rear of the end cell. The refuse to be destroyed will contain a larger percentage of rubbish than garbage with an estimated burning rate of 85 lbs./sq.

ft. of grate area. The designed capacity is 750 tons/24 hours of continuous operation with a permissible overload of 125 per cent. No drying hearth is provided because of the anticipated dryness of the refuse.

The combustion chambers are designed to induce high temperatures and to effect dust elimination within the chamber. Each furnace cell is provided with an electrically operated charging gate through which refuse is charged by gravity in batches of 1/2 cu. yds. These openings measure 3 ft. by 3 ft. and are regarded as ample to permit the largest objects to pass through. The total net grate area for each furnace measures 144 sq. ft. of which 25 per cent is operable for ash dumping and clinkering. Ash is stored in 4 cu. yd. ash hoppers provided with 2 sets of 2 quenching nozzles to be operated by the fireman and the ash tunnel laborer. Ash gates are of the swingable type operated by means of hydraulic rams using oil as a medium. Air cooled furnace walls and arches are unit supported with first quality refractories. Jamb blocks and stocking door arches are of carborundum instead of the usual cast iron construction. All furnace castings exposed to the furnace temperatures contain small quantities of chromium to check growth and to increase the life of these castings through increased oxidation resistance.

Furnace temperatures and pressures are recorded or indicated with radiation type thermocouples and pyrometers located in the engineer's office, and in front of each furnace unit to warn the fireman of impending danger. Each furnace is equipped with an American Blower forced draft fan having a capacity of 16,000 CFM and 5-inch static pressure pressure driven by a 20 HP wound motor with Cutler Hammer control. These fans exhaust the heated air over the furnace arches and drive this air through preheaters arranged as an integral part of the furnace design.

Two Kellogg chimneys 175 ft. high above foundations by 10 ft. external diameter will provide natural draft for the furnaces. They are built with a steel corseted lining of first quality fire brick and are provided with an annular air space between lining and outer circular hollow tile column. The upper 60 ft. are fluted to meet with architectural requirements. [Exam date, October 27]

3 Honored at ODB
NEWARK, N. J., Sept. 24—The emblem of Meritorious Civilian Service—one of the highest honors—the War Department can bestow on civilian employees—has been awarded to three employees of the Office of Dependency Benefits.

Col. Leonard H. Sims, commanding officer of the ODB made the presentation to Carl C. Redinger, Mrs. Betty N. Bivins and Mrs. Fannie E. Vann.

New Steno-Typist Test

All Who Pass To Get Jobs

Filing Period to Remain Open Indefinitely — Tests Cover Grades CAF-1 to CAF-4, Inclusive

By BERNARD K. JOHNPOLL
Special to The LEADER

WASHINGTON, Sept. 24—The Civil Service Commission announced today that the period for filing applications for Clerk-Stenographer and Clerk-Typist, Grade CAF-1 to and including CAF-4, would be opened "within the next three weeks."

In an official statement the Commission declared that the examinations would be formally announced "early in October."

These examinations are to fill vacancies in Washington, D. C., and the vicinity. When the examinations are announced for the New York-New Jersey area, The LEADER will carry the news promptly, with full details. No application blanks are obtainable now in NYC for Steno-Typist examinations. For the Washington jobs, apply to the U. S. Civil Service Commission, Washington 25, D. C.

The news that these exams were imminent was first and exclusively published in The LEADER on July 23.

No closing date has been set for these examinations, the Commission declared, and none will be announced until "the needs of the service have been met." According to an informant at the Commission's office this would mean

CAF-2, both Stenos and Typists, paying \$1,954 a year. Some appointments will be made of CAF-4 Stenos at \$2,394 a year, and Typists at CAF-1, \$1,756 a year.

Slower Dictation Speed

This is the second Steno-Typist exam announced by the Commission. The first, announced early this year, covered CAF-2 through CAF-7, but the Commission decided to drop the top three ratings from the list and most of the 49 per cent who passed these examinations refused to accept the lower grade appointments.

At that examination the speed requirement for Stenos CAF-2 to CAF-4 was 96 words per minute. This will be reduced for the pending exams. One official predicted less than 90 words would be required.

Great Shortage

There is a great shortage of Stenos and Typists in the lower-paying grades. The Commission said:

"The names of eligibles who qualified for positions in the Government service have all been certified to appointing officers and

the registers have thus far been depleted."

This examination will be followed shortly by announcement of an exam for CAF-5 to and including CAF-7 Stenos but these exams will be to fill far fewer positions and competition will be keener.

President Harry B. Mitchell, of the Commission, said: "All who pass are likely to continue employment with the Government, if they desire."

Mr. Mitchell was speaking of lower grade Stenos now on war-service appointment status.

Clerk Exams Later

Delayed by this examination is the long overdue call for Clerks and Junior Clerks, originally slated for early October. The shortage in this grade is, however, far less severe than for Stenos.

The present Clerk-Stenographer recruitment situation is the cause of worry to Federal personnel officers. It is expected that every person who files for and passes this test will receive an appointment with little delay. In addition, those who fail will be allowed opportunity to retake the test and raise their grade.

FBI Is Accepting Applications for 3 Titles in Washington

Special to The LEADER
WASHINGTON, Sept. 24—The Federal Bureau of Investigation is issuing applications until further notice for positions in Washington as Special Agent, Clerk and Typist.

Applications forms may be obtained at the Federal Bureau of Investigation, Washington 25, D. C., or the New York office, Room 234, Federal Court House, Foley Square, Manhattan.

Starting salary scales for the positions, which are non-civil service, are, for the first six months: Special Agent, \$4,149.60; Clerk, \$1,954; Typist, \$1,954.

CHANGES AT CORNING

Arthur J. Agett, Jr., has been elected Chairman of the Corning Civil Service Commission. The Secretary of that commission is John D. Young who succeeds E. E. Magee, resigned.

Official U. S. Notice Of Exam for Vets As Contact Agents

(Continued from Page 1)
Manhattan. The required form is Card Form 5000-AB, which must be filled out and sent, or brought, to Secretary, Board of U. S. Civil Service Examiners, Veterans Administration, 252 Seventh Avenue, N.Y.C. Do not file applications at any other place.

Applications are restricted to veterans residing in NYC and Nassau, Orange, Putnam, Rockland, Suffolk and Westchester counties.

Announcement No. 2-33 (Assembled).
Form: 5000-AB.
Board of U. S. Civil Service Examiners for the Veterans Administration, New York Regional Office, 252 Seventh Avenue, New York 1, N. Y.

CONTACT REPRESENTATIVE

CAF-7, \$3,397 a Year
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Police Study Material For 3 Types of Exams

With the announcement by the NYC Civil Service Commission that another Patrolman examination is expected within the next few weeks, and also that a Patrolwoman examination has been requested by the Police Department, The LEADER is presenting a series of question-answer study material to help interested persons prepare for these tests.

Men on the present Patrolman list will also find the material helpful in preparation for their work at the Police Academy. Even present Patrolman with some seniority will find this a helpful guide in preparation for the Sergeant examination which has been ordered.

1. Suppose that a patrolman observes a man going through a cash register in a store at 11:30 p.m. The store is located on a dark, unfrequented street. The man is a stranger to the patrolman, who knows the store proprietor well. The proprietor is not

transferred to a precinct and a probationary patrolman is your partner on an adjoining post. He does not know that you are new in the precinct and asks you what particular police problems are on his post. Not knowing what they are, you should say: (a) "I'm sorry, I don't know; but I will try to find out for you; (b) "Don't take the job so seriously, you will learn." (c) "That's for you to find out, not me." (d) "I was required to learn the ropes myself, therefore so can you." (e) "I don't know." What difference does it make?"

4. Of the following, the main reason for the courteous attitude of the members of the Police Department to the public is that (a) courtesy makes for pleasant relationships and closer cooperation; (b) a member of the Police Department is a public servant; (c) it is not difficult to be courteous; (d) courtesy reflects the importance of a person; (e) none of the foregoing. Answers: 1.D; 2.E; 3.A; 4.A.

EXAMS FOR PERMANENT JOBS U. S.

Apply until further notice at Room 234, U. S. Courthouse, Foley Square, Manhattan, for the following jobs, open in Washington:

Special Agent (G-Man), Federal Bureau of Investigation; \$4,149.60 to start. New class begins soon at the FBI training school at the Quantico Marine Base. Men between 25 and 40 eligible. Application forms and complete details obtainable also at the FBI offices in Albany and Buffalo, N. Y., and in Newark, N. J., and Washington, D. C. The complete announcement appeared in the August 20 issue of The LEADER.

3227, Assistant Supervisor of Industrial Inspection, Department of Labor. Usual salary range \$3,000 to \$3,750, plus an emergency compensation. Application fee \$2. At present, several vacancies exist.

3228, Assistant Supervisor of Industrial Inspection (Boilers), Department of Labor. Usual salary range \$3,000 to \$3,750, plus an emergency compensation of 18 per cent. Application fee \$2.

3032, Supervisor of Industrial Inspection, Department of Labor. Salary \$4,000 plus an emergency compensation. Application fee \$3.

3229, Contact Representative, Veterans Administration, open to veterans only. \$3,397 to \$4,149.60. Positions in NYC restricted to veterans residing in counties near NYC.

Short-hand Reporter, \$3,021. Open to residents of New York and New Jersey. Increases to \$3,733.40. Written examination Age limits 18 to 62.

Closing date for the following is October 10 and the jobs are in various offices in Washington:
Engineering Aid, Scientific Aid, Biological Aid, Washington, D.C., and vicinity. \$1,820 to \$2,644 a year. Applications must be filed with U. S. Civil Service Commission in Washington.

STATE PROMOTION

Closes September 27
3224, Senior Psychologist, Department of Correction. Usual salary range \$3,120 to \$3,870, plus an emergency compensation. Application fee \$3. At present, two vacancies exist at the Elmira Reception Center at the Elmira Re-

Re-issued, 3162, Principal Stenographer, Albany Office, Department of Taxation and Finance. Usual salary range \$2,000 to \$2,644 a year.

The age limits for these positions are from 18 to 62 years.

NYC Will Hold Various Promotion Exams For Both Foreman and Assistant Foreman

A large number of promotion examinations are expected to be held by the NYC Civil Service Commission in the near future. It was learned by The LEADER today.

The Assistant Foreman Sanitation test, for which approximately 9,000 men were eligible, was viewed by Commission officials as illustrative. A terrifically heavy filing for that test would have meant that the Commission would have to consider the possibility of heavy filing for other tests and would have had to guide itself accordingly.

Coming Exams

Coming examinations to be held by the U. S. Civil Service Commission are listed herewith. No applications for them can be made yet, but as soon as the filing period opens, The LEADER will publish that fact and give requirements and pay.

Clerk-Stenographer, CAF 1 to 4; CAF 5 and higher.

Clerk Typist, CAF 1 to 4; CAF 5 and higher.

In the Treasury Department:
Zone Deputy Collector, In Veterans Administration; **Contact Representative**, Scientific Posts:

Physics, Chemistry, Biology, Engineering, Medicine, Nursing, Library Science, Sub-professional: Draftsman, Meteorological Aide, Laboratory Technician, Medical Technician, Supply Clerk, Accountant, Purchasing Officer, Budget Officer, Dental Technician, Library Assistant, Other titles: Laborer, Firefighter, Hospital Attendant, Journeyman and Trades Helpers, Storekeeper, Inspector, Checker, Property Clerk.

NYC Education
Closes October 18
School Psychologist, \$2,148 to \$4,404, plus \$350 bonus. Fee \$4.25. Age limits, 21 to 40. College degree and post-graduate work required. Apply, NYC Board of

Closing Date is October 10 For U. S. Scientific Exams
Special to The LEADER
WASHINGTON, Sept. 24—Many college graduates are filing applications for entrance posts in the scientific service of the Federal Government. Applications will be accepted until October 10.

Examinations are for probationary appointments as Engineering Aid, Scientific Aid and Biological Aid. The vacancies to be filled are in Washington, D. C., and the immediate vicinity, and entrance salaries range from \$1,820 to \$2,644 a year.

The age limits for these positions are from 18 to 62 years.

However, filing for the Assistant Foreman test fell far below expectations, possibly because non-veterans felt that their chances of receiving promotion were slight in view of the preference granted to disabled and non-disabled veterans.

The Commission now is considering the speeding up of Fore-

man examinations in other fields, including Park Foreman, for the Parks Department, and a group of Foreman and Assistant Foreman in various specialties in the transit systems.

Any definite action along these lines will be fully reported in The LEADER as promptly as the Commission acts.

FIREMAN QUESTIONS, ANSWERS FROM LAST PREVIOUS NYC TEST

Following is another portion of the last NYC Fireman examination, with answers. More next week.

60. "To find the pressure at the orifice, a simple formula may be employed." The word orifice means most nearly:

(A) point under discussion; (B) lowest point; (C) relatively small opening; (D) highest point; (E) lateral depression.

61. To say that a substance has been oxidized means most nearly that the substance has:

(A) replaced oxygen; (B) produced oxygen; (C) combined with oxygen; (D) become heat resistant because of exclusion of oxygen; (E) become a form of free oxygen.

62. "Evaporation is accompanied by the absorption of a definite amount of heat, which is called the latent heat of vaporization." The word latent means most nearly:

(A) not visible or apparent;

(B) tangible; (C) maximum; (D) not sufficient or complete; (E) not constant.

63. "Pressure applied to a confined body of water from without is transmitted without diminution." The word diminution means most nearly:

(A) change in form; (B) reduction in magnitude; (C) noticeable expansion; (D) need for control; (E) change of direction.

64. A weight is said to be in equilibrium when:

(A) it is in a state of balance; (B) a force is being applied; (C) its velocity is constant; (D) friction is non-existent; (E) it is accelerating regularly.

65. "Some gases are inert." The word inert means most nearly:

(A) not compressible; (B) ineffective; (C) inactive; (D) insoluble; (E) unstable.

KEY ANSWERS

60.C; 61.C; 62.A; 63.B; 64.A; 65.C.

U. S. Exam Opens for Shorthand Reporter; Pay Starts at \$3,021 and Rises to \$3,733

(Continued from Page 1)

tures, by taking handwritten or machine shorthand notes and transcribes recorded material in prescribed form. Responsible for accuracy and form of finished verbatim transcriptions. Usually, deadline dates are set for all transcriptions and must be met. Indexes and assembles testimony taken and attaches exhibits.

MINIMUM QUALIFICATIONS

Written Test: Applicants will be rated on the subject of a practical test. This test consists of dictation for 5 minutes at 175 words a minute. The shorthand notes may be taken by hand or by a shorthand machine. The transcription must be made on a typewriter furnished by the competitor. Forty minutes will be allowed for the transcription.

Ratings Required: Competitors will be rated on a scale of 100. Non-preference competitors must

attain a rating of at least 70; competitors granted 5-point preference, a rating of at least 85, excluding preference credit; and competitors granted 10-point preference, a rating of at least 80, excluding preference credit.

Time and Place of Examination: All competitors will be notified of the exact time and place to report for the written test. Examinations will be held in the cities listed below, and at such other examination points as may be necessary.

State of New Jersey, Trenton.
State of New York, Albany, Buffalo, Glens Falls, Ithaca, Malone, Newburgh, New York, Syracuse and Watertown.

Experience: Applicants must have had one year of stenographic experience in a position the principal duty of which was to take verbatim shorthand records of proceedings or hearings involving difficult and varied vocabulary. Only experience acquired prior to the closing date for receipt of

applications will be considered for this examination.

CITIZENSHIP, AGE LIMITS AND PHYSICAL REQUIREMENTS

1. **Citizenship:** Applicants must be citizens of or owe allegiance to the United States, or be citizens of the Republic of the Philippines.

2. **Age Limits:** Applicants must have reached their 18th birthday but must not have passed their 62nd birthday on the closing date for acceptance of applications.

These age limits do not apply to persons entitled to veteran preference. Age limits will be waived for war service indefinite employees who, on the closing date of this examination, are serving in positions which would be filled from this examination. War service indefinite employees for whom age limits are waived must be certified only for appointment to a position of the same or lower grade than that held on the closing date. Non-preference eligibles

for whom the age requirements have been waived will be removed from the register if they are separated from the Federal service. However, the eligibility of such persons may be restored upon re-employment in the competitive service under an indefinite appointment.

3. **Physical Requirements:** Applicants must be physically capable of performing efficiently the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or endanger their fellow-employees or others.

A physical examination will be made by a Federal medical officer before appointment. Persons who are offered appointment must pay their own expenses in reporting for duty. If, upon reporting at the place of assignment, they are found ineligible because of physical defects, they cannot be appointed, and no part of their expenses in returning home can be borne by the Government.

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Clerk Promotion Rule In Higher Grades Held Too Severe on Veterans

The proposal of the Municipal Civil Service Commission to establish a minimum one-year eligibility requirement for admission to a promotion examination in the lowest grade except in the clerical, Police and Fire services, and two years minimum in the higher grades is opposed by the NYC Civil Service Career Association. An adverse effect on veterans, arising from extra-long requirements of in-grade service for higher clerical promotions, was charged.

The Association held that the proposed addition to Rule V, Section 10 would be inflexible, often unfair to employees and restrictive of the discretion of the Commission to vary time-in-grade requirements for promotion to meet the changing needs of the city. The Association resolved that it have representatives, and such members as can, appear before the Municipal Civil Service Commission when a public hearing on the proposed amendment is held.

Called Too Stiff

Secretary John H. Coyle said: "Requirements for the Fire and Police Services are fixed by the Administrative Code and not subject to action of the Commission. The sole exception to the proposed minima in services subject to the Commission's authority is the Clerical Service. Time-in-grade requirements for promotion in the Clerical Service are much more restrictive than those proposed for the other services."

"Only in the Clerical Service, of the 47 classified services, has lengthy time-in-grade requirements for promotion to the higher grades been invoked. At present, only 10 services have requirements which are fixed by rules of the Municipal Civil Service Commission, those being the services in existence prior to 1932. Nine of the services having requirements fixed by such rules have, in general, a requirement of only one year in grade for eligibility for

examination for promotion. Thirty-five services, added to the classification since 1932, approximately three-quarters of the services now listed, have no fixed time-in-grade requirements, the requirements being set for each examination at the discretion of the Commission. Many of the services added since 1932 were originally included in the Clerical Service but by reclassification escaped the restrictions of Rule V, Section 10."

Cites Effect on Vets

Citing the condition arising from the recent reinstatement of Paragraph 7(a) of Rule V, Section 10, requiring three years in grade for eligibility for promotion in the Clerical Service, Mr. Coyle explained why the application of Paragraph 7(a) to the proposed examination for Clerk, Grade 5, would require of employees otherwise eligible periods of service in the 4th grade of from seven to nine years, rather than the three years nominally required by the rule.

Thomas A. Downes, Chairman of the Veterans' Committee, pointed out the conflict between the veteran preference law and the three-year-in-grade requirement for Clerk, Grade 5.

"Unfortunate timing of the proposed examination for Clerk, Grade 5, to be held two years after the date of the first appointments from the current list for Clerk, Grade 4," he stated, "will deny veterans any benefit of the preference which extends only to 1950."

Mr. Downes said that several veterans' organizations had adopted and forwarded to the Mayor resolutions opposing "contravention of the veteran preference law by occasional invoking of local rules."

Offices of the Association are at 140 West 42nd Street, Manhattan. Abraham P. Chess of the Police Department is President of the Association.

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Powell Asks Less Service For Promotion

Aiding the efforts of NYC clerical employees to gain a liberalization of the requirements for admission to promotion examinations, Commissioner William J. Powell, of the Sanitation Department, made a formal request to the Civil Service Commission to cut the time-service requirement for promotion to Clerk, Grade 5, from three years to one year.

Similar requests were made by the Police Department, the Law Department and the Board of Estimate.

Commissioner Powell's letter to President Ferdinand Q. Morton read:

"Your Commission is respectfully requested to amend the eligibility rules regarding the length of service for promotion to Clerk, Grade 5, from three years to one year, in order to allow Clerks, Grade 4, who are now serving as division heads and assistant division heads to compete in the forthcoming examination.

"The department has lost over twenty 5th Grade positions during the last ten years because of no existing eligible promotion list.

"There are 225 clerks allowed for this department, eight of which are listed as 5th Grade positions."

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REQUIREMENTS FOR NYC SERGEANT EXAM

An examination for promotion to Sergeant, NYC Police Dept., having been ordered by the Civil Service Commission and approved by Budget Director Thomas J. Patterson. Thousands of Patrolmen are getting ready to prepare for the test. The period for receipt of applications has not been set yet, but as soon as voted will be announced in **The LEADER**. Meanwhile interest focusses on the eligibility requirements and, for veterans, retroactive seniority.

The eligibility requirements are expected to open the test to all Patrolmen who are in Grade 6

or higher. Appointments are made at Grade 7. Grade 6 is attained after a year. First Grade is required for appointment.

The present pay of a Sergeant is \$4,000, including bonus.

The last Sergeant exam was held in 1941. Thirty-six Patrolmen have just been promoted to Sergeant.

Exam eligibility requirements, credits and retroactivity seniority data, taken from last previous examination, follow:

SERGEANT (P. D.)
Eligibility Requirements: Open

to all persons in the Police Department who on the date of the written examination are in the rank of Patrolman, First, Second, Third, Fourth, Fifth or Sixth Grade. However, in accordance with the provisions of the Administrative Code, no person on the resulting eligible list will be certified for appointment to the rank of Sergeant unless such person shall be at the time of certification a Patrolman, First Grade.

Retroactive Seniority: Any employee actually appointed to an eligible title, who believes that he meets the eligibility requirements set forth above by virtue of retroactive seniority as provided in Chapter 589 of the Laws of 1946, must, if he desires to compete in this examination, file his application therefor in the following manner:

(a) If actually appointed to an eligible title as set forth in the eligibility requirements after October 18, 1945 but prior to September 5, 1946, such employee must file his application during the regular filing period in the usual manner.

(b) If actually appointed to an eligible title as set forth in the eligibility requirements on or after September 5, 1946, but on or before October 17, 1946, such employee must file his application IN PERSON during regular business hours at the Service Rating Bureau, Room 606, of the Municipal Civil Service Commission, 299 Broadway, Manhattan, N. Y. 7, not later than 14 days (exclusive of Sundays and holidays) following the date of his appointment to such eligible title, bringing with him the required fee, his military discharge record and such evidence of his appointment to the eligible title as he may possess. However, such candidates are cautioned that regardless of the 14-day provision, they should make every effort to file as soon as possible so that they may be summoned for the regular test since there may be considerable unavoidable delay before another subsequent test can be scheduled.

Any employee who files under the above conditions must file a separate form No. C42, "Request for determination of retroactive seniority" immediately after filing if such a form has not already been submitted at the time of appointment to the eligible title. This form is generally available in the various Departments and may also be obtained by direct request to the Commission.

Scope of Examination: The written test will be designed to test the candidate's knowledge of police administration, interpretation of pertinent laws, ordinances, rules, regulations, orders, etc., judgment, initiative; and other functions appropriate to the rank of sergeant.

Subjects and Weights: Written—weight 50, 70 per cent required.

Record and Seniority—Weight 50, 80 per cent average required.

Record and Seniority
Colorless Record: Beginning with the date of appointment as Patrolman, 80 per cent. For each

three months of service in that rank during the five years next preceding the date of the written examination add 1/2 per cent or 2 per cent a year, making at the end of five years a maximum of 90 per cent. For each additional 3 months in the rank of patrolman and 1/4 per cent, or 1 per cent a year, making at the end of ten years' service a maximum of 95 per cent.

Added Points: Official awards of the Police Department add credit for .25 to 2 per cent.

Deducted Points: For each day's fine, 0.50 per cent; for each reprimand, 0.25 per cent. Deductions only for fines or reprimands incurred in five years preceding date of the examination.

Chapter 589 Explained

The mention in the examination notice above of Chapter 589 of the Laws of 1946 refers to retroactive seniority accorded to veterans. If they were on the Patrolman eligible list and were reached for certification while they were in the armed forces, and therefore could not accept appointment, but were appointed after their discharge from the armed forces, their seniority counts from the date that the man next lower on the list was actually appointed. Thus the period served in the armed forces after that date counts the same as if the actual service were rendered in the Police Department. Seniority is likewise retroactive for purposes of record and seniority which count 50 per cent in promotion examinations.

Official Study Aid For Patrolman Test

Following is another portion of **THE LEADER'S** study material for NYC Patrolman candidates. The type of answer shows the logic used in each case.

Three weeks ago, questions 1 to 4 were published with selective key answers. Next week's issue will give essay answers to those questions, rationalizing the topics, as is done in this week's installment.

5. Common law is (a) that portion of the law which is based on immemorial usage and general consent of the people; (b) a legislative enactment; (c) a private wrong that infringes on civil rights of individuals, merely as individuals; (d) a breach of contract; (e) that classification of crime which consists of crimes mala prohibita.

6. One of the following which is not licensed by the Police Department is (a) poolrooms; (b) public dances; (c) public dance halls; (d) cabarets; (e) steamship runners.

7. One of the following which is required to be permitted by the Police Department is (a) storage of acids; (b) dumping ashes; (c) playing bocce ball; (d) hoisting scaffolds over sidewalks; (e) driving cattle through the streets.

8. It is least characteristic of a democracy that (a) elementary education is a state function; (b) legislative processes are carried on by the State; (c) judicial and executive processes and functions are carried on by the State; (d) executive decisions are made in a dictatorial manner by a single individual without the State having a voice; (e) none of the foregoing.

ANSWERS

(Correct ones in bold face)

5. (a) Common law is the law that was exercised prior to statutory law. It prohibited acts bad in themselves.

(b) is wrong because it was not statutory law, that is, law enacted by a law-making body.

acted by a law-making body.

(c) is wrong because this is known as a tort.

(d) is wrong because this is part of a tort.

(e) is wrong because common law consisted of crimes mala in se; such crimes are now in statutory law which provides for the kinds of persons deemed capable of crime, and liable to punishment, therefore, defines the nature of the crime, and prescribes the kind of measurement of punishment to be inflicted for each.

6. (a) Although pool rooms and their owners are investigated and supervised by the Police Department, the Department of Licenses issues the license, at \$5 for each table.

(b), (c), (d), and (e) are all licensed by the Division of Licenses of the Police Department.

7. (e) Police Department permits the driving of cattle through the street generally.

(a) The Fire Department issues a permit to store acids.

(b) The Sanitation Department issues a permit to dump ashes.

(c) The Department of Licenses issues permits for bocce ball.

(d) To have scaffolds over sidewalks, a permit is required from the Department of Housing and Buildings.

8. (d) State, as used in these suggested answers, means a whole people united into one body politic, a civil and self-governing community. If one person controls and governs the life, action, living, etc., of a nation, then that nation is being led by a dictator.

(a), (b) and (c) are indicative of a republican form of government.

MOUNT VERNON BOARD

In Mount Vernon, Charles F. McEntee has been reappointed to the Civil Service Commission. At an organization meeting, Herbert D. MacFarland was elected President, and Mrs. Florence G. Disbrow was reappointed Secretary.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GOLDIE COAT COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 6th day of September, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of COLUMBUS STEAK HOUSE has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 6th day of September, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LEROSE HANDBAG CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 26th day of August, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MARTIN KIRK CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 26th day of August, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 840 BROADWAY CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 31st day of August, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HEMPSTEAD COAT, APRON AND TOWEL SUPPLY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 13th day of August, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MUERA HOLDING CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 16th day of August, 1946.

Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of T. N. M. CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 26th day of June, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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CLINTON PRISON CHAPTER TO HOLD A DINNER-DANCE

Special to The LEADER
DANNEMORA, Sept. 24—Field Representative Laurence J. Hollister was present at a well-attended meeting of the Clinton Prison Chapter of the Association of State Civil Service Employees. President Armer introduced Mr. Hollister, who spoke on subjects pertinent to State employees. Numerous questions were asked of Mr. Hollister, who gave satisfactory replies.

Other guests at the meeting included Charles Leahy, President of the Dannemora State Hospital Chapter, and Raymond Doerr.

A dinner dance will be held October 8 at Pine Haven. A roster of guest speakers have been lined up and a capacity crowd is expected to attend. The Committee is headed by Mr. Devereaux; members are M. Gray, A. Gilbert, H. Haley and B. Kennedy assisting.

Past Treasurer W. Martin is beaming over the arrival of a boy

in the family. Ditto for Past Secretary Cooper.

Other members joining the ranks of Proud Papas include M. Bessette, G. Beaubriand and L. LaVarnway.

Ex-Secretary S. Lindsay is recuperating at home from a fractured ankle. Hope that he will be back on the job soon. The price of fish comes high, Eh Shel?

A farewell party for employees who retired in the past year is scheduled for this month. The retired employees include H. McCorry, J. Vincent, A. Leonard, A. Buck, H. Henry, H. Davis, Ed. Curran and W. King.

The local baseball team have finished up their league games. Harry McCorry, retired Guard, is managing the team.

CAREER GROUP TO MEET
 Career, the NYC employee organization working for 10-year promotions, will hold an election meeting on October 15.

WOMEN EMPLOYEES AT INDUSTRY GIVE CO-WORKER BRIDAL GIFTS

Special to The LEADER
INDUSTRY, Sept. 24 — Miss Grace Barker was entertained at a party in Rochester by several women employees. They presented her with gifts and best wishes at a bridal shower. Several friends from North Rush Church had given her a kitchen shower previously.

Miss Miriam Weinstein was given a farewell party at Avon Inn by several women employees. Sydney Spector has returned from a trip to NYC.

Miss Helen E. Goddard was home visiting her parents. Her brother and sister-in-law were her guests recently.

The Personnel Board at the State Agricultural and Industrial

School is working on some changes in regards to its organization.

Mr. and Mrs. M. J. Hunter have been enjoying their annual vacation.

Mr. and Mrs. John Murphy have had a few weeks' vacation, too.

John Letts and Harold Von Volkenburgh spent a few days at Black Lake, near Hammond, N. Y.

Mr. and Mrs. Howard Callahan are vacationing.

Plans for a recreation program for staff children have been started.

Arthur Beaton, Ja., Victor Beaton, Eugene Van Deusen, and Harold Van Volkenburgh, Jr., all ex-service men, have returned to school.

NINE GET APPOINTMENTS TO STATE VET DIVISION

Special to The LEADER
ALBANY, Sept. 24 — Nine appointments in the State Division of Veterans Affairs were announced today by Edward J. Neary, Director of the Division.

Four veterans were appointed Field Representatives for NYC on-the-job training programs at \$3,120. They were Russell W. Frost, Oyster Bay; Andrew A. Biroc, Staten Island; Charles H. Clark and Roman S. Lapinski, Brooklyn.

Gleeson E. Hupp, Buffalo, was appointed Veteran Counselor for Erie County at \$4,000.

Joseph A. McAllister, Ellicottville, was appointed on-the-job training representative for Buffalo at \$3,120.

Gerald V. Heckler, Gloversville, was appointed to the same post in the Utica District; and Leighton P. Harvey of Elmira and Henry J. Bochenko, Johnson City, were appointed for the Binghamton District.

Boyd Is Delegate To City-wide DAV

Alfred Boyd has been elected delegate of Civil Service Chapter 77, Disabled American Veterans, to the Greater N. Y. Council, DAV.

Past Commander of the Civil Service Post Harvey Albert is now Commander of the Greater N. Y. Council.

Disabled veterans with civil service problems of any nature are invited to attend meetings of the Chapter which are held on the first and third Wednesdays of each month at 8 p.m. at Federation Hall, 163 West 57th St., Manhattan.

The Chapter is now working on disabled veterans' complaints presented at the last meeting, including the case of a disabled veteran passed over for appointment in the State service.

Vet Group to Weigh Legislative Program

Veterans in New York State Civil Service will meet at 5:15 today (Tuesday) in Room 500, State Office Building, 80 Centre Street.

John Woods, President of group, invites all veterans in the State civil service to attend the meeting, which will consider a legislative program for the coming legislative session.

ODB GIVES PHOTO PRIZES
 Three residents of East Orange were among the 11 prize-winning lens artists in the ODB's first photograph exhibit, said Col. Leonard H. Sims, Commanding Officer of the agency. They are Arthur Barrett, who received \$10 for a portrait study; Naomi Cullison, whose candid camera shot also won \$10; and Waverly Stewart, who received \$10 for a landscape.

VET PENSION BILL
 The five-year period during which persons who leave the employ of NYC may retain their membership in the NYC Employees' Retirement would be extended by the period spent in World War II military service in a Council bill introduced by Majority Leader Joseph T. Sharkey.

PLUMBERS TO MEET
 The Plumbers and Helpers Council will meet at 160 Third Avenue, tomow (Wednesday) at 8:30 p.m.

WESTERN GROUP TO MEET ON OCT. 5

Special to The LEADER
BUFFALO, Sept. 24—Robert R. Hopkins, Chairman of the Western Conference, Association of State Civil Service Employees, has announced that the next meeting will be held at the Academic School at Industry, with Clifford Hall, President of Industry Chapter, as host. It will take place on Saturday, October 5, at 4 p.m., and will be followed by a dinner at Scottsville.

The meeting will consider a

proposed change in the Conference Constitution and the recommendations of John DeGraff, Association counsel, concerning it; also resolutions submitted by members to be presented at the annual meeting of the State Association.

The Executive Committee has defined the area of the Western Conference to include the following counties: Chautauqua, Cattaraugus, Allegany, Steuben, Erie, Wyoming, Genesee, Livingston, Yates, Ontario, Niagara, Orleans, Monroe, and Wayne.

Vet Questions Answered

Are disabled veterans required to meet age requirements established for positions such as Police Patrolman and Fireman?

Yes. Section 21(3) of the Civil Service Law states: "A disabled veteran . . . shall not be disqualified from holding any position in the civil service on account of age except for positions for which age limitations are specifically authorized or prescribed by law . . ."

Section 25-a of the Civil Service Law fits the exception in that it authorizes age requirements for positions such as Policeman, Fireman, or other positions requiring extraordinary physical effort. However, a veteran, whether disabled or non-disabled, is aided in meeting this requirement by Section 246(10-a) of the Military Law, which permits a veteran to exclude the period of his military service when computing his age.

No. If an appointment could have been made but was not made, a veteran is still qualified to be placed on a special eligible list. However, where there is definite proof that there was no vacancy in existence when the certification was made or that the vacancy could not have been filled because of failure to get budget approval, or other conditions, then the certification should be regarded as a nullity and no special eligible list should be established.

Are veterans entitled to two additional days' leave under Section 63 of the Public Officers Law where Memorial Day and Armistice Day are normally granted all employees?

No. Section 63 of the Public Officers Law provides that veterans shall be given leaves of absence with pay for 24 hours on Memorial Day and Armistice Day. If this is the usual allowance to all employees, veterans are not given any additional time under Section 63. The real benefit is that veterans are entitled to May 30 and November 11—no days in lieu thereof are permissible.

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ROCHESTER CHAPTER NOMINATES TWO PERSONS FOR EACH OFFICE

Special to The LEADER
 ROCHESTER, Sept. 24—The Rochester Chapter of the Association of State Civil Service Employees at its first meeting of the new season nominated officers for the coming year. The nominating committee, under the chairmanship of Glen Huggins, of the State Insurance Fund, departed from previous custom and submitted two names for each office. The following were nominated: President, Raymond Munroe, Tax Department, and Laurence

Culiano, Workmen's Compensation Board; Vice-president, Lillian Wilson, USES, and Michael Murtha, Armory; Treasurer, Lucille Pennock, Agriculture, and Madeline Collins, Workmen's Compensation Board; Secretary, Eleanor McConville, Social Welfare, and Ann Stutz, State Insurance Fund; Delegate, Neal Goodman, Tax, and F. H. Thomas, USES.

Elections will be held on October 1 at the Powers Hotel. The elected officers will be installed then.

Albany Health Group To Hold a Clambake

Special to The LEADER
 ALBANY, Sept. 24—Arrangements are nearing completion for a clambake for personnel of the State Department of Health, slated for Wednesday afternoon, October 2, at Uhl's Grove, Unionville. The bake will be sponsored by the James E. Christian Memorial Chapter of the Association

of State Civil Service Employees. This will be the first social function of the recently-organized Chapter. Miss Ann Quirk, Chairman of the social committee, with the aid of her assistants, has arranged a program of entertainment, to include sports, music and dancing.

Tickets are available through a dozen division representatives.

Hygiene Group to Meet on Oct. 14

Special to The LEADER
 ALBANY, Sept. 24—The Association of Employees of the Department of Mental Hygiene will hold its annual meeting on Monday, October 14, in the Governor Alfred E. Smith State Office Building. The first session will open at 10 a.m. A program for the ensuing year will be formulated and resolutions will be accepted for general discussion.

The afternoon session will start at 2 p.m. with a continuation of discussions. Election of officers and members of the Executive Committee will be held. A program of speakers is being arranged.

The present officers are President Leo F. Gurry, Marcy State Hospital; Vice-president, Fred Walters, Middletown State Hospital; Secretary-Treasurer, Dorris M. Peck, Marcy.

DEWEY FEEDS DONOVAN
 Raymond A. Donovan, President of the NYC Patrolmen's Benevolent Association, has lunched with Governor Dewey, by appointment.

Progress Report

(Continued from Page 5)
 dates, held July 27, 1946. Written examination is completed. Clerical work is in progress.
Stationary Engineer, Department of Mental Hygiene (Institutions): 126 candidates, held July 27, 1946. Rating of the written examination has not yet been started.
Supervising Inspector of Farm Products, Department of Agriculture and Markets (Long Island): 7 candidates, held July 27, 1946. Written examination is completed. Rating of training and experience is in progress.
Assistant Unemployment Insurance Claims Examiner, D.P.U.I.: 491 candidates, held July 27, 1946. Rating of the written examination is in progress.
Senior Unemployment Insurance Claims Examiner, D.P.U.I.: 200 candidates, held July 27, 1946. Rating of the written examination is in progress.
Senior Typist, Department of Taxation and Finance, Bureau of Motor Vehicles, Brooklyn Office: 16 candidates, held August 24,

1946. Rating of the written examination is in progress.
Senior Stenographer, Department of Commerce: 17 candidates, held September 7, 1946. Rating of the written examination is in progress.
Senior Stenographer, Department of Labor, Albany: 10 candidates; held September 7, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

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FIRE LINES

By QUENCH

Under the Helmet

Fire Prevention week this year will be designated by President Truman as the week of October 6 to 12. . . . Incidentally 1946 marks the seventy-fifth anniversary of the night when that lantern was kicked over by Mrs. O'Leary's cow and the \$168,000,000 Chicago fire resulted. . . . Act. Chief James L. Curtis of the 38th Battalion and Frm. 1st Gr. Morris Monheim of C.B.I. Squad have been granted leaves of absence to attend the national convention of the American Legion at San Francisco. . . . The High Pressure system of the Brooklyn Navy Yard is out of service until further notice. . . . The Ninth Street Bridge over Gothicus Canal is again open to vehicular traffic. . . . All members promoted or appointed during or after military duty during World War II are being ordered to report to the Military Service Division, Room 1120, to file forms for determination of retroactive seniority. . . . John P. Crane, President of the UFA, has been elected Vice-president of the International Fire Fighters Association and will represent the 1st District, which includes NYC. . . . Smoking in subway station of the Brighton BMT cost 104 men and women \$2 each in Flatbush Magistrates Court. . . . In Hot Springs, Ark., an aluminum plant worker is being held on manslaughter charges after admitting that a cigarette in his room caused the fire which burned the Great Northern Hotel, causing three deaths and injuring eighteen persons. . . . Medical Officer Francis J. McGowan has been transferred to the Police Department. . . . Members wishing to be transferred to the Marine Division to qualify for the examination for promotion to Marine Engineer are advised to forward applications through official channels. . . . Something novel in the way of ads was noticed in the classified columns of the Miami Herald where among the "Help Wanted" is one

for Fireman—City of Miami—Salary \$210 per month. . . . The NYC Fire Marshal's Office has been kept busy investigating four suspicious fires in tenements. . . . In Newark, N. J., a pyromaniac has been having a field day, setting five fires that made 40 persons homeless. . . . The New York Firemen's Association has joined the UFA and the State Firefighters Association in voting its appreciation of the legislative efforts of State Senator Halpern on behalf of the firemen. . . . The Police Department now has a Publicity Department. . . . Frank Murphy represented Commissioner Quayle at the dinner by the Columbus Citizens Committee held at the Hotel Biltmore. He outlined the Fire Department's planned participation in the forthcoming Columbus Day Parade. . . . The St. George Association held its first meeting of the season at the Tough Club. Chief topic discussed was the annual memorial service to be held at St. Ann's Church on October 20 and the part the Association will play in the Testimonial Dinner to be given City Magistrate Edward Thompson. . . . The 13th annual Indiana State Fire School opens at Purdue University today. . . . James J. Moran is Acting Fire Commissioner while Frank J. Quayle is on vacation. . . . The Board of Estimate has approved the pay raises for the administrative heads of the Fire Department (the Assistant Chiefs of Department, the Deputy Chiefs in Charge and those designated as A.D.C. and A.B.C.).

Coming Events

The annual entertainment and dance of the Naer Tormid Society Inc., Fire Department, will be held at the Waldorf-Astoria Hotel on Monday, December 2.

The annual memorial services for the deceased members of the Fire Department will be held at the Firemen's Monument, 100th Street and Riverside Drive, on Sunday, October 6 at 2:30 p.m. All officers and members who will be off duty are urged to volunteer to take part.

Amusement

By J. RICHARD BURSTIN



ALAN LADD as the swashbuckling hero of "Two Years Before the Mast" at the Rivoli.

and features a cast which includes Helena Bliss, John Tyers, Clarence Derwent and Jack Goode. On the 19th a new Agatha Christie mystery, "Hidden Horizon" made its debut with Diana Barrymore in the lead. New song "Get A Pin-Up Girl" by Don Wolf is dedicated to the Walter Thornton models. Thornton and some of his gorgeous gals appeared at Leon & Eddie's last Sunday night to help introduce their song. Newest M-G-M cartoon release will be a parody of Danny Kaye's new picture, "The Secret Life of Walter Mitty." The animal kingdom release hero has been named "Walter Kitty" to avoid confusion. Coming soon: "Dr. Jekyll and Mr. Mouse."

Playing the feminine lead opposite Van Johnson in "Green Mansions" will be Elizabeth Taylor who made stardom in "National Velvet." Etta Motem, who starred in "Porgy and Bess" will appear in the all-Negro version of Aristophanes' "Lysistrata" slated to open October 12th at the Belasco Theatre. Louis Prima plans to open the world's largest record shop in New Orleans. Bogart and Bacall will be teamed again in "Dark Passage," a melodrama based on a Saturday Evening Post serial by David Goodis. "Two Years Before the Mast" starring Alan Ladd opens at the Rivoli today in its world premiere. New York City Opera Company opened its fourth season at the City Center last Thursday with "Madame Butterfly," under the direction of Laszle Halasz. Mondays and Tuesdays at the Center will be taken over by the City Smmphony, with Leonard Bernstein conducting.

"Gypsy Lady" made an appearance Sept. 17 on the Broadway scene. The operetta is from a bok by Henry Myers with music from five Victor Herbert shows

Columbia Tech Opens New Semester

The first semester of the Columbia Technical School, 106 West 63rd Street, off Broadway, has opened, with individual instruction for students in mechanical and architectural drafting. A. B. Kaplan, veteran educator in this field, who just returned from the armed services, will direct the school. Classes will be conducted at day and evening sessions, Mr. Kaplan disclosed. The Veterans Administration has approved the courses for instruction under the GI Bill of Rights, and students can register weekly.

Guide Book Lists Training Schools

A new and timely guide book, "Where to Find Vocational Training in New York City," has been prepared by the Vocational Advisory Service. The volume lists all private and public job-training schools. Copies are available at \$2 from the Vocational Advisory Service, 95 Madison Avenue, New York 16, N. Y.

Chinchilla Breeding Is Proving Popular

Many retiring civil service employees are looking forward to raising chinchillas as a hobby and profitable pastime. Breeders of the animal say that they are clean and odorless, require little care and can be fed at the cost of about five dollars a year. Complete information on this subject may be obtained from the Chinchilla Breeding Corp., 25 West 43rd St., Manhattan.

Appeals on Rating Show Relative Gain

Efficiency rating appeals in the Federal service are running at about the same rate as last year, but the number of employees has declined considerably, so the percentage of appeals has risen. The importance of ratings in time of personnel cuts is appreciated by employees.

ZITTEL PRESENTS SERIES

A series of midnite musicals at Town Hall will be presented by Ted Zittel, long a publicist for civil service employee groups. The first performance at 11:30 p. m. Saturday, October 5, will feature John Jacob Niles.

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MR. & MRS. OSCAR DURYEA 1 WEST 67TH ST. . . EN. 2-6700

Thanks For Aid On Pension Bills Voiced by UFOA

The following letter was sent by the Uniformed Fire Officers Association:

Mr. Jerry Finkelstein, Publisher, Civil Service Leader, 997 Duane Street, New York 7, N. Y.

Dear Sir:

The Executive Board and the entire membership of the Uniformed Fire Officers Association, Local 854, American Federation of Labor, wish to extend their thanks to you personally, and to your excellent publication The Civil Service LEADER, for assistance in securing the successful passage of the DiFalco Fire Department Pension Board Bills.

The news articles and editorials on the subject were very helpful. It is our hope that our aims will always be worthy of your sympathetic consideration and active support.

With kindest personal regards, Sincerely, ELMER A. RYAN, President. HENRY J. FEHLING, Rec. Secy.

Firemen Unveil Plaque In Honor of Hickey

On the first anniversary of the death in the Pacific of Lieutenant Commander Charles A. Hickey, USNR, at 9:30 a. m., Sunday, Sept. 22, a bronze memorial plaque was unveiled in his honor at Hook and Ladder 37, at 2928 Briggs Avenue, The Bronx, where he served as a Fireman before entering the armed forces. The ceremonies were arranged by his former comrades in Hook and Ladder 37 and were conducted by the Rev. Joseph A. Doyle, Fire Department chaplain. Lisut. Com. . . .y's widow unveiled the plaque. Capt. John C. Guldner, Commanding officer of Hook and Ladder 37, was in charge or arrangements. Also participating in the rites were members of Fire Department Post 930, American Legion, of which Commander Hickey was a member. Commander Hickey, a veteran of World War I, re-entered the armed forces in World War II as an officer of the Navy damage control section.

Fire Dept. Quota

September 21, 1946

Allowed	In Service
1 Chief of Department	0
54 Deputy Chiefs	41
128 Battalion Chiefs	119
25 Batt Chiefs (Capt.)	25
1 Chief Medical Officer	0
Medical Officers	10
5 Chaplains	5
365 Captains	358
969 Lieutenants	968
1 Chief Fire Marshal	1
21 Eng'rs of Steamer	19
2 Chief Marine Eng'rs	0
80 Marine Eng'rs	78
40 Pilots	40
8651 **Firemen (Reg.)	8214
Total 10,354	9,878

*Deputy Chief Frank Murphy is Acting Chief of Department.
**13 Probationary Firemen on indefinite leave.

Sanitation Group Adds Uniformed Men

The Association of Competitive Employees of the NYC Department of Sanitation has unanimously voted to open its membership to the uniformed force of the Department, according to an announcement by George Torre, President of the ACE. Membership in the group had previously been restricted to clerical employees. Uniformed employees of Sanitation are largely members of the AFL locals in the Department.

Fireman Riccardi Honored for Rescue

Fireman Anthony L. Riccardi, H&L 26, has been recommended by Deputy Chief John H. Fox for Class I Fire Department award for "extreme personal risk." He was cited for standing on top of a 75-foot aerial ladder and rescuing an expectant mother from a seventh floor window. The dramatic story rescue was told on the air by Commentator George Hicks, who devoted fifteen minutes of his WJZ program to the almost impossible rescue which Fireman Riccardi effected.

Richard Henry Dana's Crusading Novel Of The Men Who Pioneered The American Merchant Marine

"TWO YEARS BEFORE THE MAST"

World Premiere TODAY - RIVOLI

A Paramount Hit starring Alan LADD, Brian DONLEVY, William BENDIX, Barry FITZGERALD

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in Person CHARLIE SPIVAK and His Orchestra BOB EVANS JOHN and RENE ARNAUT and PEGGY LEE

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Orchestral arrangements by Ray Heindorf

WARNER'S HOLLYWOOD - B'WAY 51st

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City Employees' Strikes Increase in the Nation

Several strikes of city workers were terminated recently by pay raises while in other cities strikes and strike threats by municipal employees continued to disrupt local administration.

The International City Managers' Association reported new strikes in Pontiac, Mich.; Norwalk, Conn.; Bangor, Me., and other cities. Striking city workers returned to their jobs meanwhile in six other municipalities.

The Pontiac strike began on August 28, when 200 city employees walked out after the City Council turned down demands for a \$20 monthly pay increase for salaried workers and a 5-cent boost for workers paid by the hour. The CIO union also asked for a 40-hour week with time and one-half pay for overtime, time off with full pay on 10 local holidays, and a closed shop.

Bill Seeks More Pay

Maintenance crews kept utility services functioning during the strike, but most other city activities except Fire and Police were halted and union members picketed the City Hall. Councilmen voted that a charter amendment be put on the November ballot to remove Pontiac from the State 15-mill tax limit, thus enabling the city to boost revenues to meet pay raise demands.

In Norwalk, Conn., schools were closed when 225 teachers struck because of a salary dispute involving city refusal to grant pay raises averaging about \$400 a year. The dispute was intensified by the city Board of Education's objection to public school Principals, Supervisors and Head Teachers being members of the local teachers' association. The State Education Commissioner promised an invest-

igation by the Connecticut Board of Education.

Most other recent strikes and strike threats by municipal workers involved mainly public works employees and generally those on an hourly wage rather than salaries.

No-Strike Pledge Signed

In Bangor, Me., 90 Public Works employees walked out recently when the city refused to grant their demand for a 25-cent an hour raise. Wellston, Ohio, municipal power workers also struck for an 18½-cent an hour raise and union recognition.

In Portland, Me., meanwhile,

Schaefer in Charge Of Press Relations At NYC Commission

The NYC Civil Service Commission adopted a resolution giving Secretary Frank E. Schaefer exclusive authority over press relations. The resolution follows:

"Press releases, or statements of any kind to representatives of the press, are to be issued or made only by the Secretary of the Commission, to whom any staff member may communicate any item of information which he or she may deem worthy of publication. If any information is requested by any press representative, the inquirer is to be referred to the Secretary.

"You are requested to call the above policy to the attention of each employee under your supervision."

A memorandum to the staff, issued by Mr. Schaefer, quoted the resolution as given above.

Violation subjects an employee to disciplinary action.

more than 300 Public Works employees were back on the job and signing no-strike pledges required by a new ordinance passed during their strike. Not only striking workers but all city employees are required to sign the no-strike pledge.

Pay raises terminated municipal workers strikes in Canton, Ohio, McKeesport, Pa., East Liverpool, Ohio, and Goshen, Ind.

In Tulsa, Okla., a threatened city-wide labor holiday was averted when 245 garbage collectors and street workers returned to their jobs after a seven-day strike for higher pay and union recognition. Neither was granted. Louisville garbage collectors called off their strike for higher pay after a 4-day walkout and the dispute was referred to the city's new labor-management committee.

Strikes by municipal workers have been threatened recently in five other cities. Indianapolis, Ind., avoided a threatened strike by granting an increase. Dearborn, Mich., public works employees threatened to strike unless the city agrees to negotiate a pay increase demand. Milwaukee water, garbage, forestry and sanitary employees have threatened to strike unless a 30 per cent boost is given. City employees in Rochester, N. Y., and St. Paul, Minn., also threatened to strike recently.

Held Illegal in N. Y. State

In New York State and its political divisions the State Constitution, with its civil service Articles; the Civil Service Law and other statutes are cited by public officials as precluding a closed shop, collective bargaining in the usual sense and any right to strike. This is because the recruitment and the salaries are prescribed by law and officials have not the powers of a private employer to contract with employees. In NYC strike threat by the Transport Workers Union was nullified by an announcement that Board of Transportation operating employees would get increases.

The fact that NYC employees, as well as Board of Transportation employees, are paid from an annual budget was not even used by Board officials or city officials as a defense, although city income is limited by law, and a law passed by Congress, made all employees sign an affidavit that was substantially a promise not to strike. In fact, membership in any organization that permitted strikes by public employees was ground for dismissal.

COMMA IS CRUCIAL IN NOVEL EXAM

Treated to the unusual experience of a promotion examination, and a written one at that, 27 Registration Officers of the Veterans Administration Regional Office in NYC got the surprise of their lives when they were asked, on the exam, the exact title of their immediate superior's job, and the correct spelling of the name of the manager of the entire office.

More, they were dumfounded to learn that a comma could make the answer to one of those questions correct, its absence, or any substitute, make it wrong. As to the big boss's name, everybody knows it's E. B. Dunkelberger, but woe unto any one who got it wrong. (N.B.—Mr. Dunkelberger did not know about the examination questions.)

"What is Mr. F. L. Kane's exact title?" was one of the questions. The answer, correct answer: Chief, Vocational Rehabilitation and Education Division. It was reported that anybody who dared to say he was the Chief of the Vocational and Rehabilitation and Education Division, or Chief, Vocational Rehabilitation and Educational (instead of Education) Division, was marked wrong, and, of course, Chief, Vocation Rehabilitation, no matter what

followed, was completely outside the law.

Some Other Questions

Other questions for the examination, for promotion from the CAF-7 Grade to CAF-9, were in substance:

What is the maximum time allowed for calling up to say you will be late?

What do you do next, after you come in late?

Under what section of the law (G.I. bill) is a letter of eligibility issued?

Of the 27, only 7 received notice of the result, and, as they were given Form 82 to fill out (the promotion form), they were deemed to be the only ones to have passed the intra-office affair.

Some of the candidates felt that introducing the examination was not according to civil service procedure (there are no such exams in the Federal service, they say); also, no persons promoted prior to June 1 last had to compete but those promoted afterward, or not promoted even after having been recommended for promotion, were put to the test. Candidates noted that some who got promoted and escaped the exam were junior in seniority to others who didn't have that much success, and who had to take the test.

VET PROBATIONAL APPOINTEES GET LEAVES FOR G.I. STUDIES

Veterans serving a probationary appointment period in the NYC government may get a leave of absence to take study courses under the GI bill. The Municipal Civil Service Commission adopted a resolution declaring that policy.

The probationary period applies to appointees from open-competitive lists. At its satisfactory completion the appointee is permanent. However, the veterans who take authorized leave from a probationary position will have to complete the probationary period

on their return from leave. In other words, the school period does not count as part of the probationary period, which is six months.

There are no probationary periods for competitive promotions nor for non-competitive appointments or promotions.

Veterans must get clearance from the Veterans Administration that they are entitled to take advantage of the GI bill's educational provisions, before a leave is actually granted.

SEPT. 30 LAST DAY TO CONVERT TO AGE-55 RETIREMENT PLAN

Next Monday, Sept. 30, is the last day on which NYC employees may take advantage of the present opportunity to convert their lesser retirement option to age-55 retirement.

This plan generally calls for a higher rate of deduction, but provides earlier retirement, and because the period is shorter, the total amount paid in may be less than under the employee's present plan. Every dollar that the employee contributes is matched by the City's contribution.

The opportunity to change over to this plan is provided by a law passed at the last session of the Legislature, and it may not arise again.

Complete details of the advantageous pension offer are avail-

able at the pension office of the NYC Employees' Retirement System, 52 Chambers Street, Manhattan. Ralph L. Van Name, Secretary of the System, urges all NYC employees not on the 55-year plan to seize this opportunity without delay.

New Patrolmen To Go to Academy

NYC won't have a piebald Police force with part in khaki and part in blue. The 2,000 new recruits are wearing army-shade outfits, but only while at the Police Academy.

With the truck strike ended, it is believed that the men will get the normal two-months assignment to the Academy, then by the

time they're ready to go out on the streets, the Police Equipment Bureau expects to have their uniforms ready for them.

The revolver situation is still tight, but the Department has asked other Patrolmen to lend the new men their extra guns until more shooting irons appear on the market.

Disability Can Close Some Jobs To Veterans Under the State Law

The very war-incurred disability that otherwise would grant first preference to disabled veterans may foreclose them from some jobs with stiff physical requirements.

Section 21 of the Civil Service Law, and Section 246 (10) of the Military Law, both deal with physical qualifications for veterans and contain provisions which are much the same. The Civil Service Law specifically provides that a disabled veteran shall not be disqualified by reason of physical disability, provided such "disability does not render him incompetent to perform the duties of the position applied for." The Military Law states that a veteran shall not be disqualified from holding a position in the public service unless the disability is "so severe as to prevent him from efficiently performing the duties of such position." The question now arises as to exactly what procedure to follow in order to carry out these provisions of law. Obviously, all disabled veterans cannot be considered physically qualified even under these provisions of law, neither can all of them be disqualified. The State Civil Service Commission has adopted a policy which will be interesting to municipal commissions and very likely will be workable without revision.

In examinations for positions which require extraordinary physical effort, such as Policeman, Fireman, Prison Guard, etc., the minimum physical requirements deemed necessary for the competent performance of duties are announced. These requirements are considered to be critical standards for competency, and failure to meet them, whether by reason

of war-incurred disability or otherwise, is the equivalent of a finding of incompetency or inefficiency and, therefore, grounds for rejecting the applicant.

For a position which does not require extraordinary physical effort, the State Civil Service Commission does not reject a veteran with a war-incurred disability or disease, even though the candidate may not meet announced physical requirements, unless he is incompetent to perform the duties of the position. The determination of incompetency is made by the physician examining the candidate, but only after he has carefully studied the duties of the position and ascertained the degree of physical perfection necessary to competently perform such duties. Unusual or doubtful cases which do not fall into the above categories are handled individually.

Probationary Period

In a case in Kings County Supreme Court (*Silverman v. Taylor*), a probationary term was held not required of disabled veterans. The decision was based in part on Section 22(4) of the Civil Service Law, which eliminates temporary or provisional employees from the protection of removal procedures. Since this subdivision (4) does not mention persons appointed for a probationary term, the court was of the opinion that a notice of charges and a hearing were required to remove a veteran at the end of his probationary term.

Since this decision differed from one handed down by the Appellate Division in another case (*Loose v. Wallace*), an appeal was taken. The Appellate Division, Second Department, followed its

first reasoning. Specifically the court stated:

"Under Section 9 of the Civil Service Law and Rule XII of the Rules for the Classified Civil Service petitioner's appointment on April 17, 1945, to the position of probation officer was limited to a probationary period ending July 16, 1945. The Constitution of the State of New York, as amended, Article V, Section 6, providing that a preference be given to disabled veterans, does not exempt them from demonstrating their merit and fitness during a probationary period; nor does Section 22 or the Civil Service Law require that a probationary appointee, even a disabled veteran, be accorded a hearing on charges."

The court did not, however, dismiss the case but ordered a trial to determine whether the appointing officer had judged the probationer's services unsatisfactory and, if he had, whether the determination was arbitrary or capricious.

UTICA BOARD CHANGES

Fred J. Lennon has been appointed to the Utica Civil Service Commission to succeed Lattimer B. Senior, Mr. Senior, who was chairman, was succeeded in that position by Commissioner Thomas A. Patterson.

PLAN NOW FOR THE FUTURE!

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