

# Key Answers to Fireman Test

## Civil Service LEADER

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(See Fireman Exam Story, Page 8)

The official key answers to the 100 questions asked in the NYC Fireman examination, held last Saturday, were released today by the Civil Service Commission: They follow: 1.D; 2.A; 3.E; 4.B; 5.E; 6.D; 7.D; 8.C; 9.E; 10.E; 11.C; 12.B; 13.A; 14.B; 15.C; 16.B; 17.E; 18.A; 19.A; 20.C; 21.A; 22.C; 23.D; 24.B; 25.D; 26.A; 27.C; 28.D; 29.D; 30.E; 31.E; 32.A; 33.D; 34.C; 35.C; 36.A; 37.E; 38.C; 39.D; 40.E; 41.D; 42.B; 43.B; 44.A; 45.C; 46.E; 47.C; 48.B; 49.E; 50.D; 51.C; 52.D; 53.B; 54.E; 55.D; 56.C; 57.D; 58.A; 59.D; 60.C; 61.C; 62.A; 63.B; 64.A; 65.C; 66.C; 67.B; 68.D; 69.D; 70.B; 71.D; 72.B; 73.A; 74.A; 75.D; 76.B; 77.E; 78.D; 79.E; 80.A; 81.B; 82.E; 83.B; 84.A; 85.E; 86.D; 87.E; 88.A; 89.E; 90.D; 91.C; 92.B; 93.D; 94.C; 95.C; 96.D; 97.E; 98.A; 99.E; 100.C.

Candidates who wish to file protests against these tentative key answer have until July 27 to submit their protests in writing, together with the evidence upon which such protests are based. Claim of manifest error in key answers will not be accepted after July 27.

# TIME-TABLE IS SET FOR POSTAL EXAM

## Election Committee Chosen by State Assn.

Ex-Presidents Brind, Thull and Shoro to Submit Officers' Slate At Meeting Oct. 15

By F. X. CLANCY  
Special to The LEADER

ALBANY, July 16—In accordance with action of the Executive Committee of the Association of State Civil Service Employees, Dr. Frank L. Tolman, President of the Association, announced today that Charles A. Brind, Beulah Bailey Thull and Clifford C. Shoro, three past presidents of the Association, will constitute the Nominating Committee to choose candidates for officers of the Association and for members of the Executive Committee for the fiscal year beginning in October. The election will take place on October 15, the date of the annual meeting.

The officers to be chosen are President, First, Second and Third Vice-presidents, Secretary and Treasurer. Candidates for the executive committee, which is formed of a representative of each of nineteen State departments, will be selected by the Nominating Committee.

### Constitution Provisions

The section of the Constitution governing nominations reads: "Section 1. A Committee shall be appointed by the Executive Committee at least ninety days (Continued on Page 4)

## Big Exams in Fall By U.S., State, NYC

By ROGER L. MEADOWS

The Federal government intends to open large-scale examinations in the metropolitan area in the fall, and may not hold any new exams at all until then. James E. Rossell, Director of the Second Region, U. S. Civil Service Commission, so stated today.

"For the next 120 days," he said, "vacancies will be filled from the pool of eligible former employees whom reduction in force affected."

### State Exams

Charles L. Campbell, Administrative Director, State Civil Service Department, said in Albany that new open-competitive

examinations will be held in the fall, when a series of specialized examinations will be announced. Meanwhile promotion examinations are being held.

### NYC Exams

The NYC Civil Service Commission has no comprehensive schedule of open-competitive examinations, but will also resume them in the fall.

All three branches of civil service feel that open-competitive tests do not afford a broad enough recruitment base when so many persons are on vacation, and the U. S. Civil Service Commission has the additional point of taking care of former employees who have classified competitive status.

## Starting Date of July 29 Is Official

Veterans May File Until 120 Days After Their Discharge

By H. J. BERNARD

The opening date of the Post Office Clerk-Carrier examination was verified today by James E. Rossell, Director of the Second Civil Service Region, as Monday, July 29. The forecast that the tests would start on this date was first announced in The LEADER one month ago. The examinations will be held at the Commission's offices, 641 Washington Street, Manhattan, and, if necessary, in school buildings also.

Mr. Rossell added that approximately 40,000 applications have already been received, but that the exact number who would compete depends on the additional applications filed by veterans.

Under the terms of an Executive Order (Continued on Page 8)

## Paid Studies Win Support

Special to The LEADER

WASHINGTON, July 16—Scientific employees of the United States government may soon enjoy the benefits of a "sabbatical" leave plan.

A bill passed by the House and reported favorably by the Senate Civil Service Committee would allow scientific personnel to study for 18 months of every ten years on full pay.

This bill is expected to pass the Senate unanimously, and approval by President Truman is also expected.



DELIA P. O'DOWD won the Hugo Hirsch Scholarship Prize at the School of Nursing, Brooklyn State Hospital.

### \$10,000 Is Tops

The Comptroller General has ruled that a 25 per cent differential for service outside the continental limits of the United States cannot operate to increase pay of U. S. employees above \$10,000.

### More State News

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

## U. S. Health Bill Backed

Special to The LEADER

WASHINGTON, July 16—The Randolph Health Bill to provide clinics for Federal workers has been reported out of the Senate Civil Service Committee. This measure has been approved by the House of Representatives.

## Fire Pension Bills Voted by Council

By ARTHUR LIEBERS

The Uniformed Fire Officers Association gained an important step towards recognition of its representation of the NYC Fire Department Officers when the Council unanimously passed the DiFalco bill to grant the UFOA membership on the Board of Trustees of the Department's Pension Fund.

An indication of Mayor O'Dwyer's support of the change, which displaces representatives of liquidating old-line officers' groups, came during the Council session. The original form of the bill provided that the change would go into effect immediately, but this conflicted with a 45-day waiting period required by the Home Rule Law. When this became apparent, the Mayor sent an emergency message to the Council,

asking that the measure be amended and passed, and this was done.

### Distribution of Votes

The next step is passage by the Board of Estimate, and this is expected to take place at the July 25 meeting.

Under the new setup, three members of the Executive Board of the Uniformed Fire Officers Association sit on the Board of Trustees with 3½ votes; the President of the Pilots and Marine Engineers Association sits with ½ vote. The UFOA representatives consist of a Chief with 1 vote; a Captain with 1 vote; and a Lieutenant with 1½ votes.

Eight votes are cast by representatives of the Uniformed Firemen's Association. The Fire Commissioner, the Comptroller, the Mayor and City Treasurer each has three votes.

## 400 Census Jobs To Be Open in NYC

By BERNARD K. JOHNPOLL  
Special to The LEADER

WASHINGTON, July 16—Approximately 400 positions with the Census Bureau Foreign Trade Statistics Unit are opening as the unit transfers its activities to NYC from the nation's capital. The positions are held by permanent-employees here who will not transfer to New York.

The move to New York was ordered by Congress. Of the 500 employees in the

unit, only 100 have expressed willingness to transfer. The 400 others have definitely refused. The Commerce Department expects to place these employees in other units.

Of the 500 positions affected by the order, 400 are clerical and supervisory and 100 are in the machine tabulation unit.

The unit is preparing now to recruit in New York. It is not known yet when the actual moving will begin.

# MAC CURDY'S SURVEY FINDS OFFICE MACHINES GREAT ASSET

Special to The LEADER  
 ALBANY, July 16—The good effects of the introduction of business machines to improve and speed up the work of the Department of Mental Hygiene were hailed by Commissioner Frederick MacCurdy today when he reported the result of an analysis. The transition to mechanical methods in statistics, billing and inventory is not yet complete, but Dr. MacCurdy looks forward to the day when it will be.



FREDERICK MacCURDY

Better business practices, research and speed-up of work are well served by the machine method, he said.

The system was inaugurated by Commissioner MacCurdy after his appointment by Governor Dewey in 1943. The statistical work of the State's largest department and the 26 mental institutions which it administers had grown to unmanageable proportions under the old system, he said. There has been a steady increase in the population of the institutions until now more than 100,000 persons are under treatment. The older methods were designed for an admission rate of about 6,000 a year, but the number of annual admissions is now three times that.

"The mechanical system was installed to secure a greater measure of efficiency, and as a saving to the State," he remarked.

### Research Tool

Dr. MacCurdy explained that accurate statistics showing the number of patients in the State institutions and specifying admissions, discharges, transfers, capacity, and overcrowding are an important tool of research and administration. Such figures give a picture of current and changing conditions throughout the State on which plans for personnel, new construction, maintenance, appropriations, and future planning may be based. "Already the system has proved beyond doubt that it is as necessary to a large State department as it is to any other business," the Commissioner said.

"Valuable information is now available at a moment's notice," Dr. MacCurdy said, and he cited as an instance of recent check he made on the apportionment of chaplains in the 26 institutions. "A tabulation of religious denominations in an institution of 6,800 patients, which would have taken weeks by the old method took exactly 22 minutes."

The importance of the new system for research work is becoming increasingly evident, according to Dr. Benjamin Malzberg, Director of the Department's Bureau of Statistics. By running punched cards through the tabulators, statistics have already been rapidly assembled on the relations between mental disease and such factors as alcoholism, syphilis, and education.

### Close Checks Provided

Punched cards as a basis for mechanical tabulation have al-

ready been made out for all patients resident in or admitted to State institutions on or after April 1, 1943, and for all those discharged or who have died since that date.

Food supplies at the 26 institutions are now inventoried by machine in Albany. Accounts are kept for all food received and issued and its price. Test machines have been set up at three institutions to calculate the per capita cost and distribution of many items of food, for all the units within the institution. The results of this test will determine whether or not other similar machines will be installed at all of the State institutions.

The inventory and cost analysis record made possible by these machines permits the department to know at any time exactly what is available in all categories at every institution.

Commissioner MacCurdy pointed out that when institutions operate on a fixed budget the central office must be in a position to judge their requirements when they are submitting requests to purchase. He added:

"The system also permits a quick comparative analysis of the rate of consumption and cost. It also serves as a check on the adequacy of the dietary at the institutions."

Similar information will be provided regarding clothing and household supplies. With such knowledge at hand surpluses at any of the institutions may be made available to others.

# Stoddard Lauds Gavit, LEADER Gold Medalist

Both the work and the character of Joseph Gavit, Associate State Librarian, who was awarded a LEADER gold medal of merit recently for distinguished State service, were lauded by George D. Stoddard, under whom Mr. Gavit served when Mr. Stoddard was Commissioner of Education.

In a comment on the selection of Mr. Gavit as a medalist, Commissioner Stoddard said:

"Mr. Gavit is the leading authority on the history of the State Library since the beginning of the century, on the value of its treasures, on the location of sets and even of individual volumes in its stacks. He is also an authority

on early newspapers, almanacs, Fourth of July orations and election sermons, and similar biographical rarities. In 1938 in recognition of his contributions to the history of early American newspapers, he had the distinction of being elected to membership in the American Antiquarian Society.

"Because of his friendly and modest character and also because of his well-stocked mind, Mr. Gavit is held in respect and esteem by his fellow workers and by all who know him. He is a most lovable and kindly soul, never too busy to help another member of the Library staff or a stranger who comes into the reading room."

# Grade and Pay Scales Compared For Women Workers in Prisons

ALBANY, July 16—The present and requested grades and salary ranges for five titles of women employees in prisons and a reformatory are given herewith. The increased pay was the subject of a recent Salary Board hearing.

Title	Grade	Present		Requested	
		Salary Range	Grade	Salary Range	
Assistant Superintendent	12-4	\$3,500-4,250	12-6	\$4,500-5,500	
Head Matron	12-1	2,000-2,600	12-4	3,500-4,250	
Supervising Matron	12-c	1,800-2,300	12-3	3,000-3,750	
Charge Matron	12-b	1,600-2,100	12-2	2,500-3,100	
Matron	12-a	1,300	12-1	2,000-2,600	

# Progress Report on State Exams

### OPEN-COMPETITIVE

**Associate State Publicity Editor,** Commerce Department; 2 candidates, held February 22, 1946. Rating of the written examination is completed. Clerical work is completed. Interviews to be held.

**Principal Economist,** Department of Commerce; 15 candidates, held February 2, 1946. Rating of the written examination is completed. Interviews held July 1 and July 3. Final clerical work to be done.

**Publicity Production Manager,** Commerce Department; 14 candidates, held February 2, 1946. Rating of the written examination is completed. Clerical work is completed. Interviews to be held.

**Senior Housing Accountant,** Division of Housing, Executive Department; 18 candidates, held February 2, 1946. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.

**Title Examiner,** Department of Law; 10 candidates, held February 2, 1946. Rating of the written examination is complete. Rating of training and experience is completed. Clerical work being done.

**Assistant District Supervising Public Health Nurse,** Health Department; 55 candidates, held April 27, 1946. Rating of the written examination is completed. Rating of training and experience

is completed. Clerical work to be done.

**Assistant Food Chemist,** Department of Agriculture and Markets; 10 candidates, held April 27, 1946. This examination has been sent to the Administration Division for printing.

**Assistant Laboratory Worker,** Department of Health, Division of Laboratories and Research; 40 candidates, held April 27, 1946. Rating of the written examination is completed. Training and experience to be rated.

**Associate Education Institution Engineer,** Department of Education, Albany; 13 candidates, held April 27, 1946. Rating of the written examination has not been started.

**Boiler Inspector,** Department of Labor; 15 candidates, held April 27, 1946. Rating of the written examination is in progress.

**Chief, Bureau of Curriculum Development,** Department of Education; 11 candidates, held April 27, 1946. Rating of the written examination is completed. Interviews to be held.

**Head Account Clerk,** State Teachers College at Albany; 74 candidates, held April 27, 1946. Rating of the written examination is in progress.

**Health Investigator (Venereal Disease),** Department of Health; 104 candidates, held April 27, 1946. Rating of the written examination is completed. Training and experience to be rated.

**Junior Architectural Draftsman,** Department of Public Works; 37 candidates, held April 27, 1946. Rating of the written examination has not been started.

**Junior Pharmacist,** Department of Mental Hygiene, Gowanda State Hospital; 20 candidates, held April 27, 1946. Rating of the written examination is completed. Clerical work in progress. Training and experience to be rated.

**Junior Tax Examiner,** Department of Taxation and Finance; 717 candidates, held April 27, 1946. Rating of Part I is completed. Rating scale for Part II is in preparation.

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

**Principal Printing Clerk,** Department of Labor, Workmen's Compensation Board, New York Office; 33 candidates, held April

27, 1946. Rating of the written examination is completed. Training and experience to be rated.

**School Transportation Supervisor,** Department of Education; 13 candidates, held April 27, 1946. Rating of the written examination is completed. Rating of training and experience to be done.

**Senior Housing Control Architect,** Executive Department, Division of Housing; 8 candidates, held April 27, 1946. Rating of the written examination has not been started.

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

**Senior Personnel Technician (Civil Engineering),** Department of Civil Service; 7 candidates, held April 27, 1946. Rating schedule completed. Rating of the written examination and of training and experience is completed. Clerical work to be done.

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

**Senior State Publicity Agent,** Department of Commerce; 22 candidates, held April 27, 1946. Rating of the written examination is in progress.

**State Publicity Agent,** Department of Commerce; 41 candidates, held April 27, 1946. Rating of the written examination is in progress.

**Tax Examiner,** Department of (Continued on Page 13)

# State Reviews Aid to Veterans

Special to The LEADER

ALBANY, July 16—Edward J. Neary, Director of the New York State Division of Veteran's Affairs today released a report of the services rendered veterans by State Veterans' Counselors and local county and city Veterans' Service Agencies. During the past eight months, veterans have been given advice and assistance in 397,751 cases.

A breakdown of last month's activities finds educational and on-the-job training benefits under the G. I. Bill continuing to head the list. These totaled over twenty thousand—12,145 seeking advice and assistance in gaining admittance to schools and colleges while 8,057 wished for an opportunity to "earn and learn" at the same time.

6,517 veterans were given assistance in reinstatement or conversion of their G. I. insurance, and 6,057 had claims against the Federal government which they wished expedited or were dissatisfied with previously established disability ratings.

### 1,213 For Civil Service

Other activities in which greatest interest was shown were: Jobs, 3,555; Civil Service employment, 1,213; Medical Care, 2,759; Legal Aid, 2,277; Loans, 2,186; Readjustment Allowances, 2,049; with 855 veterans seeking counsel regarding self-employment in small businesses.

# Health Dept. Chapter Receives Ass'n Charter

Special to The LEADER

ALBANY, July 16—Highlight of the recent meeting of The James E. Christian Memorial Health Department Chapter of the Association of State Civil Service Employees was the presentation to the Chapter of the Association charter, at the State Office Building, Albany.

The presentation was made by Jesse B. McFarland, first vice-president of the Association, representing Dr. Frank L. Tolman, president. The charter was accepted by Charles R. Cox, chapter president. Other chapter officers present on this occasion were: Frank J. Smith vice-president; Virginia Clark, secretary, and Peter Brusio, treasurer.

The Health Department Chapter was organized in April for the

purpose of promoting the interests of the Civil Service employees of the Department and to give them more direct representation in the State Association. It became a memorial to the late James E. Christian, of Albany, who had served the State both in the Department's division of sanitation and division of accounts and who was the only serviceman from the central Health Department office who was killed in action in the recent war.

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# The State Employee

By Frank L. Tolman  
President, The Association of  
State Civil Service Employees

## IS BUREAUCRACY A NECESSARY EVIL?

BUREAUCRACY, as popularly used, is not properly an idea but an emotion. It is not a word but a symbol. It is not a method of defining a fact or a situation but a method of confusing, prejudging or prejudicing conclusions. It is a part of the familiar red herring technique, designed to gain assent without reason.

Bureaucracy has long been a term of honor in some countries with long administrative and civil service traditions. Why is it a term of reproach in our democracy where honest and efficient public service is essential to the common welfare?

A recent number of the Journal of Social Issues is devoted to Bureaucracy in Government, in Industry, in Education, in the Army and elsewhere. It is worth reading for the appraisal of public service and its comment on civil service.

### FOUR SELECTED CONCLUSIONS

Some of the conclusions reached are:

- (1) Many people have a disapproving attitude toward what they understand of Bureaucracy. This disapproval rests mainly from hearing the word used as a term of approbrium, and not out of experience with Government.
- (2) The problems of bureaucracy, as they appear in business, schools, colleges, social agencies and other institutions, are very similar to the problems encountered in government. Bureaucracy is not an issue between big business and government; it is an unsolved problem for every large scale enterprise.
- (3) The most serious frustrations of public employees seem to arise because they are not allowed to render the service they would like to give—the remedy is to increase the opportunity for full participation by the government worker in his task.
- (4) There is no reason to believe that officials in . . . municipal, county and State offices are any freer from bureaucracy than are officials of the federal agencies; the actual difference is probably in the opposite direction.

### DEFINITION SUPPLIED

I found no good definition of bureaucracy in the monograph. My impression is that if you tie up in one bundle all you don't like about government, all your petty annoyances and frustrations at required procedures, laws and red tape, dump in all the propaganda against government and public servants, add a good measure of personal feeling and envy of men in high position, and you have about the conglomeration of emotions commonly called Bureaucracy.

If you object to the semantic definition indicated, I suggest a more accurate one as follows:

Bureaucracy is the operation and administration of public office under the limitations and conditions set by law and official regulations. Public business is not free in the sense or to the degree that private business is free to do what it likes. The Public Administrator must serve the people under forms and limitations set by law. He has the advantage that he does not serve two masters but only one—the people. He has the disadvantage that he is restricted to set forms and procedures in rendering that service.

Much can be done to free public service from its bondage to narrow legalism and precedent. Possibly a main need is, as the brochure suggests, better understanding and closer relationships between the government and the citizens.



HARRY B. SCHWARTZ

## State Assn.'s High Ideals Cited As Outstanding

After having watched the State scene from the inside for 20 years, Harry B. Schwartz, for 11 years Representative of the Buffalo State Chapter, Association of State Civil Service Employees, and Chapter President, fears that too many jobs are being put into the exempt class.

"I am deeply concerned," he said "about the number of positions in State service that are being placed in the exempt class on the supposition that they cannot be properly filled through civil service examinations.

"If this situation continues, I am fearful that the merit system will receive a setback."

### Employee Viewpoint Stressed

He has spent considerable time in studying State personnel problems, and proposed methods and procedures for remedying inequitable conditions. He has misgivings about any administrative plan that fails to accord employee representation or at least fails to get employee support, for want of attention to the employee viewpoint. Said he:

"With respect to personnel

problems, I feel that they should be analyzed from the bottom up, as well from the top down. To get the worker's viewpoint, to get his cooperation and goodwill, so that he will render intelligent and enthusiastic service day in and day out, he must be consulted. And to consult the worker is only respect for a recognized democratic principle."

The State Personnel Council is now formulating plans for active work.

### Worked His Way Up

He was placed in an orphan home in Buffalo when he was 14 months old. He was graduated from the Immaculate Heart of Mary Academy, and adjunct of the orphan home.

At 16 he got his first job with the New York Central Railroad as a car checker. While with the railroad company he attended the Hutchinson Central High School evenings and upon graduation got a job with the Lafayette Hotel Corporation as a room clerk. While with the hotel he attended the Bryant & Stratton Business College, where he completed a course in bookkeeping and accounting.

In 1926, he entered State service at the Buffalo State Hospital as an attendant.

"During my 20 years in State service," he remarked, "particularly in the State Mental Hygiene Department, I have seen many improvements made and they were for the best interest of the taxpayer and the employee. But

integrate the employees who have been hired, or promoted, while the USES was under Federal control. Employees who had been hired from State lists will be treated as if they had been in the State employ throughout this period, and those hired directly by the Federal Government will receive equivalent credit for experience and advancement under Federal Civil Service regulations.

With the expanding functions of the public employment agency in post-war years, it is not expected that de-federalization will result in any drop in the number of employees.

## Zappler and O'Neil Named Sr. Dentists

Special to The LEADER

ALBANY, July 16—The Health Department announced the temporary appointments of Dr. Sylvia Zappler and Dr. Robert O'Neil as Senior Dentists with the Dental Bureau of the Maternal and Child Health Division.

Dr. Zappler has been assigned to the Health Department dental trailer which is now operating in Ulster County. The dental trailer renders corrective dental service to children of pre-school age in rural areas where no private dental personnel is available.

Dr. O'Neil has been assigned to the staff of the Bureau's central office, Albany.

### CORTLAND APPOINTMENT

Jesse L. Graham has been appointed Secretary to the Cortland City Civil Service Commission. Mr. Graham is also Secretary to the Cortland County Civil Service Commission.

they were slow in coming, because of lack of unity among State employees at that time

### Praises State Association

"I feel a deep satisfaction that the Association has played a tremendous part in improving working conditions of State workers. The Association represents the highest aspirations of public workers, and it appeals for just labor relations between the State government and the civil service employees who have the purpose of advancing the interest of both."

## WHAT NYC EMPLOYEES SHOULD KNOW

### Court Upholds State Civil Service Commission's Method Of Grading Candidates in Stenographic Test

By THEODORE BECKER

A candidate in a civil service examination need not be completely devoid of knowledge or skill in order to merit a rating of zero, according to the holding of the Supreme Court of Queens County in a recent case.

The case was brought by an unsuccessful candidate in an examination for Court Stenographer conducted and rated by the State Department of Civil Service. He contended that in rating his paper two regulations of the State Civil Service Commission had been violated.

#### Regulations Involved

These regulations provide: "The marking of each competitor's papers shall be made on the scale of 100, which maximum shall represent the highest attainable accuracy, and 0 shall represent entire ignorance. The average of the marking of the several answers upon any one subject shall be the standing on that subject. No person shall have his name entered upon an eligible list who fails to attain a percentage of 75, or over, in all subjects in the examination." (Regulation VI, subd. 2.)

"The preliminary requirements, subjects of examination, relative weights, and salary or compensation for a position in the competitive class shall be published at the time of announcement of examination, but the commission may, after this announcement is made, subdivide into subjects the whole or any part of the written examination and require a passing mark of 75 per cent in each of these subdivisions in order that the candidates be considered further for eligibility. Notice of such an arrangement will be given in the instructions on the question papers of the written examination." (Regulation V, subd. 1.)

#### What Notice Stated

The announcement of the examination in question stated that

the written examination would have a weight of 7 and training and experience a weight of 3, and that the written examination would have to be passed before training and experience would be rated.

#### The Candidate's Objections

As part of the written examination, dictation, consisting of "Testimony" at 200 words per minute and a "charge" to a jury, at 175 words per minute, was given. When rated, the errors on the "Testimony" were multiplied by 5 while the errors on the "charge" were multiplied by 1.5. When the resulting ratings were averaged, the candidate received a rating of 71. The multipliers were statistically determined on the basis of a rating of from 80 to 83 for the average candidate and were designed to adjust for the relative difficulty of the two types of test material.

The Court, in upholding this method stated:

"Petitioner's contention that this is wrong because it makes an error in the 'Testimony' three times as serious as an error in the 'Charge' is wide of the mark. It is not a question of the relative importance of a charge, as opposed to testimony. . . . The

point is that what the commission was testing was the skill of the candidates, and naturally an error in the slower dictation shows less skill and should be more heavily penalized."

The Court noted that the candidate's marks on both parts of the dictation were averaged before it was determined he had failed and, therefore, that part of Regulation V dealing with notice of such an arrangement had not been violated.

As to whether the weights accorded the respective parts of the dictation test violated the rest of Regulation V, the Court pointed out the distinction between the weight assigned to an error and the phrase, "relative weights" as it occurs in the regulation. It concluded that "weighing errors is not synonymous with weighting subjects" and only the latter cannot be done without prior notice. What Constitutes Entire Ignorance

As to the meaning of Regulation VI, the Court conceded that a literal reading of it required a candidate to have everything wrong in order to merit a zero rating. The candidate urged that under the method of rating used a candidate with 80 words wrong out of 1313 would get zero. The Commission showed that if petitioner's straight arithmetic rating were used a candidate could get 75 per cent even with 328 words wrong out of 1313.

Such a result, the Court felt, should be permitted or compelled only if the language of the regulation clearly demands it. This the regulation apparently does not do. In any event, the Court did not feel the rule was violated, and declared that it was "not prepared to say that a candidate for court stenographer who makes at least one error in every sixteen words transcribed is not entirely ignorant of the subject for which he is being tested." (Murtha v. Conway.)

## Health Dept. Seeks Farm Accident Drop

Special to The LEADER

ALBANY, July 16—The State Department of Health says that it is of vital importance if the State is to fulfill its part in the nation's effort to help feed the famine-threatened countries of the world.

"The effort to produce more food when it is so sorely needed can be seriously hindered by accidents at the source of supply—the farm," Burt R. Rickards, Director of the Division of Public Health Education said.

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# STATE ASSN. APPOINTS NOMINATING GROUP

(Continued from Page 1)

prior to the date of the Annual Meeting, and such Nominating Committee, after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the Secretary, at least sixty days prior to the annual meeting, nominations for officers of the Association and members of the Executive Committee.

"Section 2. Independent Nominations. Nominations for officers may be made, subscribed with the names of not less than ten per cent of the eligible members of the Association, and nominations for members of the Executive Committee may also be made subscribed with the name of not less than ten per cent of the eligible members in the department making such nomination, and the names of such candidates shall be printed on the official ballot, if such nominations are filed with the Secretary not less than thirty days prior to the annual meeting."

### Three Gave Noted Service

The three members of the Nominating Committee have rendered distinguished service to the Association and are vitally interested in maintaining and developing its usefulness to the State and to the State worker.

Mr. Brind was President of the Association from October, 1935, to February, 1941, and had been active on many committees prior to his election to the Presidency. It was during Mr. Brind's tenure as President that the Feld-Hamilton law was adopted. Mr. Brind is Counsel to the State Department of Education.

Mrs. Beulah Bailey Thull was Vice-president of the Association from 1929 to October, 1934, when

she became President. The 12-hour day in institutional service was abolished during her tenure and her brilliant and intensive work on behalf of State employees was effective in aiding in the adoption of many other worthwhile reforms. Mrs. Thull is attached to the research staff of the Department of Audit and Control.

Mr. Shoro, the Director of the Division of Accounts, State Health Department, was President of the Association from May 1944, to October, 1945. Many positive improvements in State service and successful resistance to attempts to weaken the Career Service Law, and more effective Association organization, occurred under Mr. Shoro's leadership.

The Nominating Committee will be glad to receive suggestions from chapters and individual members relative to nominations for the various offices and regular nominations will be announced within the period prescribed in the Constitution.

### Herbert Espy Heads State College

Special to The LEADER  
ALBANY, July 16—The Board of Regents has approved the appointment of Dr. Herbert G. Espy as president of State Teachers College at Geneseo. Doctor Espy succeeds Dr. James B. Welles, whose retirement becomes effective September 1, 1946.

Dr. Espy received the bachelor of arts degree at Occidental College, Los Angeles, Calif., and the doctor of education degree from Harvard University. He has had public school experience in Arizona and was an instructor of psychology at the Bouve-Boston School, Boston, Mass., and assistant professor of education at

### More Areas Open For Bass Fishing

Special to The LEADER  
ALBANY, July 16—Smallmouth bass in Lake Ontario and the St. Lawrence River were decorated with N. Y. State Conservation Department tags for the opening of the bass season in those waters.

Bass-tagging in the Cape Vincent area is under the supervision of Dr. Udell B. Stone. Last year, through cooperation of the commercial netters, 761 bass were tagged. This year, collecting bass with department nets in addition to the commercial catch, is expected to increase the number of fish tagged. The Department requests that all tagged fish caught be reported by tag number with data on where, when, length, and weight.

Bass may be taken now in the Schoharie River (above Prattsville Barrier Dam) and Catskill Creek and their tributaries and the upper Hudson River above Thurman, with no creel or size limit. Except for the June 16 opening in Lake Ontario and the St. Lawrence River, and August 1 in Lake George, the bass season started July 1 in the rest of the State. In these waters the minimum length is 10 inches except eight inches in the Chemung River west of Corning and 12 inches in Putnam and Westchester counties waters other than the Hudson River, while the daily limit is six bass per person, except in Westchester County where it is five per person and 12 for three or more persons fishing from the same boat.

### Dr. Ast Goes Abroad On Dental Mission

Special to The LEADER  
ALBANY, July 16—Dr. David B. Ast left for Europe to aid in the relief and rehabilitation program for displaced persons.

The program will be carried out in France, Belgium, Holland, Germany and Austria, under the direction of the American Jewish Joint Distribution Committee and will cover both children and adults.

Dr. Ast, who will be on leave of absence from State Health Department for six months, has been chief of the Dental Bureau since 1938.

He has served on the staffs of Presbyterian Hospital and Fordham Hospital, NYC, and was a member of the teaching staff of the College of Oral and Dental Surgery, Columbia University and New York University College of Dentistry.

During Dr. Ast's absence, Dr. Sidney B. Finn, Senior Dentist, will spend part-time in the Albany office working with Dr. Robert O'Neil in the administration of the State dental program.

## State Members Added To LEADER'S 1-E Club

The third list of members of The LEADER'S 1-E Club is published herewith. The first was published in the May 21 issue.

As a means of extra recognition of eligibles with top marks on open-competitive and promotion lists, The LEADER has inaugurated the 1-E Club. Certificates of membership, suitable for framing, will be awarded to each top-ranking eligible. The certificate will serve also as an additional testimonial of merit.

The list of members, published herewith, consists of candidates who attained the top score in recent examinations and who are on lists promulgated recently.

A system of exchange of ideas by 1-E Club members on civil

service topics, through the medium of The LEADER, is being inaugurated, and illustrated interviews with club members will be published. One object is to have the club serve as a means of inspiration to candidates for public jobs, and public employees seeking promotion; another is to help to improve the merit system through publicizing the achievements and ideas of its most qualified candidates—as determined through the operation of that system.

An additional purpose is to aid and stimulate all candidates, present and prospective, through the intimate chronicling of the methods and procedures of the most successful candidates.

### STATE PROMOTION

- Deputy Clerk, Grade E, NY County—Harry Roistacher, 200 Haven Avenue, New York 33, N. Y.
- Principal Clerk, Department State, Corp., Albany—Anna Finn, 14 Delaware Terrace, Albany.
- Principal Clerk, Banking Department—Esther Honig, 129 Walton Avenue, The Bronx, NYC.
- Telephone Operator, Rome State School—Albert O'Brien, RD 1, Box 550, Rome.
- Stenographer, NY Office, State Insurance Fund—Lena Steinberg, 100 Bay 23 Street, Brooklyn.
- Principal File Clerk, UpState Area, DPUI, Department of Labor—Bertha Fialko, 78 Winthrop Avenue, Albany.
- District Engineer, Department of Public Works—George L. Nickerson, 2 Platt Street, Albany.
- Court Stenographer, Supreme County Courts, 9th Judicial District—A. Pollman, 90 Caryl Ave., Yonkers.
- Senior Hydro Electric Operator, Public Works—Frank Roach, 112 Fourth Street, Waterford.
- Principal Clerk, NYC Office, Liquor Authority, Executive Division—B. Fener, 420 Beach 58th Street, Arverne.
- Assistant Director, Correction Reception Center—John Costello, Box C, Industry.
- Senior File Clerk, NYC Office, ABC Board, Executive—T. Heitkemper, 152 Autumn Avenue, Brooklyn.
- Chief Aquatic Biologist, Conservation Department—John Greeley, R. D. 1, Slingerlands.
- Stenographer, Kings Park State Hospital, Mental Hygiene—Elsa Coats, Kings Park.
- Promotion to Plumber—James J. Brady, 131-48 132nd Street, South Ozone Park, Queens.
- Principal Clerk, Albany Office, Department of Taxation and Finance—Monroe Walsh, 538 Hudson Ave., Albany.

### STATE OPEN COMPETITIVE

- Personnel Technician, Engineering, Civil Service—J. Reynolds, 41 First Street, Troy.
- Elevator Operator, Department of Public Works, Westchester County—John T. Bacon, 10 Center Street, Yonkers.
- Senior Education Supervisor, Education Department, Jacques Penn, 520 West End Ave., NYC 24.
- Senior Hearing Stenographer, State and County Departments—Rose Pomerantz, 80 Centre Street, Manhattan.
- Sr. Food Chemist, Department of Agriculture and Markets—Claude Hynos, 236 Kenwood Ave., Delmar.
- Principal Clerk, Department of Commerce—R. Mackin, 1203 Wecker Street, Schenectady.
- Senior Account Clerk, Westchester County Departments and Institutions—Thomas Reynolds, Brayton Park, Ossining, N. Y.
- Librarian, Irvington Public Library—Harriet J. Harkness, Cato, N. Y.

## Veterans Get More Time To Seek Scholarships

Special to The LEADER  
ALBANY, July 16—The final date for filing applications for the State veterans scholarship examination, to be held August 1, has been extended to Wednesday, July 26. The previous closing date was July 10.

Persons otherwise eligible, who expect to be released from active duty before September 1, 1946, will be admitted to the examination conditionally and allowed until August 31, 1946, to submit official evidence of release from active duty. Their applications must also be postmarked not later than July 17.

This action has been taken to insure that a maximum number of veterans may have the opportunity to begin use of scholarship benefits during the first semester of the new academic year.

### Where to Apply

Veterans of World Wars I and II are eligible to compete. They must have been residents of New York State when inducted into the armed forces and must now be residents of the State. They must have been released from active duty and must also submit evidence that they have been accepted for admission to an approved institution.


Holders of these scholarships are entitled to an annual payment of tuition and fees up to \$350 for a maximum period of four years, to be used for full or part-time study, graduate or undergraduate, day or evening, in any college, university, business, professional, school located in the State and vocational, technical or trade approved by the Board of Regents.

Applications and information regarding veteran scholarships may be obtained from the Division of Examinations and Testing, State Education Department, Albany 1, N. Y., or from the various offices of the State Division of Veterans' Affairs and the American Legion.

### CONNECTICUT STATE EMPLOYEES GET RAISE

A special session of the Connecticut legislature voted an annual pay raise of \$240 to all State employees earning up to \$2,040 and \$180 for those earning up to \$6,000 a year.

A bi-partisan legislative committee was established for supervising the administration and mechanics of distribution, thereby removing it from the jurisdiction of the commissioner of finance and the personnel director.

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# DR. MARY KIRKBRIDE RETIRES AFTER 32 YEARS' STATE SERVICE

Special to The LEADER  
ALBANY, July 16—Dr. Mary Butler Kirkbride, 314 State Street, Albany, retired as Associate Director of the Division of Laboratories and Research after 32 years of service in the State Health Department.

Dr. Kirkbride began her scientific career at the University of Pennsylvania. She later studied at the Philadelphia Polyclinic and College for Graduates in Medicine, at Harvard and Cornell Medical Schools, and at the College of Physicians and Surgeons of Columbia University. She was engaged in immunologic research with Dr. A. B. Wadsworth at Columbia when he accepted appointment as Director of the Health Department's Division of Laboratories and Research in 1914. Dr. Kirkbride came to the Division in the same year and thus shared in the development of the

State laboratories throughout Dr. Wadsworth's long service, first as bacteriologist, then in charge of the Antitoxin, Serum, and Vaccine Laboratories, and later as Associate Director.

Her immunologic studies are of fundamental importance and her notable experience in the production and standardization of therapeutic serums was drawn upon during the war period in her appointment as a member of the civilian commission on meningococcal meningitis of the War Department. In 1935 a testimonial medal was presented to her by the New York State Association of Public Health Laboratories of which she has been secretary since its organization. Dr. Edward S. Godfrey, Health Commissioner, recalled.

Dr. Kirkbride has been honored by membership in leading scientific societies, and by an honorary degree from Smith College.

# Rights Are Defined for the Veterans Who Return to State Service

(Continued from last week)  
Upon your restoration you are entitled to receive the salary you would have received had you remained in your position continuously during the period of your military duty and for this period of time you are deemed to have rendered satisfactory and efficient service in your position. You cannot be deprived of any time service, increment or any other right or privilege or be prejudiced with reference to promotion, transfer, reinstatement, or continuance in office because of your military duty. While you were in military service, your service record rating or efficiency rating was based on the average of the ratings received for the three rating periods immediately prior to your absence on military duty, and such rating could not be less than a passing grade for the period of your absence or less than the rating you received for the period immediately prior to your absence on military duty. In computing seniority and service requirements to determine your eligibility for promotion examination held during your absence or upon your return, your military duty must be counted as satisfactory service in your position.

If you left your public job before the expiration of your probationary period, then the time you are absent on military duty must be credited as satisfactory service during such probationary period. Therefore, if your military

duty continues beyond the expiration date of your probationary period, you will be deemed to have satisfactorily completed your probationary service.

### Rights to Promotion

If a promotion examination was held in your department while you were away on military duty and you would have been eligible to take such examination if you had been on the job, then you are entitled, upon your return, to a comparable examination, provided you make the request within sixty days after restoration to your position. If you pass the examination, your name will be placed on the regular promotion list in the relative order of your rating and your name will remain on such list until it expires or is cancelled. If the list expires or is cancelled within two years after your name was placed thereon, and if you would have been reached for certification while you were in military duty, had your name been on the original eligible list with the rating you ultimately received, then your name will be placed on a special eligible list for the remainder of such two-year period. Such special eligible list must be certified before certification can be made from a subsequent eligible list of the same position.

If you are promoted, after your return to civilian life, either from a promotion list established before

you entered military service or which your name then appeared, or from a special promotion list upon which your name was placed after passing a comparable promotion examination to the one you missed because you were absent on military duty, your seniority in the new position dates from the earliest date upon which any eligible lower than you on the original list was appointed. In a similar manner, seniority is dated back in the case of an eligible who was skipped for appointment from an open competitive or promotion eligible list while on military duty and appointed from a special list after his return, or in the case of eligibles on lists for patrolman, fireman, or correction officer who were skipped because they were classified 1-A in the draft or were in the army or navy reserve forces.

### Right to Leave of Absence for Educational Purposes

If you wish to take advantage of educational opportunities under the G.I. Bill of Rights, you have a right to a leave of absence of four years or less for this purpose. Application for reinstatement must be made within 60 days after termination of your course of study.

## Newark School Honors Vets

Special to The LEADER  
NEWARK, N. Y., July 16—A reception, dinner and dance were held by the Newark State School Chapter (Mental Hygiene) in honor of returned veterans, at the Mineral Springs Hotel at Clyde. There were about 150 persons present.

The speakers were Dr. John J. Hoefler, ex-Assemblyman Parsons of Sodus, Harry Schwartz of

Buffalo State Hospital (Mental Hygiene) and Laurence J. Hollister, Field Representative of the Association.

Arthur Christie, ex-Mayor of Newark, was toastmaster, and Floyd W. Fitchpatrick, chairman of the arrangements committee.

The officers of the Chapter are Merton Wilson, President; Robert Soper, Vice-President; Dorothy O'Connors, Secretary, and Edna Van De Velde, Treasurer.

## Church Announcements FOR CIVIL SERVICE EMPLOYEES

**Holy Innocents**  
128 WEST 37th STREET  
NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45  
SUNDAY MASSES—2:20, 4, 7, 8, 9, 10, 11, 12, 12:30  
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30  
SUNDAY SERVICES (P. M.)—5:30 and 7:30  
CONFESSIONS—At all times.

**St. Francis of Assisi**  
(National Shrine of St. Anthony)  
195 WEST 31st STREET  
NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 4, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45  
(For Members of Armed Forces Only: 3 P. M.)  
DAILY MASSES—5, 6, 8:30, 7, 8, 8:30, 9, 10, 11:30 (11 Tuesday), 12:15  
CONFESSIONS—Every day of the year from 8:30 A. M. to 10 P. M.

## Solemn Devotions

in honor of  
**ST. ANN**  
Conducted by  
**Rev. John Zeller, C.P.P.S.**  
at  
**ST. ANN'S SHRINE CHURCH**  
Gold and Front Sts.  
Brooklyn, N. Y.  
**July 18 - 26, 1946**

ORDER OF DEVOTIONS—Each morning Holy Mass and St. Anne Services at 9 A.M. Each evening Exercises at 8 P.M. Application of relic of St. Ann at both devotions. SOLEMN CLOSING—July 26 at 8 P.M. with Papal Blessing and renewal of Baptismal Vows. Directions how to get to Shrine—6th Ave. Subway—Church Ave. branch to York St., walk 1 block north and 2 blocks east. Trolley Cars—Vanderbilt Av., Flushing Av. to Gold St., walk 3 blocks N. Smith St. Coney Island to Jay and Sands St., walk 3 blocks N. and 2 blocks E.

## You are invited

to join with the Sisters of Reparation of the Congregation of Mary in making a Monthly Novena in Honor of the Miraculous Infant Jesus of Prague. A Novena will be held in the Convent Chapel from the first to ninth of every month. Send your intentions, which will be placed at the Shrine of the Infant Jesus during the Novena, to:  
Rev. Mother Mary Josepha  
Convent of the Sisters of Reparation of the Congregation of Mary  
143 West 14th St., New York 11, N. Y.  
Prayers for the Novena will be sent upon request

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## NEWS ABOUT STATE EMPLOYEES

### NYC Chapter

Among vacationers from Public Works are Americo Vandeth, Chapter Representative, and Assistant to Head Maintenance Man; John Maestry, Plumber; Kathryn Flanagan and Vera Jacobs, Telephone Operators.

Elevator men and telephone girls at 80 Centre Street send their best wishes to Helen Johnson and Alice Smith, phone girls, recovering from injuries suffered in an automobile accident.

Employees at 80 Centre Street were extending congratulation to Spencer Bates on his elevation to Tax Commissioner.

We wish to congratulate our first vice-president Michael L. Porta on his elevation to Faithful Navigator in Long Island General Assembly, fourth degree Knights of Columbus. Best wishes, Mike!

### Brooklyn State Hospital

The three day Psychiatric Institute for nurses was well attended and enjoyed. The daily attendance averaged 85 nurses from the nearby hospitals.

Margaret Langhorne, R.N., who is on sick leave, is spending the summer at Home's Camp, Bloomingburg, N. Y.

We are happy to see Harry E. Blake, R.N., back on duty. Mr. Blake recently met with a serious automobile accident.

Solomon Berlin, R.N., and Max Menack, R.N., received B.A. degrees at Brooklyn College

Henry Riley and Edward Douglas spent the week-end at Ogdensburg, N. Y.

Best wishes for a speedy recovery to James Martin, who is confined to the infirmary.

William Kondrat, a former employee, is on terminal leave. Mr. and Mrs. Kondrat are returning east from Pasa Robles, Calif.

Agnes Searson, R.N., has returned from her vacation.

The Rev. James F. Daly, hospital chaplain, is enjoying his new Nash car, a gift from the employees.

Employees of the male reception service on vacation are Michael Kingston, Elizabeth Kiel, John Cunningham, Dominick Aloia, Arnold Moses and Helen Meserale. Those on vacation from the female reception service are Anne Brandwood, Margaret King, Ethel Dixon, R.N., and Anna Mardorf, R.N.

Katherine Dunleavy has been promoted to head nurse in Building O.

Eleanor DeBayeux and daughter sailed for Ireland for a year's vacation.

### Hornell

The following officers and committees have been chosen by the Hornell Chapter:

Officers: Harry G. Tolan, President; Clarence W. Landon, Vice-president; Judith Schreck,

Secretary; William LaShure, Treasurer, and Herbert B. Arnold, Delegate.

Executive Committee: Rita L. Maher, Mrs. H. Cottrell, Norma Murdock, Stanley D. Sibley, Sarah Costanzo, Charles Newman, and Al. Oelwang.

Advisory: A. M. Trax, Chairman; Richard C. Gorman, John H. Stevens, Clarence W. Landon, William J. Lawson, Herman F. Brumm, and Daniel P. McMahon, M.D.

Auditing: John J. McNevin, Chairman; Herbert B. Arnold; Wade E. Alexander; Willard J. Sutton, and K. R. Schwarzenbach.

Grievance: Herbert B. Arnold, Chairman; Leslie Smith, Clarence W. Pixley, Thomas Raish, Waldo F. Bishop, Francis M. Cosgrove, Alan M. Trax, Wm. H. LaShure, and John F. McMahon.

Legislative: S. B. Ehrenrich, Chairman; Richard O'Brien, M.D., Hazel I. Steward, Raymond J. Tolan, Lee Walker, C. W. Landon, and John H. Stevens.

Membership: Stanley D. Sibley, Chairman; Leslie Smith, Alice J. Stewart, Anthony H. O'Connor, K. F. Thompson, A. J. Muench, Judith Schreck, Mary Kennedy, Loretto S. Marks, Truman A. Parish, P. H. Brunskill, Donald Donnel, and Paul B. Orvis.

Publicity: Rita L. Maher, Chair-

(Continued on Page 13)

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## St. Jude Thaddeus and St. Anne SUMMER NOVENA

Special Favors Granted  
For a Just and Lasting Peace in the World  
**Thursday, July 18 to Friday Evening, July 26**

NOVENA MASSES (with short instruction)  
9.00 Daily—Solemn High Mass  
12.10 Weekdays—Low Mass  
12.50 Sunday—Low Mass

NOVENA SERVICES  
5.30 P.M.—Special Services  
8.00 P.M.—Principal Evening Services with Sermon

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Veneration and Application of the Relics of St. Jude after each Mass and Service.

Relatives of Service men are requested to send Names and Addresses for Remembrance during Novena.

Petitions to be Remembered in all Masses and Devotions of the Novena Should Be Mailed to

VERY REV. RICHARD M. McDERMOTT, O.P.  
Pastor and Prior—Dominican Fathers  
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## A THOUGHT FOR THE WEEK

UNIFORMLY fair rules for State workers engaged in the same work, wherever they may be located throughout the State, is consistent with the principle of equal pay for equal work.—Mary Goode Krone, Chairman, State Personnel Council.



## Civil Service LEADER

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

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N. H. Mager, Business Manager

TUESDAY, JULY 16, 1946

## Maltbie True to Form On 5-Day Week Denial

IT is not clear what form of public service, if any, the Public Service Commission is rendering by constituting itself the sole exception to departments granting the five-day week. If some major achievement is represented by this attitude, its import is lost as certainly to the public as to the employees of the department who privately voice bitterness.

Chairman Milo R. Maltbie would be expected to be out of step with the five-day week. His personnel policies have been under long siege. Yet he holds his ground in the darkest caverns of personnel administration with never a sign of seeing even the faintest glimmer of light.

Employees have come to feel that if there is anything he can do to help them, he won't do it. Now they find themselves working on Saturdays when employees in all other State departments are off for the long, earned and, indeed, employee-reimbursed weekend. The hours forgiven on Saturday are made up by added duty on other days, so the total week-hours remain unchanged.

The departments were authorized by the Governor's office to work out with the State Civil Service Department plans for omitting the Saturday morning duty during the summer, if practicable. Of course, in the Public Service Commission, if nowhere else, it turned out to be "impracticable." Why Chairman Maltbie insists on marring an otherwise brilliant record by unprecedented obstinacy in opposing enlightened personnel practices, exemplified in numerous instances, is hard for even his best friends and supporters to understand. They wish, with the Public Service Department employees, and no doubt with so much of the public as is aware of his stiffness, that he would loosen up.

*Don't*

*Repeat This!*

### City Circus

Dr. John J. Furia, NYC Civil Service Commission examiner, has been nicknamed the "Mufti" of the Commission since he started to grow a Van Dyke beard. Reports are that he belatedly decided upon the hirsute adornment to befit his status as a Ph.D.

New York City employees who eat in lunchrooms downtown will admit that the "good old days" had their good points. The Law Journal reports a case back in 1895 in which a man sued for false arrest. He had lunched in a Park Row restaurant and had been handed a 40 cent check.

### Senate Committee Clearing Calendar

Special to The LEADER

WASHINGTON, July 16—Federal employee legislation will be in the news for the next several days, as the Senate Civil Service Committee is moving to clear its calendar and report pending legislation to the floor.

### CHICAGO GROUP GETS DOUBLE TIME

Double time for all overtime in excess of 40 hours per week was granted to Sanitary district of Chicago technical employees. The proposal was first advanced last October and its adoption accomplishes the first plank in the employees' platform outlined early this year.

## Merit Man



SPENCER E. BATES

In 1917, Spencer E. Bates started at the bottom of the ladder as Tax Examiner in the State Tax Department at \$1,200. Today he heads the department as Commissioner of Taxation and Finance and President of the State Tax Commission, at \$12,000.

How did he do it? It was certainly not by political pull, for throughout his career he has been a competitive employee and worked up the promotional ladder. He even became Deputy Commissioner via the promotion route, being No. 1 on the eligible list in the promotion examination for the post, which he was filling at the time.

He says that public employment offers the same opportunity as private industry to rise, provided that the same principles are followed and he defines them as industry, imaginativeness, resourcefulness and application to duty.

#### Stresses Education Value

The fact that colleges are beginning to offer more and more courses in public administration, he views as helpful both to the service and to the trained individuals who enter public employment. He feels that the upward path of the trained employee is eased, though he himself came up the hard way, without the benefits of a college background.

After attending elementary and secondary schools, he studied at Brown's Business Administration School in Brooklyn and then took a job in a small Long Island bank where he did almost everything.

His method of applying himself to a job consists of studying the problems and figuring out their solutions. Throughout his long career in the Tax Department, he has made numerous suggestions, many of which have been put into effect, and for some of which others got the credit. The complete reorganization of the Tax Department in recent years is largely due to the ideas advanced by Mr. Bates, and the department is generally considered one of the most efficient in the State today.

A veteran of World War I, Mr. Bates served as an aerial photographer. He still keeps up his hobby and dabbles in taking, but no longer developing pictures. He has stopped flying.

The wide esteem which is felt for him was displayed when he was given a dinner some months ago in honor of his appointment as Tax Commissioner. It was one of the outstanding events of the year and the number of those who had to be turned down was larger than the number accommodated. Even representatives of foreign governments asked to be permitted to attend.

#### Friendly Personality

Commissioner Bates exudes an aura of warm friendship. He is no stuffed shirt. He will spend as much time helping an employee with some problem as with the president of a big bank who wants to discuss an important point of tax law.

He recommends a public career to those who would take the chance of sacrificing some earnings for the sake of security.

## States and Cities Increase Courses For Employees

MOUNTING NEED for more able civil employees to help solve municipal postwar problems is giving added impetus to established State and municipal in-service training for public servants, according to the Civil Service Assembly.

Many of the in-service programs that helped train some 200,000 public employees in 37 States during the war are being "reconverted" to better fill needs of peacetime civil services on federal, State and municipal levels. Though many of these training programs are aided by federal funds on a matching basis, a good number of the projects are organized, financed and conducted by States or municipalities.

All types of public servants, including police and fire personnel, administrators and public health workers, are being trained by State and local agencies, such as the Pennsylvania Public Service Institute and the North Carolina Institute of Government. In-service training by these organizations has been carried on for several years and is not to be confused with similar training initiated under the G.I. Bill of Rights.

#### PENNSYLVANIA'S COURSES

In Pennsylvania, the Public Service Institute has graduated nearly 25,000 public employees since its creation in 1938. Both State and local employees are trained by the Institute which is financed on a 50-50 matching basis by State and federal funds. Action is being taken by the State to make the Institute more independent of federal support, says the Civil Service Assembly.

The Institute's fire school is a typical example of how the Pennsylvania in-service training program operates. Two courses are offered—a class in fundamentals consisting of 18 weekly three-hour sessions, and an advanced class consisting of 10 weekly three-hour sessions. In addition, two six-day fire training conferences are held each summer offering training in latest fire prevention and control methods.

In North Carolina, one of the most useful services performed by the Institute of Government is the preparation and distribution of manuals and guidebooks for use by local officials. These publications combine and interpret in plain language laws and court rulings relevant to the duties of sheriffs, clerks of court, tax collection and election officials.

In Kentucky, a week of comprehensive in-service training was conducted last month for city and county assessors, and in New Jersey a series of 21 in-service lectures on subjects relevant to assessment is in progress. Oklahoma plans to conduct a school for assessors in August during which in-service training begun last year will be completed.

#### NEW YORK STATE AND NYC

New York State is planning wide in-service training activities, under the leadership of the State Personnel Council, of which Mary Goode Krone is Chairman, and Charles L. Campbell and Charles H. Foster are members. NYC practically abandoned its well-begun series of such courses during the war, but may resume them. New York State does not have the financial difficulties of NYC, so can proceed where the city has to meditate awhile, but if Federal aid were obtained, NYC could be expected to resume its broad project.

## Comment, Please

### Wider NYC Promotion Lists

Editor, The LEADER: The Municipal Civil Service Commission will conduct examinations for promotion to Clerk, Stenographer and Typist, Grades 3 and 4, for those who were in the military service and were eligible for such examinations when given in the past.

While we are all in favor of giving the veterans their just deserts, would it not be in the interest of economy to conduct general examinations for all eligibles in the different grades and when each list is promulgated, give the men and women having military service the preference which is rightfully theirs?

The clerks who have been in Grade 2 and are now in line for promotion examinations for Grade 3 are particularly affected, since those in Grade 2 have been subjected to rigid examinations in Grade 1 has been eliminated, the past and are now in the same category with those who have entered Grade 1 at Grade 2 salaries without the necessity of passing the higher examination. Some of us have been in Grade 2 for a number of years because of lapses of time between examinations, etc. CLERK, GRADE 2.

### List Extension for Vets

Editor, The LEADER: My attention has been called to an item in your issue of July 9, referring to my letter to Governor Dewey requesting, in the interest of veterans, a special session of the legislature, for the

purpose of extending existing eligible lists.

My letter to the Governor was turned over to the Department of Civil Service for reply, and by letter of May 21, Guy A. Graves, Jr., Veterans' Assistance Officer, wrote me, in substance, that the Commission considers four years adequate for the bulk of present eligible lists, that veterans reached for certification during military service are protected under the Military Law by placement on a special list for two years after military discharge and that if their names were not reached during military service they were not prejudiced by military service. "The thought farthest from the minds of the Civil Service Department is to deprive veterans or hinder them in the exercise of their rights," he wrote.

Apparently, however, present lists, now headed by veterans, are unworthy of the extension granted to the lists for special deputy clerks and other court employees by the laws of 1936, to the extension of the list for firemen in Rochester by the laws of 1941 or the list for policemen in Yonkers by the laws of 1943.

In view of the reluctance of the Commission to extend lists and the failure of the Governor to call a special session of the legislature for that purpose, the views of the Commission's Veterans' Assistance Officer should be of interest.

BERNARD WEISS

### Naval Shipyard Men To Attend Communion

The Catholic Men's League of the New York Naval Shipyard will hold their annual Communion breakfast on Sunday, September 22. The Mass will be held in St. Patrick's Cathedral at 9 a. m. and will be followed by the breakfast at 10 a. m. at the Hotel Astor. The speaker will be Clare Gerald Fenerty of Philadelphia.

Andrew J. Snee is Chairman of the Publicity Committee.

## NYC BOARD CUTS ITS SERVICE ON INFORMATION FOR SUMMER

The Municipal Civil Service Commission has decided to curtail its services to the public during the summer vacation period.

From July 16 to August 31, no license examination applications will be issued.

From July 10 to August 31, persons who want to refer to previous Civil Service examinations will be referred to public libraries.

From July 16 to August 31, the information window in the Certification Bureau will be closed and persons desiring information as to

their standing on Civil Service lists will be required to submit requests in writing. During this period, the information office at 96 Duane Street will be closed, but the information desk in the lobby of 299 Broadway, Manhattan will be staffed daily until 4 p. m.

# Question, Please

**NY VET PREFERENCE**  
**HOW SOON** after request is made by a veteran must a comparable promotion examination be given?—P. L.

There is no provision in the law covering this point. Therefore, it should be given within a reasonable time. It may be advisable to wait for a period of one month or two months if there is a possibility that similar requests for the same examination may come in during such period.

**SHOULD** our present procedure in crediting military service in promotion examinations be modified or changed in view of the fact that many returning veterans will claim that Section 16-b of the Civil Service Law requires the granting of additional points or credits for their military service in rating the subject of Training and Experience in promotion examinations?—C. C. E.

Under our present practice, military service is credited as service in the position held immediately prior to such military service unless such military service has a greater experience value for the particular position for which the examination is given. Many civil service jurisdictions give special points or credits for military service in promotion examination. It would be advisable to work out a uniform procedure on this subject so that inconsistent procedures will be eliminated.

**IF AN** open competitive examination has been held while a person eligible therefore was in military service, could such person claim that a comparable open competitive examination be given to him after his return from military service?—P. R. D.

No. There is no provision in the Civil Service Law or Military Law giving such person the right to claim a comparable open competitive examination.

### Pension Transfer

**IF I** transfer from a NYC to a State job, may I take credit for my pension payments along with me? What if I take a job with the Federal Government?—J. P.

You may transfer your pension payments from the City to the State Employees Retirement System, but not to the Federal.

### Radio Jobs

**I AM** an amateur radio operator. I'm interested in television and I would like to see a television studio in operation. Can you tell me some of the firms which plan to go into television?—L. O.

Write to any one of the major networks and they will be glad to send you an invitation to see their television studios. As for firms going in for television, there are too many to list here. Among scores are Admiral, Air-King, Pathe, Ansley, Belmont, Freed-Eiseman, Gillilan, Magnavox,

trained in physics, electrical engineering and radio. For more information on this subject read "An Introduction to Television" by C. J. Hylander and Robert Harding (The Macmillan Company). Pilot, Stromberg-Carlson, Westinghouse. Television needs men

### Federal CPC Increases

**MY** rating with the Federal Government is CPC 10. How will the new pay bill affect my within-grade increases?—H. J. W.

In answer to many inquiries concerning the eligibility of employees in grades CPC-9 and CPC-10 for within-grade salary increases after July 1, 1946, the Civil Service Commission stated this week that the \$220 increase provided for employees in each salary step within the CPC-9 and CPC-10 grades, under the Federal Employees Pay Act of 1946, is considered an "equivalent increase" for within-grade salary advancement purposes.

Under the new law, employees in the above-mentioned classifications receiving this increase will also receive the general 14 per cent increase and will wait a period of one year before becoming eligible for within-grade salary advancement. Employees who would have become eligible for within-grade salary advancements after July 1, 1946, receive only the basic increases under the new act, and cannot, under any circumstances, become eligible for another periodic within-grade salary increase before July 1, 1947.

This particular increase of \$220 plus 14 per cent applies only to grades CPC-9 and CPC-10.

### No Arbitrary Reduction

**I AM** a Substitute Clerk with classified status. I was promoted from Mail Handler. Can I be reduced to Mail Handler without cause?—E. V. L.

No. Section 43 and 2026 of the P.L.&R. protect you against reduction in rank, pay or grade without cause, and outline procedure to be followed if the service is to be curtailed. If you are a veteran you have the protection of the acts of August 23, 1912 and August 15, 1876 which were incorporated into Civil Service Rule XII Section 5. Even if your appointment was made in error, or in violation of the law you are protected by a ruling of the Attorney-General of the United States on June 5, 1913 which provides that: "The Civil Service Commission may, at any time prior to appointment, correct a mistake in its certification, but after an appointment has been made and has been accepted by the appointee, without any fraud on his part of concealment of material facts, and the matter is not jurisdictional, it is then too late for the commission to attempt to correct its certification."

# Non-Strike Affidavits Signed by U. S. Workers

Special to The LEADER  
**WASHINGTON, July 16**—Present employees of the Federal Government, as well as new entrants, are required to make an affidavit that they are not members of an organization of Government employees which asserts the right to strike against the Government and that they will not, while in the Government service, become members of such an organization, or engage in a strike against the Government.

The affidavit forms are being distributed to employees and constitute a large operation.

Several appropriations bills for the fiscal year 1947, one of which has already been enacted, provide that no part of any appropriation shall be used to pay the salary or wages of any person who engages in a strike against the Government of the United States or who is a member of an organization of Government employees that asserts the right to strike against the Government.

### Effect of Affidavit

An affidavit shall be considered prima facie evidence that the person making the affidavit has not engaged, contrary to the provisions of this law, in a strike against the Government and is not a member of an organization of Government employees that as-

serts the right to strike against the Government.

The Commission stated that after consultation with officials of the General Accounting Office, it

# Pension Bill Has Senate Groups' Oil

By CHARLES SULLIVAN

Special to The LEADER

**WASHINGTON, July 16**—A bill to allow all U. S. employees who left the Federal service involuntarily after 25 years' service and who are over 55 years of age to be retired on full annuity, has been approved by the Senate Civil Service Committee.

The bill had previously been position has developed in the passed by the House. Some opposition to the limitation of benefits to persons over 55. An amendment is expected to delete that part of the bill. This would throw it back into House-Senate conference.

has been ascertained that the following type of affidavit will meet the requirements of law:

"I, \_\_\_\_\_, do hereby swear (or affirm) that I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not while a Government employee become a member of such an organization."

# N. F. F. E. Planning Membership Drive

Federal Employees' Union No. 4, of the National Federation of Federal Employees, with headquarters at 38 Park Row, Manhattan, is planning to conduct an intensive recruiting drive during the summer.

Present officers of the chapter are: Leo J. Falcone, President; Miss L. K. Rawlinson, First Vice-president; Mrs. L. M. Malia, Second Vice-president; Mrs. Ida F. Gold, Third Vice-president; Miss Rose Fried, Treasurer; Miss Anna T. Wegele, Financial Secretary, and Mrs. S. Pearlman, Corresponding and Recording Secretary.

# UPWA Says Its Policy Was Non-Strike

By CHARLES SULLIVAN

Special to The LEADER

**WASHINGTON, July 16**—The rider to the Department of Agriculture Appropriations bill, calling for the dismissal of Federal employees who are members of any union that asserts the right to strike against the government, was denounced recently by the United Public Workers of America. The rider is believed to be directed against this CIO union, but a statement by the UPWA asserts that the union has a no-strike policy and, besides, would conform its constitution to any legally required technicalities. This is described by the union as no change in policy whatever. The change would dispose of any strained construction of a regulatory clause in the CIO union's organic law. Some locals of employees in private industry, e.g., cafeteria workers, can strike, under the constitution's terms, but the UPWA says it "will not con-

duct strikes against the Federal Government."

### Text of Statement

The UPWA statement follows in full:

"For the first time in its history the Senate of the United States has voted to punish citizens for asserting a right. The Senate voted to enact a rider attached by certain notoriously anti-labor Senators to the Appropriations Bill for the Department of Agriculture a rider which would deprive citizens of employment with the government if they belonged to an organization which asserted the right to strike.

"The rider, it should be noted, does not prohibit strikes against the government, but only to prohibit an expression of opinion by a union that the right to strike exists.

"Naturally we are opposed to the enactment of this rider, since

it is aimed at discouraging the growth of legitimate union organization among government employees. Furthermore, it is an attempt to deal with an important matter of public policy by means of a rider, without proper consideration or debate. As passed by the Senate, it constitutes an infringement of civil liberties and, if it should become law, and were tested in the courts, would certainly be found unconstitutional.

### "No Effect on Us," Says UPWA

"Enactment of the rider could, however, have no effect with respect to the policies and activities of this organization. It is of no practical concern to us whether or not Federal employees have the right to strike, since we decided many years ago that we would not utilize the strike weapon as a means of achieving our objectives. Our no-strike policy is set forth in our constitution and has been fully adhered to. We will not conduct strikes against the Federal Government and have no rule allowing such strikes.

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# Louisiana Aids Veterans On Raises and Vacations

Special to The LEADER

**CHICAGO, July 16**—Louisiana veterans returning to State civil service jobs will receive pay increases to which they would have been entitled had they not gone into military service, the Civil Assembly reported today.

The new provision by the Louisiana civil service commission specifies that a reinstated veteran will be given a raise equal to the greatest increase received during his absence by other State employees in the same classification and department.

If there are no other employees in the same civil service class, the returned servicemen's pay will be boosted two steps up the State salary scale, or up to the maximum rates for the class in which he is employed.

As first proposed, the rule would have made such boosts retroactive to August 14, 1945, or to the date of the veteran's reinstatement, whichever was more recent. However, several departments reported financial inability to put the plan in effect on that basis, so the retroactive feature was made optional.

Virtually all veterans in Louisiana State jobs will be covered by the ruling, since Louisiana's civil service system covers all State departments and agencies.

The federal government, some States, and a few cities have made similar provisions for pay increases to be granted civil service personnel reinstated following military service.

In addition to such pay-raise policies, some cities are also giving reinstated veterans vacation and sick-leave credit. When a

Milwaukee city employee returns from military service, for example, he has placed to his credit the amount of sick leave accrued while he was in the armed forces, as well as being given his full vacation for the current year, regardless of the date of his return.

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### 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. Offices and P. O. Address, 30 Rockefeller Plaza, Borough of Manhattan, New York City.

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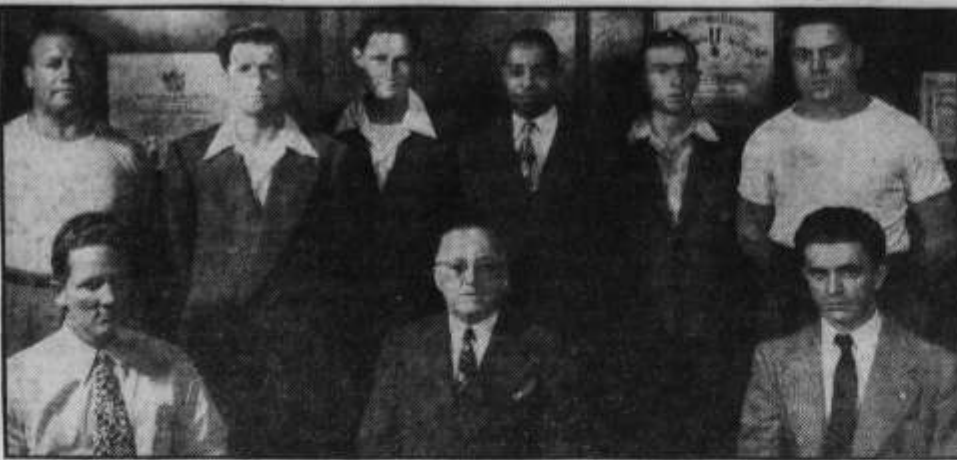
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# Delehanty 100% Physical Men



Reading from left to right (seated): Thomas G. Curry, M. J. Delehanty, Director; Adam J. Augustine (standing) Joseph Gunther, Physical Instructor; Robert A. Holt, James Moran, Charles D. Jones, Thos. C. Garland, Daniel Russo, Physical Instructor. NOTE.—John F. Trusch was unable to be on hand for the picture.

## An Open Letter to All Men in the Written Exam for Fireman

**DEAR CANDIDATES:**  
Only 4,000 of those who participate in the written examination on July 13 will be permitted to compete in the physical test and only 1,500 of those will eventually be placed on the eligible list. It is important to note therefore that in order to attain a place within the select 1,500 a high physical percentage will be required. This can only be accomplished by men who are thoroughly trained since the Strength, Agility and Endurance Tests are so difficult that men with haphazard or no training usually fall by the wayside.

**Only Eight Men Received 100% in the Physical Test for Patrolman Seven of These Eight Men Were Students of the Delehanty Institute:**  
ADAM J. AUGUSTINE THOMAS C. GARLAND CHARLES D. JONES JOHN F. TRUSCH  
THOMAS G. CURRY ROBERT A. HOLT JAMES MORAN

It is important before starting physical training that all applicants afford themselves a medical examination. Many men who received a high rating in the written test for Patrolman and who were well trained for the physical were rejected by the doctors for defects which might have been remedied had they been pointed out to them.

Our physicians will examine you at hours to suit your convenience without charge. If you are found to be medically fit, you may, if you desire, enroll for physical preparation at our gymnasium where, as a student, you will be trained to perfect yourself in each phase of the test, the most difficult of which is the Mile Run. If you are found to be suffering from a physical defect which might result in rejection, you will be so advised so that you will then be able to take the necessary steps to have the condition corrected.

Our physical classes meet from 10 A.M. to 10 P.M. on days and hours to suit your convenience. My best wishes for your success in the written examination.

Sincerely yours,  
M. J. DELEHANTY

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## Estimate Board to Act On Clerk Promotions

NYC clerical promotions are expected to come before the Board of Estimate for approval at the next meeting, on Thursday, July 25.

Under the new setup, made necessary by the recent decision by the Court of Appeals in the Deputy Fire Chiefs' case, the Board must pass upon the increases. Such changes were made through budget modification by

the Budget Director in previous years.

At press time, the employees of the Budget Bureau were working on the promotion lists and no definite figures were available. However, it is expected that several hundred promotions will be made since the regular mid-year promotions on January 1, 1946 were skipped. Included in the pending promotions are employees in the clerical, administrative and accounting services.

## Transit Board Asks Two More Deputies

The NYC Board of Transportation has requested permission of the Municipal Civil Service Commission to create two new deputy commissionerships in top salary brackets.

According to calendar papers of last week's meeting of the Civil Service Commissioners, the Board had made two requests.

1. That an additional position of deputy commissioner be created, in the exempt class, and that the appointment of William Reid to the post at \$15,000 a year be approved as of June 21;

2. That another deputy commissionership be approved, and the appointment of Charles E. Martin to the post at \$12,000 a year, effective June 26.

Before passing on the matter, the Commission has called a public hearing last week in the Hearing Room, 7th Floor, 299 Broadway. In order to approve the appointments it will be necessary for the Commission to approve an amendment to the Exempt Class of the Civil Service Classification.

## NYC ELIGIBLES

### PROMOTION TO INSPECTION OF FUEL, GRADE 4 OF THE COMPTROLLER

Subject to Preference Claims  
1 Samuel Schneider ..... 83,450  
2 David Schwartz ..... 81,800  
3 Edward N. Weisberger, 76,425

### PROM. TO ELEVATOR MECHANIC'S HELPER, NYC HOUSING AUTHORITY

Subject to Investigation and Preference Claims  
1 Edward Cristiani ..... 87,250  
2 Frank Dugan ..... 82,625  
3 \*Peter Chiellot ..... 78,750  
4 John J. Iannucci ..... 77,000  
5 Louis Campanella ..... 72,625

### PROMOTION LOW PRESSURE FIREMAN

NYC Housing Authority  
Subject to Investigation and Preference Claims  
1 Anthony Costantini ... 86,250  
2 \*William Craig ..... 85,000  
3 Curtis Jenkins ..... 81,775  
4 Dominick M. Pastore... 78,750

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2 \*Benjamin Ferricone 74,710

### PROMOTION HOUSING MGR., NYC Housing Authority

Subject to Preference Claims  
1 Sonia F. Osler ..... 83,775  
3 \*Harold K. Barger ..... 82,460  
\*Denotes Preference Claims.

### SR. MAINTAINER BOOKKEEPING MACHINES

Subject to Investigation Medical Examination and Pref. Claims  
1 \*J. A. McGrath ..... 94,500  
2 Andrew L. Daubman... 83,500

### TECHNICIAN (X-RAY)

Subject to Investigation, Medical Examination and Pref. Claims  
1 Leo A. Shapiro ..... 87,900  
2 Francisco H. Romera... 84,500  
3 Cornelius J. Gleason... 84,250  
4 Irving E. Robinson... 83,400  
5 \*Bernard Schild ..... 83,250  
6 \*John A. Weiss ..... 79,000  
7 \*Victoria E. St. John... 78,500  
8 Milton Mandel ..... 78,400  
9 \*Dewey Baffine ..... 78,400  
10 Stanley G. Craigwell... 77,650  
11 Aaron Similis ..... 76,500  
12 \*Wm. N. Schindler... 76,500  
13 \*Anna Lake ..... 77,400  
14 \*Joseph A. Schneller... 77,000

### PROMOTION TO INSPECTOR OF STEEL (CONSTRUCTION) GRADE 4

Triborough Bridge Authority  
1 George Walsh ..... 85,357  
\*Denotes Preference Claim.  
\*\*Denotes disabled veterans preference claims.

**CHANGES IN ITHACA**  
In Ithaca, James B. Matthews has resigned from the Civil Service Commission because of a change of residence. Horace H. Benson has been appointed to take Mr. Matthews' place.

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# STATE COLLEGE AND BIGGS TO HOLD AUGUST FIELD DAY

Special to The LEADER  
 ITHACA, July 16—A gala field day is planned by the State College Chapter of The Association of State Civil Service Employees at Cornell and the Biggs Hospital Chapter, Ithaca, to be held at Taughanock State Park, on the west shore of Cayuga Lake, on Sunday, August 11.

There will be many forms of fun and frolic available for those who like swimming, games, boat rides, hikes through the gorge, etc. In addition, it is planned to have automobile tours of Biggs Hospital, Cornell University, and the State Colleges. And to top it all off—a wonderful barbecue chicken dinner as only Mr. Joseph Lisseck can prepare it!

Invited guests include Dr. Frank

Toiman, President of the Association; Laurence J. Hollister, Field Representative; Joseph Lochner, Executive Secretary; John E. Holt-Harris, Assistant Counsel; Senator Chauncey Hammond of Elmira; Assemblyman Stanley Shaw; Assemblyman and Mrs. Harold H. Knaf, Binghamton; Prof. R. H. Wheeler, Treasurer of State College and Miss Janet Macfarlane, Secretary of the State Association.

A cordial invitation is extended to State employees in the Central New York area to be present. Reservations may be made or tickets may be obtained on or before July 20 from Paul Swartwood, State College Chapter, Cornell University, Ithaca, or Mrs. Veda Lawson, Biggs Memorial Hospital, Ithaca.

# Added Back Pay Soon to Begin for Crafts Groups

The NYC Comptroller's Office reports that work is proceeding on the awards of increased pay to nine groups of craftsmen under Section 220 of the State Labor Law.

It is expected that the first batch of checks for the extra amounts will be sent out within the next few weeks and that the job will be completed by October.

The nine groups of men are bridgemen and riveters, stone-cutters, plasterers, dock-builders, cement masons, masons' helpers, core-drillers, pipe caulkers and fitters. In all, 139 men are involved, and they will share back pay awards of at least \$115,000, in addition to higher rates for future work.

The State Labor Law grants these men the same rate of pay as that paid by private industry for equivalent work.

# Course Aids Veterans To Get CAA Licenses

To assist veterans in qualifying for the Civilian Aeronautics Authority certificate in aviation and engine mechanics, the Board of Education, as part of its expanded program for veterans, will inaugurate a special 1,500-hour course tomorrow (Wednesday) at the Manhattan High School of Aviation Trades, 222 East 64 St.

The Manhattan school is one of eleven vocational schools to be utilized for special subsistence trade training classes to be conducted between 3 and 10 p.m.

Authorized by the Board of Education with the approval of the Veterans Administration, the program has been planned to meet the needs of veterans anxious to prepare for entrance into skilled trades, and at the same time enable them to receive subsistence benefits under the G.I. Bill of Rights. The program is being supervised by the Board's Special

Committee on Veterans and Re-conversion Training, of which Commissioner Anthony Campagna is Chairman.

The aviation course will cover all phases of work leading to the issuance of C.A.A. certificates. The engine course will embrace engine overhaul and installation, ignition and carburation, testing and propellers. The mechanics' course will include aircraft maintenance and overhaul, wood and fabric wood, doping, rigging, hydraulics, cable splicing, welding and sheet metal work.

According to Henry Langer, who will be in charge of the course, there will be approximately 65 per cent shop work and 35 per cent theory, as specified by C.A.A. rules and regulations. Manuals and other materials will be furnished to the students.

Mr. Langer will interview applicants at the school today (Tuesday).

# Phoenix Adopts Retirement System

Phoenix, Arizona, adopted a charter amendment establishing a retirement system which will cover all city employees except policemen and firemen who are already covered.

Employee benefits derived from the system will approximate half pay in most cases, based on the average compensation received by the employee during the last five years preceding retirement. Members may retire after 25 years of service, regardless of age, on 25/30 of half pay. After 30 years of service members may retire on half pay upon reaching the age of 60. Benefits received from the plan will be exempt from all municipal taxes.

Five per cent of each employ-

ee's gross earnings will be deducted from his salary at every payroll period. If any employee leaves the city service, he will be paid the amounts of his accumulated contributions plus interest.

In addition to the retirement allowances the system provides for disability suffered on the job, disability suffered off the job, widows' benefits, benefits to dependent children under the age of 18, and estate benefits.

### KEOKUK RAISES POLICE SALARY SCALE

Keokuk, Ia., city council recently passed a wage increase bill which brings members of the police force up to a base pay of \$170.

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# PROGRESS REPORT ON N. Y. STATE TESTS

(Continued from Page 2)

Taxation and Finance: 575 candidates, held April 27, 1946. Rating of Part I is completed. Rating scale for Part II is in preparation.

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

### PROMOTION

Principal Clerk, Department of Commerce: 7 candidates, held March 30, 1946. This examination has been sent to the Administration Division for printing.

Assistant Milk Sanitarian, Department of Health: 7 candidates, held April 27, 1946. Rating of the written examination is completed. Training and experience to be checked.

Associate Civil Engineer (Field), Department of Public Works: 51 candidates, held April 27, 1946. Rating of the written examination has not been started.

Associate Insurance Examiner (Life), Department of Insurance: 9 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 in progress.

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

Junior Civil Engineer (Design), Department of Public Works: 18 candidates, held May 18, 1946. Rating schedule completed. Written examination to be rated.

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 has not been started.

Junior Civil Engineer (Field), Department of Public Works: 41 candidates, held May 25, 1946. Rating of the written examination has not been started.

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

Senior Account Clerk, Department of Audit and Control, Retirement System: 42 candidates, held May 25, 1946. Rating of the written examination 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: 16 candidates, held May 25, 1946. Rating of the written examination has not been started.

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 has not been started.

Assistant Civil Engineer (Design), Department of Public Works: 42 candidates, held June 15, 1946. Rating scale is completed. Written examination to be rated.

Assistant Civil Engineer (Design), Department of Public Works: 13 candidates, held June 15, 1946. Rating of the written examination is in progress.

Senior Parole Officer, Executive Department, Division of Parole: 13 candidates, held June 15, 1946. The rating of the written examination is in progress.

Senior Typist (Accounts), Department of Public Works, Albany: 21 candidates, held June 15, 1946. Rating of the written examination is in progress.

Senior Parole Officer, Executive Department, Division of Parole: 13 candidates, held June 15, 1946. The rating of the written examination is in progress.

Senior Typist (Accounts), Department of Public Works, Albany: 21 candidates, held June 15, 1946. Rating of the written examination is in progress.

Senior Parole Officer, Executive Department, Division of Parole: 13 candidates, held June 15, 1946. The rating of the written examination is in progress.

Senior Typist (Accounts), Department of Public Works, Albany: 21 candidates, held June 15, 1946. Rating of the written examination is in progress.

Senior Parole Officer, Executive Department, Division of Parole: 13 candidates, held June 15, 1946. The rating of the written examination is in progress.

Senior Typist (Accounts), Department of Public Works, Albany: 21 candidates, held June 15, 1946. Rating of the written examination is in progress.

## Week-end Schedule For State Library And Museum Fixed

Special to The LEADER

ALBANY, July 16—The State Education Building will be open to visitors Saturday and Sunday afternoons. The Education Building, including the Library and the Museum, will be open as usual Saturday until 5 p.m. The Museum exhibit halls and the Library floor will be open Sunday from 1 to 5 p.m. The Library reading rooms will not be open Sunday afternoons.

This schedule will continue to and including Labor Day. The Sunday opening was discontinued during the war.

## Moore's Fiscal Study Sets a New Record

Special to The LEADER

ALBANY, July 16—State Comptroller Frank C. Moore announced today that, since he assumed office on January 1, 1943, the Division of Municipal Affairs of his department has set a record by completing the examination of the fiscal affairs of every one of the units of local government subject to supervision by the State Comptroller.

His staff has completed 8,847 examinations, compared with a total of 4,488 complete and partial examinations made by the 12 preceding Comptrollers, according to their annual reports for the 36-year period from 1943 back to 1906.

## Eagles On Whiteface After 2-Year Lapse

Special to The LEADER

ALBANY, July 16—The familiar pair of golden eagles are again hovering over Whiteface Mountain after a two-year absence. J. Hubert Stevens, Secretary of the Whiteface Mountain Authority, reported. These eagles were soaring landmarks for nearly four years and were so tame that they would come to pick up food left for them on the retaining wall. Mr. Stevens said the eagles nest on Catamount Mountain but spend most of their day high over Whiteface.

**FULTON CO. DEATH BENEFIT**  
The Fulton County, Ga., civil service board has adopted a resolution providing that the beneficiary of any employee who dies in service will receive 15 days pay in service will receive 15 days pay.

## NEWS ABOUT STATE EMPLOYEES

(Continued from Page 5)

Clark Sier assisted by sports administrators and the following judges: Miss Mary Elizabeth Hoff, Mr. John Marrow, Mrs. Eunice Hicks-Beach, Mr. Ernest Russell, Mr. Everett Quinn, Mrs. Dora Theroux, Miss Anne Gage Allen, Mrs. Frances Edwards, Mrs. Beatrice Marrow and Miss Kathryn Randolph.

The activities and games on the Hill were directed by the Supervisor of Recreation—Lillian Vaughan Fish. Awards to the winners of the games were presented by Miss Henrietta Additon, Superintendent of Westfield State Farms.

### Buffalo

On June 19, 1946, at the election meeting of the Buffalo Chapter of the Association of State Civil Service Employees, the following officers were elected: President, Joseph T. Waters; 1st Vice-President, Norman Schlant; 2nd Vice-President, Celeste Rosenkranz; Treasurer, Alethea Kloeppel; Secretary, Rita Robinson, and Recording Secretary, Jean Robinson.

### Syracuse Chapter

Miss Doris LeFever of Workmen's Compensation became the first woman president of the Chapter at the recent election at American Legion Club. Other officers named were: Catherine Powers, Psychopathic Hospital, Vice-president; Miss Marion Birchmeyer, State Insurance Fund, 2nd Vice-president; Joseph Mercurio, State Tax, Treasurer, and Ida Meltzer, Compensation Board, Secretary.

Richard McGarrity, Miss Powers, Edward Kileen and Miss Etola Muckey attended the special Association meeting in Albany on June 25.

### Westfield Farms

On Thursday, July 4th, special Independence Day services were held at the Westfield State Farms, Bedford Hills, N. Y. Rabbi Max Feishin, Chaplain at the Institution delivered the following invocation.

"Heavenly Father,  
"We turn to Thee in prayer. On this beautiful Independence Day and amidst these lovely Bedford Hills, and upon this field dedicated to games of playful sport, we pray to Thee our Father who art in Heaven.

"We pray for the continued health, well-being, peace and prosperity of the American people.

"We pray for the courage, strength and hope that will sustain us and enable us to overcome all obstacles and difficulties that may beset our path.

"We pray for all those who may be less fortunate than we are, who may not possess the physical prowess and gameness to participate in contests of sport and athletic skill as we are about to engage in here.

"Grant us the power Oh God to excel in these games and endow us with the true-spirit of sportsmanship and fair-play to esteem our opponents whether the games are won or lost.

"Give us the grace to do our best, to play fair and accept the results unflinchingly.

"Bless O God our beloved Director of Athletics, Mrs. Harriet Clerk Sier and her staff of assistants.

"Bless the Superintendent of our Institution, Miss Henrietta Additon and all our Matrons, counsellors and teachers.

"Bless Westfield State Farm and its entire population.

"Bless these games and their participants. May it become our goodly portion that from this day and henceforth the joyful shouts of peaceful games replace forever the sound of war; and the wild acclaim for winning contestants echo throughout this, our beloved land of liberty—our blessed America."

The Sports activities were under the directions of Harriet

### State Veterans Meet

If the terminal pay bill for G.I.'s passes, the Veterans New York State Civil Service Organization will open an office at 80 Centre Street, Manhattan to assist veterans in filing out their claims for benefits under the bill.

Among proposals adopted at a meeting in the State Office Building in NYC, were a resolution offering full cooperation to the State Salary Standardization Board in the current survey of State salary scales; another asking an increase in the bonus to allow for increased prices; and a third in favor of permanent 5-day week for State employees.

John Woods, Motor Vehicle Bureau, is President of the organization.

### Ray Brook

The employees at Ray Brook were pleasantly surprised to learn that Kathleen Boyle, of the Infirmary Bldg., was married to Wesley Darrah, of Saranac Lake. The couple will make their home on Petrova Avenue, in Saranac Lake, and we wish them the best of luck.

We extend our deepest condolences to Katherine Place on the loss of her husband who passed away after an extended illness.

Rudy Burger, of the Cleaners Department is on vacation near Liberty. In the Catskills he hopes to do some successful fishing.

Among those who have recently returned from vacations are Freddy Cirigliano, Jimmy Martin and Eddie Tramback.

### Help Wanted—Male

**JOINERS  
SHIP CARPENTERS  
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One of the most active and modernized volunteer fire companies in the State is Baldwin, L. I., Hose Company No. 1. The department is celebrating its fiftieth anniversary. Present members of Company, left to right, are: Front row—W. Donovan, W. Donnelly, E. Horner, R. Story, S. Sorrentino, R. Morgan, W. Guenther, H. Van Vorst, First Lieutenant R. Simmons, Captain R. Bacher, Second Lieutenant M. Sorrentino, J. J. Schnappauf, M. Guenther, J. Combes, H. Alberts, C. Hoppe, F. Streitz. Top row: J. McKeon, F. Carlin, A. Wink, E. Klebaur, H. Froeder, O. Fryer, R. Dionisio, W. Fryer



GEORGE C. JOHNSON Recently elected Executive Vice-president of the Board of Trustees of the Dime Savings Bank of Brooklyn.

### SOCIAL WELFARE CHAPTER HOLDS A MERRY PICNIC

Special to The LEADER  
ALBANY, July 16—The Social Welfare Chapter of the Association of State Civil Service Employees held a Department picnic at Emerald Inn, Menands. The weather was perfect, the refreshments plentiful, the attendance excellent. Commissioner Robert

T. Lansdale was a genial participant in the festivities. Music was furnished by Fred Cue, Jesse McFarland and Roy Curtiss. Games enjoyed were baseball, horse shoes and darts. Margaret Hanlon, Chapter Social Chairman, and her Committee of arrangements were con-

gratulated on their successful efforts to make the picnic a day to be happily remembered. Charles Davis, Chapter, President, could not attend, being at Camp Smith. Music was furnished by Fred Cue, Jesse MacFarland and Roy Curtiss, all of the department. The Picnic Committee included

Mickey Ploski, Rose Duff, Gladys Brown, Jane Landrigan and Charles Terenzini.

### Police-Sanitation Ball Game July 30

Despite his position as an expoliceman, Mayor O'Dwyer will try to maintain executive impartiality at the baseball game between the nines of the Police and Sanitation Department at Yankee Stadium on Tuesday, July 30. After his Honor tosses out the sphere to start the fray, he will sit behind the dugout of Sanitation Commissioner William J. Powell's stalwarts; later in the game he will join the rooters for the P.D. nine of Commissioner Arthur W. Wallander.

### U. S. Civil Service Asks Seniority Case Ruling

A major question in the Fish-gold case was whether a lay-off is a discharge. The court held that if he were laid off by operation of a seniority system when he entered the armed forces, he would not have been discharged and unable to get his job back; and that if when he came back his plant had been closed down, his position would exist, through no work was available. Thus, slackening of work necessitating lay offs is not dismissal or discharge in any normal sense.

U.S. Civil Service has asked the Attorney General for an opinion whether this decision has the effect of putting veterans who have not served for one year following their return from the armed services, and all other veterans, in the same class for reduction-in force purposes.

The Commission is notifying agencies of this action and advising that pending receipt of the Attorney General's opinion, when permanent war veterans who might be affected are subject to separation by reason of reduction in force, they should be furloughed and not separated, to preserve their status for future determination.

## ★ READER'S SERVICE GUIDE ★

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# FIRE LINES

By QUENCH

## Under the Helmet

FRM. MORRIS KOENIGSBURG, E. 11, was recently elected Recording Secretary of the Coordinating Council of Jewish Organizations in Civil Service. He represents the Naer Tormid Society. . . . The ladies Auxiliary of Post 930, American Legion, has adopted an overseas orphan and has voted clothing and food for the youngster. . . . Edward M. F. Conway, Deputy Chief in charge of Brooklyn, has an order out that all companies carry a book on the rig containing all their first-alarm stations. This should prove a great aid in conjunction with the new false alarm signal for transmittal of alarms from adjoining boxes. A similar book is also provided at the watchdesk or telegraph key for use of locating companies. A very good idea that might be extended to other parts of the City. . . . To Bal Bollin, "Sparkie" from Boston: Thanks for your recent post card regarding Chief Taubert. . . . Criticism, constructive or otherwise is always welcome. Sorry to hear of Chief Taubert's bout with food poisoning, but glad to see him back on the job. . . . As predicted in last week's column, reduced working hours for Firemen of the twenty Battalions still working the elimination system goes into effect today (Tuesday). This calls for an 11-squad system and provides a 48-hour swing at the end of both the night and the day shifts. . . . George Froundorf, recently retired from the FDNY, is Fire Inspector at Long Beach, where an increase of fires has brought about creation of such a position. . . . Glad to see the Daily News of last Friday corrected their inaccuracy about Firemen on duty 67½ hours per week getting paid for the additional time. . . . Now that Frank J. Quayle has gotten the nod from Mayor O'Dwyer as possible successor for the late Frank Kelly's post in Brooklyn, a new Fire Commissioner may have to be found. Did you hear that the names of Deputy Commissioner Moran and Commissioner of Markets Schultz were submitted? . . . Frm. Fred Ferrazzano, E. 26, is not only a good Fireman but has proved his worth as a good songwriter. His latest hit, "Do You Wonder Why I Love You?" . . . Because of the Richmond Borough call for the Ferry Fire and the "Synthetic" 3rd occurring in Brooklyn at the same time, the dispatcher relocated eight Engine companies by special call. Somewhat of a record in that connection. . . . Bravo to the Staten

### LEGAL NOTICE

NOTICE IS HEREBY GIVEN that summer liquor license No. VL22 has been issued to the undersigned to sell liquor at retail in a vessel under the Alcoholic Beverage Control Law aboard the Steamer Sandy Hook (No. 110264) for on premises consumption. Walter P. Gardner, Trustee of the Property of the Central Railroad Company of New Jersey, 143 Liberty St., New York, N. Y.

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Island Advance, which carefully pointed out that the tools left by the thieves who removed \$700 from the Western Union safe in the Ferry Terminal were not fire-fighting implements. . . . This coming Friday and Saturday, Frm. Joe Angyel of H. 116 will again enter the National Regatta of Amateur Oarsmen in the Quaker City. Best of luck, Joe! . . . The Boys of the "Big House" in Jamaica are making Adirondack chairs for the crippled children of St. Charles Hospital in Port Jefferson, some of which have already been shipped out. . . . Something new in the line of fire apparatus, at least as pertains to the NYFD, was demonstrated at the L. I. City Shops. One of these was a 12-cylinder American La France Pumper. Also demonstrated was a new Truck with a 100 ft. metal aerial ladder, which proved very satisfactory in demonstration. One new pumper has already been received from the Ward LaFrance people with five more due this coming Thursday.

### "In-Training Program"

The UFA Executive Board is taking every possible step to obtain approval of "On the Job Training for 1st Grade Firemen to Lieutenants." To date, approval has been obtained from the State Labor Department for Firemen only up to 1st grade and final approval from City authorities is still awaited in this connection. To avoid delay, all veterans are urged to apply personally at Engine Co. 31, Lafayette and White Streets, Manhattan. If a man has filed before entering the Fire Dept. and has not received a form 1953 or if he presented such form to another school, he must apply for a certificate of eligibility; this, after the "On the Job Training Program" has been formally approved.

### Memorial Plaques

A plaque was unveiled at the quarters of Engine Co. 37 on West 126th Street, Manhattan, last Sunday, in memory of the late Edwin J. Hovey, Frm. 1st Grade, formerly of that Company, who was reported missing in action on a bombing mission over the Marshall Islands on January 16, 1944. He was officially listed as dead by the War Dept. on January 16, 1946. Services were under the auspices of the F.D. Holy Name Society, Branch 141, and F.D. Post 930 of the American Legion. A host of friends and comrades attended.

A similar plaque was unveiled previously in Engine Co. 15 on Henry Street, in memory of Frm. Peter J. Dannhardt. He held the rank of Lieutenant in the U. S. Army and was reported missing July 4, 1943 over the Pacific en route from Honolulu to Santa Barbara.

### Association Meetings

The regular monthly meeting of the Fire Dept. Columbia Association will be held tonight (Tuesday) at 8 p.m. in the Hotel Diplomat. The chief topic of discussion will be the welfare work of the society. Capt. Salvatore Rogers invites all non-members who are interested to attend.

The regular monthly meeting of the Holy Name Society, Brooklyn and Queens, will be held tonight at Jamaica Hall, 168-15 91st Avenue, Jamaica. Final arrangements for the annual outing for the crippled children of St. Charles' Hospital on Thursday, July 25th will be made at this meeting.

## Baby Crawling Race Palisades Park Event

Palisades Amusement Park, N. J., reaches its mid-season stride with the staging of an annual novelty event tomorrow, July 17, in the 8th annual baby crawling race conducted by the National Institute of Diaper Services, with more than 100 babies competing.

The fastest crawling baby will be crowned in the annual Diaper Derby. John K. Jones, president of the National Institute of Diaper Services, will come up from Washington, D. C., to start the unique race. Instead of using the customary pistol or whistle, Prexy Jones will wave a rattle, signifying "they're off" in the most novel event of the season.

The free stage presentation at the Jersey fun center, offered twice daily, continues to headline Art Mooney and his orchestra. Featured with the band are the Galli sisters and Buddy Breen.

## Adelphi School Opens Veteran Study Center

The Adelphi Study Center, a division of the Adelphi School of Business, has been set up to provide a complete educational service for the veteran.

Lester Rosenthal, the director of the Adelphi Study Center, is a veteran of World War II. He organized the Indies Institute and Philippine Institute which thousands of members of the armed forces attended both in New Guinea and in the Philippines. He has taught in the NYC high school system for the past 15 years.

The Center features a special Veteran's Study Group. Veterans study as many subjects as they please. Each individual sets his own pace. Expert tutors are provided.

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The Adelphi Study Center is open Monday through Friday from 9 a.m. to 10 p.m. It is situated at 939 Kings Highway, Brooklyn, opposite the Kingway Theatre.

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## PALISADES

AMUSEMENT PARK, N. J.

# Amusement

By J. RICHARD BURSTIN



ORSON WELLES, now playing in "The Stranger" at the Palace.

VAN JOHNSON and Esther Williams can now be seen at the Capital in a romantic musical appropriately dubbed, "Easy to Wed." The M-G-M technicolor production features supporting players like Lucille Ball, Keenan Wynn, Ethel Smith and Ben Blue, a sure guarantee for an enjoyable evening. . . . For an exciting trip to the old West, high-tail it to the Criterion where the Dembrow boys are running wild as the "Renegades," with the lovely Evelyn Keyes as a pert partner-in-crime. . . . It's "lucky seven" at the Roxy; seven great stars—Jeanne Crain, Cornel Wilde, Linda Darnell, William Eythe, Walter Brennan, Constance Bennett and Dorothy Gish—in Jerome Kern's "Centennial Summer." . . . The French film, "Resistance" is now in its second week at the Irving Place. . . . Artkino's production, "Liberation in Europe" opened at

the Stanley Theatre on Saturday. The picture is a documentary program of films on Czechoslovakia, Yugoslavia, Albania and Bulgaria. . . . At the same time, "Liberation in Turin," another documentary film produced by the National Liberation Committee of Italy opened at the Stanley. Both pictures contain exclusive scenes of the occupied countries and the underground struggle of the democratic citizens. . . . The Theatre Guild will open next season on Broadway with Eugene O'Neill's "The Iceman Cometh." Dudley Diggs and Carl Benton have been signed to play important roles in the new play. . . . Alexander Knox, of "Wilson" fame, will soon be seen in a picturization of Henrik Ibsen's dramatic classic, "An Enemy Of The People." . . . On August 6th, in celebration of Warner's 20th Anniversary of Sound, "Command Performance," the War and Navy Department's radio show will be heard on a complete network, including 80 overseas stations and 10 shortwave.

Sonja Henie and Arthur M. Wirtz have some really spectacular entertainment in the ice show, "ICE TIME" currently showing at the Center Theatre in Rockefeller Center. Freddie Trenkler, "The Bouncing Ball of The Ice" is one of the outstanding comics—don't miss his antics!

### EXAMS FOR KINGSTON

The Kingston Civil Service Commission has given notice that no additional war appointments will be approved. As soon as possible, examinations to fill all positions now carried under the war-duration rule will be held. This action follows the procedure recommended in the April issue of "Municipal Civil Service Bulletin" in the article titled "Terminating War Appointments."

ROBERT YOUNG SYLVIA SIDNEY ANN RICHARDS in PERSON "The Searching Wind" A HAL WALLIS PRODUCTION A Paramount Picture DOORS OPEN PARAMOUNT ANDY RUSSELL ALAN CARNEY JACK WILLIAMS THE PIED PIPERS RAYMOND SCOTT AND HIS BAND Times Square

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# Court to Decide Right of Police To Exhort Mayor

The right of a member of the NYC Police Department to speak up when he has a grievance (similar to the recent action taken by the city firemen against the "gag rule" of their department) will be the subject of a Supreme Court hearing in Queens today, on a petition for an order prohibiting the Police Department from investigating the activities of Lieutenant David Fay as President of the Pension Forum.

The organization is composed largely of younger members of the department, who united in an effort to obtain a lower rate of pension contributions for police who have come into the department since 1940.

Lieutenant Fay, LEADER Merit Man, and himself an attorney, had

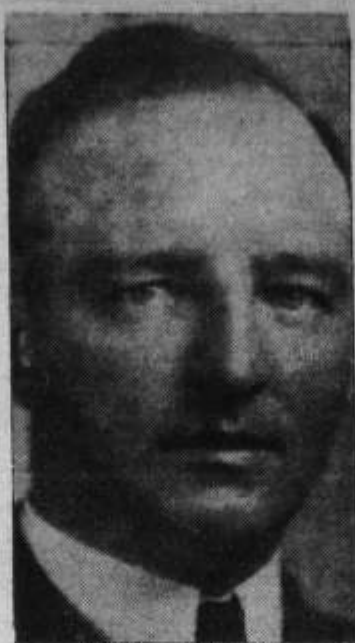
sent a telegram to Mayor O'Dwyer on June 15, protesting against the assignment of police to an 84-hour week during strikes.

### Investigation Ordered

Lieutenant Fay was threatened with departmental penalties for having wired the Mayor without having previously notified the Department of his intention to do so, and was summoned for a hearing before Inspector George Mulholland of the Third Division.

Lieutenant Fay then applied to the Queens Supreme Court for an order to restrain the Department from investigating his organizational activities.

The Patrolmen's Benevolent Association will be represented at the hearing by Walter A. Caddell, counsel, and the American Civil Liberties Union has declared its intention in participating in the litigation.



LIEUT. DAVID FAY

### EMPLOYEES GET NEW SCALE

The California State Personnel Board recently acted to make the \$25-\$30 emergency salary adjustment part of basic pay scales and approved a \$10 increase in all State pay ranges, except those with minimum salaries of \$400 or more a month.

# Ping-pong Champ Excels at Job, Too

Herbert S. Bauch finds that the agility of a ping-pong champion and the vocal mannerisms of a topkick help him in his present capacity as vice-president of the Independent Association of Competitive Employees of the NYC Sanitation Department.

He believes that the city employees should be active and even vociferous in their efforts for better conditions, and he's among the first to raise his voice when he feels that the clerical workers are getting less than their just due.

Recently discharged from military service, he stepped right back into the swing when he returned to his clerical post in the Bureau of Finance and Supply.

In addition to his enthusiasm for the employee organization, he's taken an active part in the affairs of Sanitation Post 1110, American Legion. He is a member of the Executive Committee of the Post and is co-editor of its monthly bulletin.

He was regimental supply sergeant with the 361st Engineers



HERBERT S. BAUCH

and won a battle star during the Battle of the Bulge before moving half way around the world to Japan.

His favorite pastime is ping-pong and before the war he represented Sanitation in the City Employees Table Tennis League. Also, he was regimental champion at that sport.

A veteran of 17 years' service with the city, he formerly worked for the Board of Water Supply; the Triboro Bridge Authority and Board of Transportation.

### Welfare Asks 334 Promotions For Clerks, Stenos

The NYC Welfare Department has requested 334 promotions from the Budget Bureau in the July 1 promotions in the clerical and accounting groups.

Among the promotions asked for are 19 to Clerk, Grade 4; 232 to Clerk, Grade 3; 41 to Stenographer, Grade 3, and 42 to Junior Accountant.

However, last month the department asked for the promotion of 84 investigators to assistant supervisor, was granted only 20 promotions.

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