

Civil Service LEADER

America's Largest Weekly for Public Employees
 No. 18 Tuesday, January 13, 1948 Price Five Cents

STUDY FOR FIRE TEST

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See Page 10

NYC TRANSIT POLICE TEST OPENS JAN. 14

Legislature Gets Assn. Plea For A 25 P.C. Salary Increase

Appropriate Raise Pledged By Dewey

ALBANY, Jan. 12.—With the opening of the Legislature session The Civil Service Employees Association addressed a letter to each member of the State Senate and Assembly, briefly but strongly stating the case for a 25 per cent salary increase for State employees. The letter, signed by President Frank L. Tolman, emphasized that prices are up 65 per cent, compared to pay raises of 40 to 50 per cent.

The Association has compiled a list of statistics by grades, which will be submitted to the Legislature with other data to bolster the case on the State meeting its first obligation—fair wages to its own employees.

Dewey's Message on Raise

Meanwhile a committee of officials appointed by Governor Thomas E. Dewey is studying price and pay data.

Governor Dewey, in his message to the Legislature, after citing in-

creased cost to the State, particularly of food for nearly 122,000 persons in its institutions, and marked increase in the cost of contributing 80 per cent of relief costs, said:

"Meanwhile, our State employees have received no over-all adjustments in their scale of compensation since 1946 and they are being seriously curtailed in their real incomes, especially because of the rise in food costs. In all just-

(Continued on Page 7)

Requirements For Prison Guard; Opens in March

ALBANY, Jan. 12.—Official tentative requirements for the State Prison Guard examination have been released by the State Civil Service Commission, and are published exclusively in The LEADER. The Commission also confirmed an exclusive LEADER story of last November revealing plans to accept applications in March.

The popular examination—one of the biggest conducted by the State—will have a 21 to 28 year-old age limit, and a minimum height requirement of 5 feet 9 inches. Appointments will be with the Department of Correction at \$2,520 to \$3,120.

Candidates will be required to have reached their 21st birthday, but not have passed their 28th birthday on the date of the written test. (The date of the written test will be announced shortly.) Veterans will be permitted to deduct their period of service from

(Continued on Page 9)

Men, 20-32, May Apply

Correction Officer and Bridge and Tunnel Officer Jobs to Be Filled from Same List

Special Officer applications will be issued and received beginning this Wednesday, January 14, until Thursday, January 29. Eligibles will be offered jobs as Transit Patrolman, NYC Transit System; Bridge and Tunnel Officer, Triborough Bridge and Tunnel Authority, and Correction Officer (Male), Correction Department.

The NYC Civil Service Commission will issue and receive applications at 96 Duane Street, opposite The LEADER Bookstore, each weekday from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. Applicants or their representatives must apply in person. Appointments will be made as high as \$48.46 a week to more

than 2,600 jobs, 600 of them shortly after an eligible list is established.

The examination is limited to men between the ages of 20 and 32. Maximum age will be computed as of January 29, and the minimum as of January 14. Other

(Continued on Page 8)

TRAFFIC OFFICER TEST OPEN FOR \$46 JOBS

Applications will be received by the Port of New York Authority, 631 Eighth Avenue (near 41st Street), New York 18, N. Y., for Traffic Officer, entrance pay \$2,496 a year, or \$46 a week. Application hours are 10 a.m. to 4 p.m., except Saturday and Sunday. Applications are obtainable by mail in person. The closing date is Friday, January 23.

Merit increases permit advancement to \$3,614 or \$69.50 a week. Jobs are at George Washington

Bridge, Holland Tunnel, Lincoln Tunnel, Staten Island bridges, La Guardia Airport, Newark Airport, and International Airport at Idlewild. New York State and New Jersey residents may apply, if citizens at least 21 years old and not more than 27. Minimum height is 5 feet 8 inches, minimum weight 145 pounds.

A written test will be held on Saturday, February 7.

The positions are permanent. Traffic officers must join the N.Y.

State Retirement System on a 25-year-member-service retirement basis. Rotating shifts and paid vacations are provided.

J. G. Carty is Personnel Director of the Port of New York Authority.

Official Examination Notice

The official examination notice follows:

The Port of New York Authority will conduct a written examination on February 7, 1948 in order to establish a list of eligibles for the position of Traffic Officer. The men appointed from this list will serve at such facilities as the Holland and Lincoln Tunnels, the George Washington Bridge, the Staten Island bridges, and at airports operated by the Port Authority in the metropolitan area. The starting salary for the position of Traffic Officer is \$2,496 per annum for a forty-eight hour week. The maximum salary for the position is \$3,614.

How to Apply

Application blanks may be ob-

tained by mail or in person from the Port of New York Authority, 631 Eighth Avenue, New York 18, N. Y. Applicants will find it more convenient to obtain and return these application blanks by mail rather than in person.

Complete the application blank and return it to the above address not later than January 23, 1948.

Applications returned in person must be received by 4:00 p.m. on January 23rd and those returned by mail must be post-marked not later than midnight, January 23rd.

In order to be accepted, the application blank must be fully completed. Incomplete applications will not be accepted but will be returned.

(Continued on Page 8)

Denahan Is Elected President Of UFOA

The Uniformed Fire Officers Association, Local 854, A.F.L., inducted its three new Executive members into office at the regular meeting of the Association at the Hotel Martinique. They are Battalion Chief John Broderick, Captain Charles Walsh and Lieutenant Francis Martin.

Deputy Chief Henry Wittekind, retiring President, administered

the oath of office to Captain Richard Denahan, Battalion Chief Joseph Rooney and Lieutenant John Dalton, who were then installed as the President, Vice-president and Treasurer, respectively, for the year 1948. Chief Wittekind expressed his pleasure at having been able to serve the interests of the members and

(Continued on Page 15)

More State News, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12

Bill for U. S. Pension Gains Set to Pass

WASHINGTON, Jan. 12.—Final action on the Stevenson Retirement Bill is assured this month in the Senate, delegates to the Legislative Conference of the National Association of Letter Carriers have been informed.

If adopted this month, the bill may become effective February 28 instead of May 1, as had previously been scheduled.

The Letter Carrier group, mean-

while, is scheduled to hear Postmaster General Jesse M. Donaldson, House Speaker Joseph W. Martin, House Minority Leader John W. McCormack, Senator William Langer and Representative Stevenson.

More than 500 delegates from 44 states are attending the conference at the Hotel Statler. Abraham C. Shapiro, President of Empire Branch 36, is among those attending the conference from this area.

STATE AND COUNTY NEWS

The Public Employee

By Dr. Frank L. Tolman

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

An Open Letter
To Each Member Of
The Legislature

YOU have been elected to represent your constituents in the immensely important public service of law-making and policy-formation. I wish to assure you that The Civil Service Employees Association, with over 40,000 members, including many members and employees of the Legislature, are vitally interested in all that you think and do. We invite any of you who are not members of our Association to consider membership.

You make the laws. The public employees administer them. There is every reason for working together to the end that all citizens may have the best possible government and the most efficient administration.

The people of the State last year voted you an increase in salary in any amount you may determine. The Civil Service Employees Association backed that amendment and nipped in the bud a plot to represent us as opposed to larger salaries for you.

Salaries and Prices

You know how hard it has been to try to live on the salaries paid by the State. We think you should be ready to listen to the true story of the difficulties of all State employees in these days of soaring prices and to the resultant deterioration of the public service and the crisis in Civil Service administration that has resulted.

The Governor has indicated that he will recommend a temporary emergency salary increase. He has not indicated how much.

There was no cost-of-living adjustment last year. Since the last war emergency bonus prices have increased 34 points or 26%. Every State employee is far behind his pre-war salary in real purchasing power. He needs from 23.75% in the lower salary brackets to 50% more in the higher brackets to buy what his fewer and fatter 1939 dollars bought.

There is real want and distress among public employees today. There is dire distress among retired former State employees attempting to live on a pension averaging about \$1000 a year. Wartime savings are generally exhausted. Outside jobs help the income but exhaust the worker. Mothers and the kids should be at home and at school rather than at work.

The situation is so serious that it will not be cured by half measures. It does not make sense to propose merely a nominal or token adjustment at this time. That would be swallowed in a few months by rising prices and the employees would then be in a worse state than now. Thousands would then be forced to seek other jobs at going rates.

Compare the cost of living increase of 65% with the emergency salary bonuses totaling from 10-30%. This should settle the well-advertised ballyhoo that the State has been generous to its employees.

Other Equally Important Reasons

While the needs of the employees alone justify the Association request for a 25% salary adjustment, there are other reasons that are equally important.

There are nearly 10,000 positions vacant today out of 67,000. This does not include the army of temporary and provisional appointees. The business of the State is seriously crippled by these vacancies, but of course they cannot be filled at the sub-standard pay now offered by the State.

The efficiency of the other 57,000 employees is seriously affected. Public service is no longer a career. Hope is being abandoned by those in the State service. Morale is seriously lowered. The career employees with long years of faithful and efficient service to their credit are the hardest hit. They have family responsibilities. They have received the lowest percentage salary adjustments.

The people suffer whenever Government is crippled. Today as never before the obligations of the State to protect and to promote the health, safety, education, rights and liberties of all citizens are important. The life of everyone is enlarged when government is intelligent and responsible. The life of everyone is curtailed when government is crippled. In the interest of the people and in their highest interest, you should make your own decision on what should be done to protect the public service from breakdown.

Has the State the money required for the increase? The answer is: yes. The money required is available. It should not be diverted to other purposes, however desirable. The obligation to pay its own employees fair wages comes first.

Niagara County
Assn. Chapter
Is Organized

Special to The LEADER

LOCKPORT, Jan. 12. — The county employees of Niagara have organized a Niagara chapter (County Division) of The Civil Service Employees Association. Several meetings were held at the Court House and the Niagara Sanatorium, Lockport, and after an active membership campaign, an open membership meeting was held at Lockport where nomination for officers were made and a constitution and by-laws submitted. The election was conducted by Charles R. Culyer, Field Representative (County Division) and resulted in the election of the following officers:

President, Howard Kayner, Treasurer's Office; 1st Vice-president, William Leyden, Welfare Department; 2nd Vice-president, Clarence Salmons, Highway Department; 3rd Vice-president, Charles Daboll, Sanatorium; Secretary, Anna Ziehm, County Clerk's Office, and Treasurer, Winfield Mang, Sheriff's Office.

Constitution Adopted

The constitution and by-laws of the Niagara Chapter were adopted and application will be made for a chapter at the next meeting of the Board of Directors of the Association.

The organization meetings of the Niagara Chapter were arranged by Alice R. Gammon, Probation Department, and H. Jack McCabe, County Clerk's office. The chapter is well on its way toward having 200 members. An active membership campaign is under way for city, town, village and school district employees.

Resolutions

Following continues resolutions adopted recently by the Civil Service Employees Association:

Armory Employees Bill

RESOLVED, That the Association endorse fully the bill as prepared by the Association in cooperation with the Adjutant General and the Armory Chapters and urge its adoption in its entirety by the Legislature and the Governor.

WHEREAS, the present system of rating state employees for services rendered is unscientific, inadequate, unfair, unrealistic, not conducive to equality between grades, classes, departments and individuals throughout the state, and

WHEREAS, a uniform and modern system is desirable that considers human equations and limitations, and

WHEREAS, the present system of rating work done is a cause for lowering morale in the state service, and

WHEREAS, it is in the public weal to encourage rather than to discourage public servants in their daily work,

THEREFORE BE IT RESOLVED, that the Civil Service Employees Association, Inc. by its delegates assembled condemns the present system of rating work done and calls upon the state administration to revise the process presently used to enable fairer and more equitable practice, and

BE IT FURTHER RESOLVED, that the President be and he hereby is authorized, empowered and directed to appoint a Special Committee on Service Ratings and to charge said Committee to study the various methods and systems of work valuation and to report its findings with recommendations for a new system for sponsorship by the Association, these recommendations to be submitted not later than at the winter meeting of delegates of the Association.

CIVIL SERVICE LEADER

Published every Tuesday by
LEADER ENTERPRISES, Inc.
97 Duane St., New York 7, N. Y.
Telephone: BEckman 3-6010

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$2 Per Year

Individual Copies 25¢



Left to right, Mary Bulman, Robert Millichap, Mrs. Marguerite Van George Knapp, Genevieve Ryan, Mrs. Betty O'Connor, Jacob Rothman, Molly Buckley and William Ryan. Standing in far corner, Frank Mallarkey, Chairman of Social Committee, Public Service Chapter.

Stratton Elected Head
Of Jefferson Chapter

Special to The LEADER

WATERTOWN, Jan. 12 — Recent meetings with County of Jefferson and City of Watertown employees resulted in the organization of Jefferson Chapter (County Division) of The Civil Service Employees Association. At the last meeting conducted by Charles R. Culyer, Field Representative, County Division, held at the Jefferson County Court House, Watertown, the organization committee presented a slate for officers of the committee consisting of Sheldon Stratton, Leonard C. Murray, Margaret W. Daly, George B. Daniels, Edith H. Steir and A. Dellenbeck. It also offered a proposed constitution and by-laws.

Result Of Election

Mr. Culyer conducted the election and the following were elected as officers and directors for the ensuing year:

President, Sheldon G. Stratton, Resource Assistant, Jefferson County Welfare Dept.; 1st Vice-president, George B. Daniels, Senior Account Clerk, Dept. of Public Works, City of Watertown; 2nd Vice-president, Mrs. Evelyn C. Kellogg, Senior Case Worker, Children Division, Jefferson County; 3rd Vice-president, John A. Ward, Probation Officer, Jefferson County; Secretary, Mrs. Agnes Bence, Senior Account Clerk, Jefferson County Welfare Dept.; Treasurer, Mrs. Doris Clark, Senior Stenographer, County Clerk

Office; Directors, Myra F. Alderson, Clerk of the Surrogate's Office, Jefferson County; Leonard Murray, Assistant Engineer, Engineering Dept., City of Watertown; and Chester P. Hoyt, Assessor, City of Watertown.

Public Officials Aid

The meeting then acted on constitution. After a general discussion a constitution and by-laws for the Jefferson Chapter were adopted. The secretary was directed to certify and send copies of the Association headquarters that approval of the chapter be voted on at the next meeting of the Board of Directors of Association. Membership applications numbered 125 and the officers are now planning a membership campaign to cover the town, villages and school districts of Jefferson County.

Both Jefferson County and City of Watertown officials were interested in the formation of Jefferson Chapter. County Clerk Fred H. Moore assisted greatly in the organization meetings.

BIXBY AIDE TO DEWEY

Special to The LEADER

ALBANY, Jan. 12.—Governor Dewey appointed R. Burdell Bixby, of Hudson, as Assistant Secretary to the Governor. Mr. Bixby succeeds Hamilton S. Galt, of Malverne, who resigned to become Town Clerk of Hudson.

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STATE AND COUNTY NEWS

Graphic Reports On State Assn. Activities



Officers of the Utica Chapter (left to right), Edward J. Riverkamp, President; Ella E. Weikert, Secretary; Charles Hughes, Vice-president, and Sophia Perry, Treasurer.



Group at the meeting for the establishment of a Capital District Conference. The Board of Directors of The Civil Service Employees Association has approved the charter.



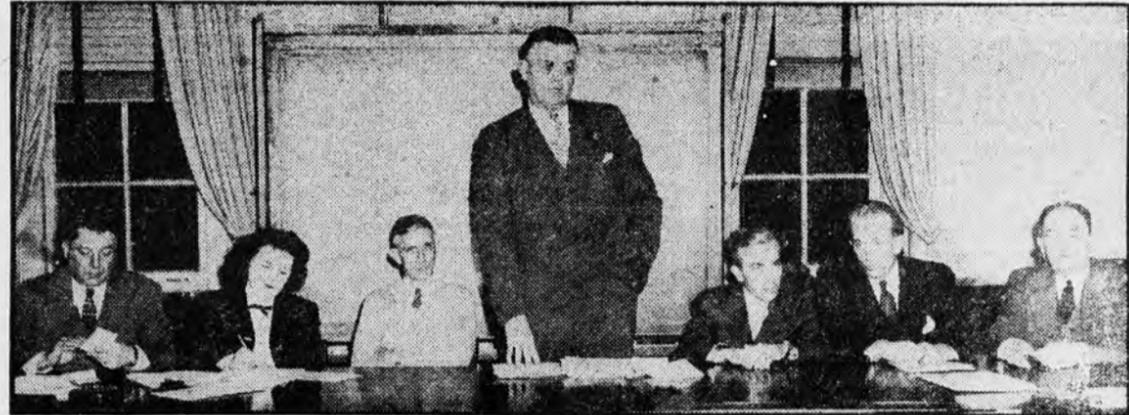
Entertainment Committee of the Syracuse State School Chapter. Seated, left to right; Joseph Stasko, Florence Goulet, Chairman Charles and Edna Zube. Standing: Irma Twomey, Mary Potter, Evelyn Tiernan, James McEneny and Frances DeMong.



Two groups at the first annual dinner of the Civil Service Department chapter of the State Association. At left, in usual order, Garson Zausmer, George Lehman, Virginia Brown, Barbara Rate, Thelma Westervelt, Jane Spatz and Chapter Treasurer Matthew Lavenia. At right, Harry G. Fox, Treasurer of the Association; Eugenia McLaughlin, Mary Kane, Helen Chase, Winifred Kelly, Dorothy Smith, Joseph D. Lechner, Association Executive Secretary, and J. Earle Kelly, Director of the Classification Division. The event was held at Holiday Manor, Albany.



Newly-elected officers of The Syracuse State School Chapter. Seated (left to right), Marie M. Jones, Secretary; Fredrick J. Krumboltz, President, and Felix L. Munn, Vice-president. Standing, James A. Twomey, Treasurer; Charles G. Norris, Director, and Bryan L. Pearson, Director.



Group at the annual meeting of the Southern Conference of The Civil Service Employees Association. Left to right, Angelo J. Donato, President, Palisades Interstate Park Chapter; Adeline Foley, of Wassaic Chapter; Charles Outhouse of The Hudson River Armory Chapter; Francis A. MacDonald, of Warwick Chapter, re-elected Chairman; Maxwell Lehman, Editor of The LEADER; William F. McDonough, Executive Representative of the State Association, and Harry Phillips, President of Matteawan State Hospital Chapter, newly-elected Vice-chairman of the Conference.

Public Works Employees Get 25-Year Pins



Group of employees of the Department of Public Works, District 8, who received pins for service of 25 years or more.

J. T. Murphy Photo

STATE AND COUNTY NEWS



Members of the Police Force of the Rockland State Hospital at Orangeburg.

Nine New Chapters, Two Conferences Approved by Board

ALBANY, Jan. 12—The Board of Directors of The Civil Service Employees Association discussed primarily the report of the Salary Committee, at its session here last week, and the approximate cost to the State of granting the full requested 25 per cent increase in pay for State employees. Even the entirety would only partly restore pre-war purchasing power.

The Board approved nine new Chapters, six being in the State Division and three in the County Division, as follows:

State—Orange County Public Works, Mid-State Armory Employees, Niagara Frontier Authority, Utica, Department of Commerce (Albany) and St. Lawrence State Public Works.

County—Niagara, Suffolk and Jefferson.

These nine bring the total number of chapters to 121. County Division chapter membership is open to city, county, town, village, school district and other local employees.

Two Conferences Approved

Two new Regional Conferences were approved. They were the Metropolitan District Conference, (New York, Kings, Queens, Bronx,

Richmond, Suffolk and Nassau counties) and the Capital District Conference (Fulton, Greene, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington counties). Thus the total number of Conferences is brought to the maximum of five allowed by the Association constitution.

The Social Committee was directed to arrange for the 38th annual dinner in February or March. Janet Macfarlane, chairman of the committee and Association Secretary, said that preparations would be begun immediately. The dinner is one of the leading social events of the Albany season and always has the SRO sign out.

Fine Membership Report

The Membership Committee reported that more than 33,000 of the 40,000 members already have renewed their membership for 1948. A detailed report was given to each Board member, showing the maximum possibilities and the actual membership of the chapters.

Plans for a vigorous campaign to raise funds for the Association's own building were approved by the Board of Directors.

NEWS ABOUT STATE EMPLOYEES

WESTCHESTER — The Westchester County Competitive Civil Service Association, a local unit of The Civil Service Employees Association, County Division, held its Annual Christmas Party, at the Little Theater, County Center, White Plains. There were 350 members and guests present, including many county officials and legislators. The affair was highly successful and was high-lighted by the distribution of baskets. Horace E. Gill, Park Commission; Garrett Barry, Park Commission; John Ray Collins, Sheriff's office; Rose B. Madden, Finance, and Fred Conklin, Public Works, all members.

A buffet supper was served. The general chairman of the affair was Francis J. McNulty, Deputy County Clerk, assisted by Elizabeth W. Coombs, County Home, Theresa Smith, County Home, Michael J. Cleary, Grasslands, Carl R. Ellis, Court Clerk, Margaret Luongo, County Clerk and John J. Brown, Recreation Commission. Guests present included Acting County Executive James C. Harding, Sheriff Edward J. Ganter, Penitentiary Warden Paul R. Brown, County Jail Warden John E. Toucher, County Home Superintendent Albert C. Coombs, and J. Allyn Stearns, Vice-president of the State Association and Chairman of the Board of Directors of the local unit. Music for dancing was furnished by an orchestra directed by Herbert A. Turner, Public Works. Square dances were directed by Charles A. Morrison, Public Welfare.

Expressing best wishes were Welfare Commissioner Ruth Taylor; Deputy Welfare Commissioners Richard G. Gould and Stanley M. Strawson; Director of Glasslands Hospital Dr. Edwin L. Harmon; Health Commissioner William A. Holla; County Attorney Harry G. Herman; Personnel Officer Denton Pearsall, Jr.; County Clerk Robert J. Field; Board of Supervisors' Chairman William F. Horan; Supervisors' Budget Committee Chairman Richard H. Levett.

The officers are Ivan S. Flood, president; Anne H. McCabe, 1st Vice-president; Donald J. Barmettler, 2nd Vice-president; Aileen L. Losey, Secretary; Carl R. Ellis, Financial Secretary; Eileen Kelleher, Treasurer, and Delos J. McKinstry, Sergeant-at-arms. H. Elliot Kaplan is Advisory Counsel. The Directors are J. Allyn Stearns, Chairman; Margaret M. Hughes, Leonard Mecca, Gordon W. Molyneux, John T. Donnegan, Katherine P. Reilly, Wilbur E. Curran, Richard A. Flinn, J. Harold Keeler, Francis J. Mc-

Nulty, Edwin R. Bogart and John J. Breen.

The office is in Room 421, County Court House, White Plains. Officers Up For Re-election

The nominating committee of the Westchester County Competitive Civil Service Employees Association has been preparing a slate of officers to be presented to the members at the annual meeting and election to be held on January 26. The committee consists of Gordon W. Molyneux, Chairman, Health Department, Margaret M. Luongo, County Clerk; Mary C. Dugan, Grasslands; Margaret M. Hughes, Child Welfare; Leonard Mecca, Finance; Anthony E. Paradise, Public Works; Reed Ferris, Building & Power; Gerald A. Moore, Penitentiary; Ralph Anderson, Land Records, and J. Allyn Stearns, Park Commission. All officers of the Association are up for re-election. Four three-year directorships are open as well as three one-year directors' vacancies.

Present incumbents are: President, Ivan S. Flood, Law Library; 1st Vice-president, Anne H. McCabe, Health; 2nd Vice-president, Donald J. Barmettler, Grasslands; Financial Secretary, Carl R. Ellis, County Clerks'; Secretary, Aileen L. Losey, Health; Treasurer, Eileen Kelleher, Public Welfare, and Sergeant-at-arms, Delos J. McKinstry, Penitentiary.

Directors for three years at present are Richard A. Flinn, Probation; J. Harold Keeler, Public Works; Francis J. McNulty,

County Clerk's, and William Curran, Purchase & Supply. An announcement of the Nominating Committee's recommendations will be made before the annual meeting.

CRAIG COLONY

Mrs. William Storey, employee of Craig Colony, Sonyea, are retiring on a pension, effective February 1. Mrs. Storey entered service as an attendant in 1912 and Mr. Storey two years later in the same capacity.

Mrs. Storey became a member of the first class of the Training School for Nurses in 1912 under the supervision of the late Mabel W. Doran. During her training period she completed a special course at St. Mary's Hospital, Buffalo, and was graduated with the first class at Sonyea in 1915. After completing a graduate course at Mt. Sinai Hospital NYC, she continued her studies at the State Hospital, Rochester.

In 1916 Mrs. Storey was appointed Chief Night Nurse at Peterson Hospital and four years later received the appointment of Chief Day Nurse. In 1924 she was appointed supervisor of the hospital. In 1944 she was appointed by Dr. W. H. Veeder, Jr., Director, as Chief Supervisor at the institution.

Mr. Storey served in the Army house under the supervision of Harry R. Porter, now Cashier of the Genesee River National Bank. (Continued on Page 5)

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White Plains City Group Joins Westchester Chapter

The Westchester Chapter of The Civil Service Employees Association announced through President Ivan S. Flood the inclusion of a new local unit with the acceptance of the first group of members from The Civil Service City of White Plains.

Sponsored by Westchester Chapter

The White Plains group was sponsored by the Westchester Chapter approximately a year ago when J. Allyn Stearns, Vice-president of the State Association, addressed the organizing meeting, and since its inception has obtained numerous benefits for the employees of the City of White Plains, including cost of living

compensation, the classifying labor group positions; higher pay schedules, adjustment of working hours, including time for over-time; adoption of a pension and sick leave schedule; are now working on a complete revision of the present personnel regulations.

The officers of the White Plains Association are President, George E. Mullen, Public Works, who is also a delegate to the Westchester Chapter Assembly; Ludwig Eirich, Finance; Adelaide Cummings, Recreation; Anita M. Assessor; Howard Hoffman, Public Works; Edward F. Harlan, Finance; William Johnson, Department of Education.

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STATE AND COUNTY NEWS

New Efficiency Rating System Being Tested

The State is taking steps toward improving the employee efficiency rating system, concerning which there have been steady complaints over the years and general dissatisfaction, the same as in Federal and city service where about the same method is used.

The State is experimenting with the Division of Placement and the Employment Insurance with a system that restricts the ratings to four designated categories. Forms were distributed in the NYC office of the DPUI, and State as well.

Anxious for Fair Trial

The State has never admitted that the rating system set up to snuff, but the institution of the experiment is considered as a recognition of need of improvement. Also, what is sought to eliminate, so far as possible, subjective ratings and the use of the rating system by superiors to express their personal feelings toward employees, independent of employee performance on the job.

Element of subjectivity has always been found difficult, if not impossible, to eliminate, in all phases of service where efficiency ratings obtain, but a close checking system and a review procedure are under consideration.

Employees are not to be compared to one another, but each employee evaluated in connection with his or her own job.

Employees were disappointed because no employee was a member of the committee that devised the new plan, although they are anxious to see that it gets a fair trial, nevertheless. A committee of the DPUI unit of The Civil Service Employees Association in NYC office of DPUI has retained Harry Smith, Personnel Director of DPUI, to have an employee member appointed to efficiency rating staff. Mr. Smith has promised to explore possibilities of doing so.

The same system is being applied in the Insurance Department. It consists of limiting ratings to five, with percentage

values, e.g.: Excellent, 94; Very good 89; Good, 82; Fair, 75; unsatisfactory, 0. Completion of the experiment must be made before April 1, when the next fiscal year begins. It is a Personnel Council project.

Other Matters Discussed

The committee also discussed with Mr. Smith various other matters concerning DPUI. One was the payroll changes effective January 1 last, involving 266 items, concerning which it was hoped there would be no payroll delay on January 15 or thereafter. Effort to avoid any such delay was promised by Mr. Smith, who is also seeking to get all pay checks by Friday morning, when pay day falls on a Friday, so that checks can be cashed before the banks close at 3 p.m. Since the banks are not open on Saturdays now, the arrival of checks at or after 3 p.m. would cause considerable inconvenience to employees. Checks early Friday, even if dated Saturday, if that's the technical pay day, would come under the same system, as banks cash such State pay checks on Fridays, since the Saturday closing.

Tentative plans call for the following arrangement in the Hearing Representation unit in NYC: One Supervising Unemployment Insurance Hearing Representative, seven Senior UI Hearing Representatives; six UI Hearing Representatives; six Senior UI Claims Examiners; two Senior Payroll Examiners; one Payroll Examiner; one Clerk and one Typist. In the four upstate units, the setup will be one Senior Hearing Representative, one Senior Claims Examiner and one Stenographer.

Budget Action Awaited

Answering queries, Mr. Smith said that Executive Director Milton O. Loysen's proposed reorganization plan, and the proposed reclassification for DPUI, are before the Budget Director. He also reported that the proposed poll, to determine the ratio of permanent to temporary employees, would no doubt influence future action by the State. The crux of this problem is the number of permanent employees in temporarily in-promotion titles one grade higher than their permanent title, who would drop down a grade on any curtailment. They are mostly in the Claims Division.

Action is being taken to clarify pension rights of USES employees and payments due to beneficiaries of such deceased employees who had worked in the Federalized unit.

Mr. Smith urged that complaints about heat should be made to superiors and that no employee should take measures in his own hands.

The committee that saw Mr. Smith on behalf of the Association unit consisted of Carl Muller, Martin Duignan, William Teitelbaum, Al Corum and A. Baumgarten.

DEWEY NAMES JOSEPH DAVIS

Special to The LEADER
ALBANY, Jan. 12.—Governor Dewey appointed Joseph Davis, of Buffalo, as a member of the Niagara Frontier State Park Commission. Mr. Davis fills the vacancy caused by the death of Francis M. McGuire. Mr. Davis' term will expire April 25, 1954.

Mr. Davis operates his own engineering and contracting business in Buffalo.

DEWEY REAPPOINTS TWO

Special to The LEADER
ALBANY, Jan. 12.—Governor Dewey reappointed William G. Baird and Louis L. Berger, both of Buffalo, as members of the Buffalo and Fort Erie Public Bridge Authority. The reappointments are for six year terms.

NEWS ABOUT EMPLOYEES

(Continued from Page 4)

Mt. Morris, who was Storekeeper. In 1921 Mr. Storey was appointed Assistant Storekeeper and served under the late Walter J. McMahan. He passed a civil service examination and was appointed Storekeeper by Dr. William T. Shanahan, former Superintendent of the institution. In 1937, Mr. Storey was appointed Voucher Clerk and continued until 1943 when he was named Account Clerk. In 1945, he was promoted to Senior Account Clerk.

Mr. Storey also was Postal Clerk under Harry R. Porter, Postmaster, and Assistant Postmaster under the late Walter McMahan. In 1926 he was appointed Postmaster and served under Presidents Coolidge and Hoover until 1934.

Mr. and Mrs. Storey have moved to 21 Eagle Street, Mt. Morris.

MATTEAWAN—A membership drive will be launched by the officers and members of the Matteawan Chapter during the early months of 1948. Many prospective members have already been interviewed by the Executive Board and have announced their intentions to join the local branch of The Civil Service Employees Association.

Hundreds of visitors were ushered through Matteawan State Hospital during the week between Christmas and New Years to view the decorations. A huge, brilliantly lighted, 20 ft. high star adorned the entrance to the main building. The foyer featured a unique, Dutch winter scene, including a flour mill with wheel, windmill, flowing stream and miniature snow drifts, cleverly arranged with a hand-painted winter landscape as a background. Donald Lucy, one of the employees, painted the background scene. The arrangement was created under the direction of Chief Attendant Frank Osoba. Gay and colorful Christmas trimmings were also arranged in all sections of the Main, Reception and Women's buildings.

Mr. and Mrs. Henry Fredrickson, both employees at Matteawan, are spending a vacation at Miami Beach. Mr. and Mrs. Robert Haight, also employed here, are spending their vacations in the mid-Hudson Valley area.

Harry W. Phillips, President of the Matteawan Association Unit, is recovering from a recent operation.

Partly through the efforts of several Matteawan Chapter members, the Civil Service Employees of the City of Beacon will soon join the ranks of The Civil Service Employees Association. The city employees will become affiliated with the Dutchess County Chapter.

BARGE CANAL—The following officers were elected at the regular meeting of the Eastern Unit of the Barge Canal Chapter of The Civil Service Employees Association, held at Kavanagh Fire House at Waterford: President, Thomas Welsh, Whiteview Section, Wynantskill; Vice-president, Wesley Neary, Waterford; Secretary-Treasurer, William R. Bebee, Troy; Delegate, George Warner, Green Island; Alternate Delegate, Richard Lynch, Troy.

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A THOUGHT FOR THE WEEK

Good deeds when misdirected are worse than evil ones that miss the mark.



Civil Service LEADER

Ninth Year

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

Published every Tuesday by

LEADER ENTERPRISES, Inc.

97 Duane Street, New York 7, N. Y. BEckman 3-6010

Jerry Finkelstein, Publisher

Morton Yarmon, General Manager

Maxwell Lehman, Editor

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

TUESDAY, JANUARY 13, 1948

Real Wages The Correct Criterion For A Raise

IN discussing a salary increase for State employees, in his annual message to the Legislature, Governor Dewey promised to recommend "an appropriate adjustment" and recognized the standard of "real incomes".

While the Governor did not disclose how much will be granted, nor the method of apportionment, his recognition of "real incomes" as the standard greatly heartened State employees. These faithful workers, through their organization, The Civil Service Employees Association, have consistently contended for nearly 15 years that the quantity of dollars does not constitute a sensible basis of comparison, because of the fluctuation in the purchasing power of the dollar. That buying power has been doing down and down in recent years. To give proper weight to the effect of this decline is to recognize the necessity of bringing State pay to a level that closely equals the purchasing power of say, 1939. Yet the Association's request is modestly beneath that. A 25 per cent increase is asked. For most employees that would result in considerably less than parity, but the employees, as always, are willing to temper necessity with reason, and thus share the plight of high costs with the State government and its citizens and taxpayers, rather than to demand full equalization, as well they might have done with statistical justification.

Nothing Less Than 25% Reasonable

It is sincerely to be hoped, not only by the State employees but by the people, their employer, that the modesty of the request will result in complete granting of the full 25 per cent. While more could have been reasonably demanded, less could not be regarded as reasonable.

The question about to be answered by Governor Dewey, either at a press conference or in a special message to the Legislature, is what, in the estimation of himself and his advisers, constitutes an "appropriate adjustment."

The Governor evidently had intended at first to submit a detailed message to the Legislature, but finally decided to stress the inflationary course of the national economy, to trace its effects upon the State, and to reveal what is intended to be done to cope with the predicament in which the State finds itself. That predicament is based largely on money, including the rising cost to the State of paying the 80 per cent contribution toward relief allotments, involving alone an expected \$50,000,000 increase in the next budget.

What Dewey Said About Raises

He then made his promise regarding State salaries:

"Meanwhile, our State employees have received no overall adjustment in their scale of compensation since 1946 and they are being seriously curtailed in their real incomes, specially because of the rise in food costs. In all justice to the State employees, I shall recommend an appropriate adjustment in their pay."

That recommendation will be made officially to the Legislature. The fact that it was not contained in the annual message has no effect, save to keep the employees that much longer in the dark. Persons close to the Governor have said that, although the amount of increase has not been decided, the policy of making it one that will be satisfactory to the employees has been decided. That makes employees all the keener to know the amount, especially those who feared, and perhaps even still fear, that it might be trifling.

Submitting Ideas Simple For Merit Board Awards

Suggestions that may win cash prizes and Merit Awards may be sent by State employees at any time to the State Employees Merit Award Board, State Office Building, Albany 1, N.Y. No formalities are necessary. A letter, whether typewritten or handwritten, suffices. There is no restriction as to length. The Board is anxious to receive as many suggestions from as many employees as possible. Receipt of all suggestions is promptly acknowledged.

Don't Repeat This!

BOROUGH PRESIDENT JOHN CASHMORE, of Brooklyn, being kidded about the dogs he hired as night watchmen in a city-owned cemetery, without asking Civil Service for certifications. It seems one of the hounds in the neighborhood, not appointed, was a K-9, hence is a vet. . . . At recent filing for Cleaner (Men), an applicant couldn't read the questions on the blank. Left glasses home. A monitor said, "Here, try these," and offered his own glasses. They worked. Candidate got through in time. The monitor was Joe McNamara, Acting President of the NYC Civil Service Commission. He put in two sessions as active monitor, came up with the idea, hereafter no more specific filing periods for Labor Class jobs, with all the jam and turmoil; instead, continuous filing, as in license exams. Won't affect present test or candidates.

Name of new Dewey appointee as Public Service Commissioner will be a real surprise. . . . The Municipal Civil Service Commission is having the names of the Fire Captain eligibles typed, for official publication any hour now. Fire Commissioner Frank J. Quayle wants the list certified in time to make promotions, effective February 1. The Fire Captain list will be published ahead of that for Police Sergeant, due later this week. Commissioner McNamara advises all veterans on the eligible list for Fire Captain to visit Edward Dobbins, Division of Investigation, fifth floor of the Commission's office, 299 Broadway, by Friday, January 23, so that checkup can be made by the Commission with the Veterans Administration. They should bring their original discharge and, if disabled, their VA certificate. As soon as that part of the work is completed, the list can be promulgated. The number of vacancies to which promotions to Captain can be made is 23 and Commissioner Quayle wants to make the entire number.

President J. Edward Conway, of State Civil Service, says that proposal for probationary periods in promotion examinations is only in discussion stage and that Commission's mind is "wide open." Main idea behind introducing the open-competitive probation into promotions concerns inter-departmental lists.

U. S. Attorney General Clark reported reading a list of organizations of doubtful loyalty. They will not be necessarily subversive. . . . Sick and annual leave benefits of Federal workers being studied by House and Senate Committees, with view toward reductions.

Truman's 1948-9 budget not expected to recommend any substantial changes in Federal employment level. The President is reported cool towards proposed salary increases for Federal workers.

Police Sergeant List To Have 1850 Names; Out End of Week

Publication of the Sergeant (P.D.) promotion eligible list tentatively has been scheduled for the latter part of this week, the NYC Civil Service Commission announced. It will include approximately 1,850 eligibles.

When the names of eligibles are made known, the Commission will request veterans and disabled veterans to bring their original discharge papers and disability certificates to the Investigation Division on the fifth floor at 299 Broadway. This will speed up investigation of veteran preference claims and permit promulgation of the list ahead of schedule.

Police Commissioner Arthur W. Wallander has announced plans to fill 165 Sergeant vacancies as soon as a list is established. Eighty-five of these vacancies will be recreated shortly by the Board of Estimate. They had been eliminated to permit promotions from the old Police Lieutenant list before it expired last November.



GEORGE J. SYRETT, Administrative Finance Officer with the Workmen's Compensation Board, received a gold medal of merit award when the Harold J. Fisher Trophy was presented.

Railroad Jobs Open in Korea; Hiring Is Fast

The Civilian Personnel branch of the New York Port of Embarkation announced positions open for immediate recruitment in Korea. Army authorities stated that the salaries range from \$3,500 to \$8,888, which includes the 25 per cent overseas increase. There is a minimum employment agreement of one year; government subsistence and quarters are obtainable at approximately \$45 to \$55 per month.

Positions available require a railroad background and include one advisor to Chief Mechanical Officer (RR) at \$8,877.75; one advisor to RR Construction Engineer, \$7,381.50; three advisors to Assistant Division Engineers (Civil), \$6,127.50. Ten other vacancies exist for men as advisors in railroad maintenance, right of way or rolling stock, paying \$4,716.75.

Application may be made at the Brooklyn Army Base, 58th Street and First Avenue, Brooklyn, at the Employee Utilization section, eighth floor, Building A; between 8:30 a.m. and 5 p.m., Monday through Friday.

The complete list of Korea openings:

- 1 Advisor, R.R. Construction Engineer \$7,381.50
1 Electric Locomotive & Maintenance Eng. 7,381.50
4 Marine Eng's. (Diesel) 6,127.50
3 Advisor, Asst. Division Engrs. Civil 6,127.50
1 Advisor to Chief Statistician (Railroad) 5,187.00
1 Advisor to Chief Mechanical Officer (R.R.) 8,877.75
4 Advisor to Master Mechanics (Locomotive) 5,657.25
1 R.R. Car Inspector 4,716.75
4 Advisor to Asst. Master Mech. (Loco.) 4,716.75
2 Advisor to Rip-Track Foreman 4,716.75
2 Advisor to Engine House Foreman (Loco.) 4,716.75
1 Locomotive Inspector 4,716.75
8 Pier Superintendents 2,246.59
1 Asst. Advisor Transp. Section (Automotive) 4,246.59
4 Property & Sup. Clerks (Shipping) 3,306.00

Question

Publication and Promulgation
WHAT IS the difference between a list published by the NYC Civil Service Commission and one promulgated by it?—B.S.

When the Commission publishes a list, it usually is subject to investigation of veteran preference claims, qualifying medical, physical, oral or practical tests, etc. When a list is promulgated, all work usually has been completed, and it may be used as of the date of promulgation for certification of eligibles for appointment or promotion to jobs.

Effect of Acceptance

IF I ACCEPT appointment to a job in one of the three titles in the Special Officer examination, can I still be eligible for the two other titles? There are some differences in the pay scales.—J.R.

No. If you accept an appointment to a vacancy in one of the three titles your name is removed from the eligible list.

Fletcher Ending Red Tape In Auto Licenses

CLIFFORD J. FLETCHER, Motor Vehicle Commissioner, has about completed reorganization of his office and the improvement of methods and procedure of his office.

"We aimed at the elimination of red tape," he said. "It's finished."

He is hoping to have driving inspectors and faster tests, so there will not be long waiting lists of license applicants. Some plans are under way to "extend" tests, which would require additional inspectors, possibly 30 or 40 more. No test has been given of what the extended tests would be, but possibility is the re-examination of drivers involved in personal jury accidents.

Keen for Highway Safety

Commissioner Fletcher, of Utica, who is also Chairman of the State Traffic Commission, has long been interested in highway safety. He used to be in automobile business, has Motor Vehicle Commissioner's years.

He is engaged in a campaign to promote interest in highway safety through the offices of Bureau throughout the State supplies national statistics, which he has been a close student for years, and precaution be recommended to drivers to license applicants.

"New York State is in a position nationally, as to highway safety statistics," he said.

Teaching Driving in Schools

He likes the idea of thorough driving courses in public schools and possibly state instruction at an earlier age. The courses are generally at high school level.

The new written examination for licenses is working out, he reported. About six or seven of the total 30 questions are asked. The applicants don't know what the 30 questions are, even nobody in the office, which six or seven questions be asked until just before test is given.

Commissioner Fletcher was radio operator in the Navy World War I, later became automobile salesman and now Vice-president and general manager of an automobile sales service company.

Postal Pay Hearing Is Set For Jan. 15

Ephraim Handman, President of the New York Federation of Post Office Clerks, said that U.S. Senate Post Office and Service Committee will hold hearings on January 15 on the Chavez Bill, which proposes raise all postal salaries \$1.00.

Officials of the New York Conference of Postal Employees (AFLE) said that Senator La Follette was most anxious to speed postal salary increase legislation.

PHARMACIST TEST ORDER

An open-competitive examination for Pharmacist has been ordered by the NYC Civil Service Commission.

Comment

Greater Convenience to Public Editor, The LEADER:

The NYC Civil Service Commission is to be commended for shifting the hours for filing applications for the Cleaner test. The exam is so popular that those of us who were interested would have had to begin standing outside all night long, were given, by the 4 to 11 p.m. filing time, opportunity to line up during the daytime hours.

Concern Over Loyalty Check

Editor, The LEADER: Recent pronouncements by the Loyalty Review Board in Albany have failed to allay fears of a witch hunt in the general service. The Board members are of high ability and integrity, but we have no assurance that similarly high-minded men will be on the regional and departmental boards, or that they will not take advantage of investigation procedures to deny employees basic rights in our courts.

Traffic Officer Test Open to Jan. 23

(Continued from Page 1)

In determining rank on the eligible list of successful candidates who receive identical scores, the name of the candidate whose fully completed application blank was filed first will be placed higher on the list.

Applications received by mail will be considered to have been filed on the date they are received.

All entries on the application blank must be either typewritten or printed in ink, and all seventeen questions on the blank must be answered completely.

Any willful or material false statement will disqualify the applicant for this position and may disqualify him for any employment by the Port of New York Authority.

Be sure to complete the front of both parts of the application blank and to enter your name and full mailing address on the back of the four notification cards lettered A, B, C, D.

Be sure all of your entries are clear and legible.

Be sure you sign your application blank in your own handwriting.

Applications filed by mail will be acknowledged by mail. If you do not receive an acknowledgment within a week from the date you mailed your application, please contact this office so that another application blank can be sent you if necessary.

If you have returned your application by mail and have not received an acknowledgment by January 22, it is suggested you come to the office personally to be sure that your application has been received.

No duplicate applications will be distributed or accepted after the filing period has ended.

Requirements for Admission to this Examination

Applicants must be United States citizens and must be residents of the State of New York or the State of New Jersey.

Applicants must have been born between March 16, 1920 and March 15, 1927 inclusive.

Applicants must hold currently valid drivers' licenses issued by either the State of New York or the State of New Jersey.

Applicants must be at least 5' 8" (bare feet) in height and must not weigh less than 145 pounds (without clothing).

Applicants who are color blind, who wear glasses, or who have less than 20-20 vision in either eye will be rejected.

Applicants must be of good moral character, and former members of the armed forces must have been honorably discharged from such forces.

(Additional medical requirements will be found on Page 12.)

Date of Written Examination
February 7, 1945.

Place of Examination
The written examination will probably be held in several Manhattan high schools and one in Jersey City. We will endeavor to assign each applicant to the school which is most convenient to him.

TITLE OF TEST CHANGE

The examination for Office Appliance Operator (IBM Alphabetic Accounting Machine), Grade 2, has been changed to Tabulator Operator (IBM), Grade 2. It was ordered September 9 by the NYC Civil Service Commission.

Traffic Officer Prospects; Age Rule Is Clarified

The Port of New York Authority jobs as Traffic Officer pay \$2,496 at entrance. The top of the grade is \$3,614, attained by four annual increments, effective on the anniversary date of the employee's entrance into service. The pay at the beginning of each year for a 48-hour week: 1st, \$2,496; 2nd, \$2,652; 3rd, \$2,964; 4th, \$3,276; 5th, \$3,614.

The promotion ladder is Sergeant, \$4,264; Lieutenant, \$4,914; Captain, \$5,642. Promotion examinations are held.

The eligible list will be promulgated and will have a life of two years. The number of appointments cannot be closely estimated, because of the expanding nature of the Commission's activities, but it will considerably exceed 100. There are now 580 Traffic Officers on the Authority's payroll, 60 of them recent appointees from the existing Traffic Officer list, who are in the training school. The present list will soon be exhausted, an indication that the new list may be used up, too, before attaining its maximum legal life.

Investigations

Candidates who have passed all parts of the examination will be carefully investigated before their appointments are confirmed. General character and employment records will be investigated and finer-print records will be traced.

Something about the Port Authority

The Port of New York Authority was created in 1921 by the States of New York and New Jersey to promote and protect the commerce of the Port of New York, and to unify and develop transportation and terminal facilities in the New York-New Jersey port district, an area falling approximately within a twenty-five mile radius of the Statue of Liberty. It is a government agency but supported by the revenues from its facilities rather than by general taxation.

Port Authority policies are determined by its Board of Commissioners. This Board consists of twelve commissioners, six of whom are appointed by the Governor of New York and six by the Governor of New Jersey. They serve without pay for six-year overlapping terms. The chief executive officer, the Executive Director, is elected by the Board of Commissioners.

In the more than twenty-five

(Continued on Page 12)

Exams for Permanent Public Jobs

NYC Open-Competitive

The following examinations will be open until Tuesday, January 27, at 96 Duane Street, opposite The LEADER office:

5390. Assistant Resident Buildings Superintendent, \$2,100 to \$3,000, plus \$600 cost-of-living bonus. Thirty vacancies. Fee \$2.

5346. Machinist, \$3,200. Seven vacancies. Fee \$3.

5383. Chief Marine Engineer (Diesel) (Amended Notice). Appointments now at \$4,100. Persons who filed in December need not file again. Fee \$3.

5393. First Assistant Marine Engineer (Diesel) (Amended Notice). Appointments now at \$3,710. Fee \$3.

5418. Low-Pressure Fireman. Appointments now at \$2,160 total. 50 vacancies with NYC Housing Authority. Fee \$1.

5515. Epidemiologist, Grade 4. Appointments now at \$5,150 total. Five vacancies. Fee \$2.

5553. Chief Marine Engineer. \$4,100. Four vacancies with Marine and Aviation. Fee \$4.

5554. Marine Engineer, \$3,710. Four vacancies with Marine and Aviation. Fee \$3.

The following combined test, called Special Officer for convenience, to fill three titles, numerous vacancies, opens on Wednesday, January 14, at 96 Duane Street, opposite The LEADER office:

5527. (Special Officer) for filling titles of Transit Patrolman, Bridge and Tunnel Officer, and Correction Officer (Male). Transit Patrolman, \$2,400 to \$3,400 total; Bridge and Tunnel Officer, appointments currently at \$2,040; Correction Officer (Male), \$2,520 to \$3,480 total. Total vacancies now 600; \$2,600 during four-year life of eligible list. Fee \$2. (Opens Wednesday, January 14; closes Thursday, January 29.)

Promotion

Applications will be issued and received for the following exams until Tuesday, January 27, at 96 Duane Street, opposite The LEADER office:

5389. Assistant Resident Buildings Superintendent (Prom.), \$2,100 to \$3,000 plus cost-of-living bonus. Open to permanent employees of the NYC Housing Authorities in one of the following eligible positions: Assistant Gardener, Elevator Mechanic, Elevator Mechanic's Helper, Maintenance Man, Painter (Housing Authority), Low Pressure Fireman. Fee \$2.

5035. Watershed Inspector, Grade 2 (Prom.), \$1,801 to \$2,400. Open to each permanent employee, otherwise qualified, of the Department of Water Supply, Gas and Electricity, who on the date of filing his application is employed in one of the following eligible positions: Auto Engineer, Laborer, Gate Tender, Laborer. Fee \$1.

5284. Foreman, Grade 2 (Prom.), \$1,801 to \$2,400. Open to each permanent employee, otherwise qualified, of the Office of the Presidents of the Boroughs of Manhattan, Bronx, Brooklyn, Queens, and Richmond, who on the date of filing his application is employed in one of the following eligible positions: Foreman Grade 1, Laborer, Auto Engineer, Motor Grader Operator, Tractor Operator. Fee \$1.

5289. Foreman Cable Splicer (Prom.), \$3,650 for 276 days. Open to each permanent employee, otherwise qualified, of the Fire Department, who on the date of

filing his application is employed in the following eligible position: Cable Splicer. Fee \$3.

5295. Civil Engineer (Prom.), \$4,280 to \$6,000. Open only to employees of the Offices of the Presidents of the Boroughs of The Bronx, Brooklyn, Manhattan, Queens and Richmond, the Bureau of Franchises and the Bureau of Engineering of the Board of Estimate, the Departments of Education, Fire, Hospitals, Housing and Buildings, Investigation, Law, Parks, Police, Public Works, and Water Supply, Gas and Electricity, the Board of Transportation, the Board of Water Supply, the City Planning Commission, the Bureau of Marine and Aviation, and the Department of Markets. They must hold eligible positions of Assistant Civil Engineer (all specialties), and Draftsman (Map Letterer), Grade 4. Fee \$4.

5339. Elevator Mechanic (Prom.), prevailing rate; currently \$13.20 a day. Open to each permanent employee, otherwise qualified of the Board of Higher Education, who on the date of filing his application is employed in one of the following eligible positions: Elevator Mechanic's Helper, Maintenance Man. Fee 50 cents.

5342. Chief Marine Engineer (Prom.). Appointments currently at \$4,100. Candidates who filed in January need not file again. Open to each permanent employee otherwise qualified, of the Department of Marine and Aviation, who on the date of filing his application is employed in the following eligible position: Marine Engineer. Fee \$3.

5348. Machinist (Prom.), \$3,200. Open to each permanent employee, otherwise qualified, of all the departments of City government, who on the date of filing his application is employed in the following eligible position: Machinist's Helper. Fee \$3.

5362. Foreman, Grade 3 (Prom.), \$2,401 to \$3,000. Open to each permanent employee, otherwise qualified, of the Office of the President of the Borough of Manhattan, who on the date of filing his application is employed in the following eligible position: Foreman, Grade 2. Fee \$2.

5379. Marine Engineer (Prom.), \$3,710. Open to each permanent employee, otherwise qualified, of the Department of Marine and Aviation, who on the date of filing his application is employed in the following eligible position: Chemist. Fee \$3.

5441. Senior Bacteriologist (Prom.), \$3,400 and over. Open to each permanent employee, otherwise qualified, of the Department of Water Supply, Gas and Electricity, who on the date of filing his application is employed in the following eligible position: Bacteriologist. Fee \$3.

5446. Architect (Prom.), \$4,280 to \$6,000. Open to each permanent employee, otherwise qualified, of the Office of the President of the Borough of Manhattan, Board of Water Supply, Board of Transportation, Bureau of Real Estate of the Board of Estimate, City Planning Commission, and Departments of Public Works, Marine and Aviation, Education, Fire and Parks, who on the date of

filing his application is employed in the following eligible position: Architect. Fee \$3.

5451. Foreman of a Group 3 (Prom.), \$2,401 to \$3,000. Open to each permanent employee, otherwise qualified, of the Department of Public Works, who on the date of filing his application is employed in one of the following eligible positions: Foreman, Grade 2. Fee \$2.

5496. Inspector of Group 3 (Prom.), \$2,401 to \$3,000. Open to each permanent employee, otherwise qualified, of the Department of Public Works, who on the date of filing his application is employed in the following eligible position: Inspector of Housing. Fee \$2.

5425. Assistant Supervisor of Welfare (Prom.), \$2,520 to \$3,000. (Second Amended Notice). Persons who filed in June and October need not file again. Open to each permanent employee, otherwise qualified, of the Department of Welfare, who on the date of filing his application is employed in the following eligible position: Supervisor of Welfare. Fee \$2.

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NYC Education—110 West Street, New York.

1060 Broadway Street, Newark, N. J.

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Fireman Written Test Due in April

Upwards of 4,000 job opportunities are expected for eligibles in the Fireman (F.D.) examination for which applications will be accepted from Friday, February 6, until Friday, February 27. The written test is expected to be held in April.

The examination is limited to men who have passed their 20th, but not their 29th birthday. Other requirements include a minimum height of 5 feet 6 1/2 inches, and 20/20 vision in each eye without glasses. There will not be formal education requirements.

Applications will be received by the NYC Civil Service Commission in all five borough offices of the City Collector Monday through Friday from 9 a.m. to 3 p.m. There will be no filing Saturday or Sunday.

Veterans will be permitted to deduct their period of military service from their age. Otherwise, maximum age will be figured as of the first day of filing, February 6; minimum age will be figured as of the last day of filing, February 27.

There will be competitive writ-

ten and physical tests. The complete official examination notice appeared in The LEADER issue of January 6.

Following is the second in a series of official Fireman (F.D.) study material for prospective candidates in the Fireman examination which will be opened for filing applications February 6 until February 27. Questions and answers are taken from the last previous Fireman written test given in NYC. More information on requirements, appointment possibilities, salary, etc. appear elsewhere in this issue of The LEADER. The first instalment of study material appeared in The LEADER, issue of January 6.

6. "Adequate fire fighting equipment is necessary and should be provided, but even the best equipment may be ineffectual unless used intelligently." This statement emphasizes chiefly the importance of (A) inspecting fire equipment frequently to make certain that it is adequate, (B) purchasing fire equipment intelligently (C) designing fire equipment properly (D) training personnel in methods of fire fighting (E) eliminating inadequate fire equipment.

7. Suppose that you are a fireman assigned to a hook and ladder company. An alarm is received at your fire station to which your company responds. Of the following, the best reason for not riding the side of the hook and ladder truck until it reaches the street is that (A) oncoming traffic is usually warned by means of the fire bell that the truck is leaving the fire station (B) the truck may be delayed a minute or two

in leaving for the fire (C) the driver may not be able to follow the usual route to the fire because of street obstructions (D) hook and ladder trucks are difficult even for skilled drivers to handle in narrow spaces (E) the driver of the hook and ladder truck is naturally expected to be the first to mount the vehicle.

8. Suppose that you are holding the nozzle of a hose line and directing a stream of water on a fire. Your officer directs you to close the controlling valve in the

nozzle that shuts off the flow of water from the nozzle. Of the following, the best reason for you to close the valve slowly is to avoid (A) formation of a vacuum in the nozzle (B) having the stream of water issuing from the nozzle break into a spray (C) a sudden increase in pressure in the hose (D) a gradual seepage of air into the nozzle (E) escape of air from the hose.

KEY ANSWERS

6,D; 7,C; 8,E;

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SHOWCARD WRITING and lettering for advertising uses. Expert individual instruction. Est. 1922. Vote Eligible. REPUBLIC SCHOOL, 60 W. 18th St., N. Y. C.

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BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Bklyn. Regents Accredited. MA 2-2447

Auto Driving

A. L. B. DRIVING SCHOOL—Expert Instructors. 620 Lenox Ave. AUdubon 3-1433.

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LAMB'S BUSINESS TRAINING SCHOOL—9th St. cor 6th Ave., Bklyn. N.Y. 80th St. 8-4236. Day-Eve. classes. All commercial subjects.

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MANHATTAN BUSINESS INSTITUTE 147 West 42nd St.—Secretarial and book-keeping. Typing. Comptometer Oper., Shorthand Stenotype. BR 9-4181. Open eve.

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HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor Flatbush, Brooklyn 17. NEvins 8-2041 Day and evening.

MONROE SCHOOL OF BUSINESS, Secretarial, Accounting, Stenotypy. Approved to train veterans under G.I. Bill. Day and evening. Bulletin C, 177th St., Boston Road (R. K. O. Chester Theatre Bldg.) DA 3-7300-1.

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ATLANTIC MERCHANT MARINE ACADEMY, 44 Whitehall or 3 State St., N. Y. Bowling Green 9-7086. Preparation for Deck and Engineering Officers licenses—ocean coastwise and harbor, also steam and Diesel. Veterans eligible under GI Bill. Send for catalog. Positions available.

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U. S. Efficiency Rating to Change

Special to The LEADER
WASHINGTON, Jan. 12—Changes in the efficiency rating system will go into effect Thursday, January 15, the U.S. Civil Service Commission announced. The changes include:
 1. The effective date of the changes is Jan. 15, 1948.
 2. During the transition from the old to the new provisions—
 (a) Employees who have no official rating, other than an entrance rating, on Jan. 15, 1948, will be given the first regular rating on March 31, 1948, if six months have elapsed between the entrance on duty date and March 31. If six months have not elapsed

by March 31, 1948, they will be given the first regular rating six months after the entrance on duty date.
 (b) Employees who have an official rating on record, other than an entrance rating, on Jan. 15, 1948, and who move to another position of different service class, or grade on or after Jan. 15, 1948, will be given the next regular rating six months after such change in position.
 (c) Employees who have an official rating on record, other than an entrance rating, on Jan. 15, 1948, and who do not have a change in position of a different service class, or grade on or after Jan. 15, 1948, will be given the next regular rating on March 31,

or on some subsequent date in 1948 in accordance with an agency plan approved by the Civil Service Commission.
 (d) The regular ratings which are referred to in (a), (b) and (c), above, must comply with the usual provision that a period of at least 90 calendar days must be considered.
 (e) Attention is directed to the change in definition of appropriate current official rating. Official regular ratings are appropriate for use without regard to time when made even if more than fifteen months ago and entrance ratings are appropriate regardless of the grade or agency in which the ratings on which they are based were made.

Key Answers Given In Conductor Test

Official tentative key answers for the Conductor, NYC Transit System, written test have been released by the NYC Civil Service Commission. The test was taken last Saturday in seven city high schools by almost 10,000 candidates.
 A high rating on the test is of vital importance to all candidates because it is the only basis upon which they will be judged. It has a weight of 100 per cent, and a pass mark of 70 per cent. Those who pass will be called for qualifying medical-physical tests. In these, candidates are rated Qualified or Rejected, without regard to percentage ratings.
 The resultant eligible list will be used to fill 700 vacancies, and approximately 2,100 others anticipated during the four-year legal

life of the list. Entrants receive 95 cents an hour for a 48 hour week; the top of the grade is \$1.13 an hour.
 The key answers follow:
 The tentative key answers follow:
 1.A; 2.C; 3.A; 4.C; 5.B; 6.B; 7.A; 8.C; 9.B; 10.D; 11.A; 12.D; 13.D; 14.A; 15.B; 16.B; 17.A; 18.A; 19.B; 20.A; 21.A; 22.A; 23.D; 24.A; 25.B; 26.A; 27.D; 28.A; 29.A; 30.B; 31.B; 32.A; 33.D; 34.B; 35.B; 36.D; 37.C; 38.C; 39.C; 40.M; 41.E; 42.K; 43.A; 44.J; 45.L; 46.D; 47.H; 48.B; 49.C; 50.B; 51.D; 52.C; 53.D; 54.B; 55.C; 56.C; 57.D; 58.C; 59.B; 60.C; 61.D; 62.D; 63.B; 64.D; 65.E; 66.C; 67.H; 68.B; 69.A; 70.B; 71.C; 72.C; 73.C; 74.A; 75.B; 76.A; 77.D; 78.A; 79.A; 80.C; 81.C; 82.B; 83.D; 84.D; 85.B; 86.D; 87.C; 88.B; 89.D; 90.B; 91.D; 92.D; 93.B; 94.C; 95.C; 96.B; 97.A; 98.C; 99.D; 100.A.
 Last date for filing protests to NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., Monday, January 26.

Latest State Eligible Lists

D—Disabled vet claimant.
 V—Non-disabled vet claimant.
 NV—Non-veteran.
Principal Lab. Worker, Lab Research, Health Dept: Edward Green, 913.
3rd Asst. Probate Clerk, Surrogate's Office, Erie County: Hyman C. Davidoff, 88500. (V) Wm. H. Robinson, 87250; Frank Luchowski 86750; Robert McClive, 85250; Frank G. Gunderman, 83750.
Asst. Recreation Instructor, Mental Hygiene Dept.: (D) Irving Lebe, 80225; Arthur Phillips, 76225. Everard A. Jackson, 82625; Robert D. Levine, 81225; Ciro E. Diacepolo, 79050; Chester Fellier, 78875; Jos. J. Perillo, 78225; Walter D. Folley, 76500; Edward Wiczorek, 75550. (NV) Murray A. Vogel, 83275; Ruth N. Person, 82300; Ruby G. Wnona, 81875; Harold G. Bessee, 79375; Frances Russell, 78450; Evelyn Churchill, 77000; May F. Robertiello, 76000; Mary E. Alexander, 75675.
Recreation Instructor, Institutions, Mental Hygiene: V—Frank Demaria, 81278. NV — Maureen McSorley, 83773.

Captain (P.D.), Nassau County (Prom.): V—Charles Russell Jr., 93,100; Louis Schneider, 87250; William Reaper, 86700; Herman Heuck, 86250; William Hahn, 82446; Percy Phillips, 81496; Howard DeMott, 80300; John

Kearney, 80300; Winred Remsen, 79200. NV—James Farrell, 91200. Andrew Kirk, 90150; Elmer Robinson, 87600; Theodore Dixon Jr., 86950; Walter Brown, 85046; Anthony Weishaupt, 82050; Christopher Wyer, 82050; Eugene Leyendecker, 79950; William Vaughan, 79250; Andrew Wilson, 78785; Joseph Savage, 78342. Fred Bauries, 77850; Christopher Ryan, 77850.
COUNTY DETECTIVE, (Prom.) Dist. Atty.'s Office, Queens Co.
 Non-disabled veterans—Arthur G. Wheatley, George B. Chenkin, Non-veterans—Bernard M. Paten, James J. Lamb, Thomas F. Stiles.

25-Year Pins Given To Public Works Group

Special to The LEADER
POUGHKEEPSIE, Jan. 12—The presentation of 25-Year Pins was made at the annual Christmas party of District No. 8 of the State Department of Public Works at the District Office here. Presentations were made to employees from Westchester, Putnam, Dutchess, Columbia, Rockland, Orange and Ulster Counties by James S. Bixby, District Engineer.

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Junior Accountant
 Mr. Lincoln Orens, C.P.A., will conduct an intensive 7-week review for Feb. 21 exam, beginning TUES., JAN. 6, at 6:15. Classes every Tues. 6:15-8:15 P.M. Fee \$14.

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Filing Period Delayed For Cleaner (Female)

The filing period for Cleaner (Female) applications has been postponed to some time in April or May, the NYC Civil Service Commission announced.
 The LEADER will publish the new filing dates as soon as they are announced by the Commission.

1,878 CLEANER APPLICANTS
 Applications were received from 1,878 men last week for Cleaner (Male), the NYC Civil Service Commission announced.

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Apply Until Jan. 23 For Traffic Officer Jobs

(Continued from Page 8)

years of its existence, the Port Authority has increased in importance in the development of the port district. It now operates the Holland Tunnel, the Lincoln Tunnel, the George Washington Bridge and the three Staten Island bridges to provide quick and efficient transportation between the States of New York and New Jersey. It also operates the New York City airports and has recently entered into an agreement to operate the Newark airport and seaport. The Authority operates a grain terminal on Gowanus Bay in Brooklyn and a terminal for railroad freight in the Port Authority Building on Eighth Avenue. In addition, it is constructing the world's two largest union truck terminals, one in New York and one in Newark, and the world's largest union bus terminal in midtown Manhattan. The Port Authority soon will report to Mayor O'Dwyer on possible plans for financing, developing and operating the New York piers. It is also re-surveying the New Jersey shore installations.

The Traffic Division

The Traffic Division is essential to the successful operation of Port Authority facilities. The New York-New Jersey crossings present extremely difficult traffic control problems which must be met by the members of the Traffic Division. At airports vitally important functions are performed by members of the Traffic Force assigned to crash crew and patrol duties.

The protection of life and property is not the only important function of the Traffic Division to the Port Authority. The members of this division are in more frequent day-to-day contact with the public than are any other employees of the Port Authority. Within their control, therefore, lies the reputation of the Port Authority for courtesy, efficiency and good service.

Conditions of Work

Appointments to Port Authority positions are non-political. They are made on the basis of merit which is usually determined by competitive examinations. An employee who has satisfactorily completed a year of service is assured of the continuance of his employment as long as the Port Authority has need for people with his abilities and he continues to perform his duties satisfactorily.

Members of the Traffic Division are offered an excellent opportunity for promotion since the supervisory positions of Traffic Sergeant and Traffic Lieutenant are filled as a result of competitive examination which are open only to members of the division. Port Authority Traffic Officers work on a rotating shift, averag-

ing six days or forty-eight hours per week.

Members of the Traffic Division receive annual vacations with pay. These vacations range from two to four weeks depending upon the length of Port Authority service. In addition they receive liberal sick leave allowances. They are required to join the New York State Employees Retirement System, an actuarial system in which individual contributions vary with the age at which the employee joins the system. Members of the Traffic Division retire after twenty-five years of service with a retirement allowance equal to one half their average annual salary for the five consecutive years in which their earnings were the greatest.

Medical Requirements

Height—Bare feet minimum not less than 5 feet 8 inches.
Weight—Minimum 145 lbs. for height of 5 feet 8 inches.
Overweight, Underweight—Must reject.
Vision—Not less than 20-20 in each eye. No eye glasses.
Color Vision—Defective color perception must be rejected.
Strabismus (Cross-eye)—Must reject.

Pin-point Pupils—Must reject.
Hearing—Deafness in either ear: Reject. Perforated ear drums or other abnormal ear defects: Must reject.

Teeth—No decayed teeth. Missing teeth must be replaced with suitable dentures.

Hands and Fingers—One hand must be in perfect anatomical condition, while the other hand must have no impairment of thumb or index finger. Third, fourth and fifth fingers on an impaired hand—reject must follow if any two of these are missing or if any two of these fingers are impaired beyond two phalanges. In any case, regardless of the above, impaired grip: Must reject.

Feet and Toes—A defective foot or a functional impaired foot must be rejected. Pronated arches, hammer toes, overriding toes, bunions will be considered in determining what constitutes an impaired or defective foot. The large toe and second and third toes must be present to qualify.

Defective Gait—Must reject.
Impairment of arm or leg motion—Must reject.
Paralysis—Any type: Must reject.

Spinal Curvature—May reject.
Deformed Chest—May reject.
Skin Diseases—Must reject.
Speech impediment—Must reject.

Upper respiratory passages—Must be free from mechanical obstruction or chronic or acute disease. History of hay fever or other allergy: Must reject.
Chronic catarrh—Or obstruction

Transit Police, and Correction Jobs

(Continued from Page 9)

the physical and mental standards adopted for this position, and which may include a qualifying strength and agility test. Candidates will receive notice of the exact time and place to appear for the medical examination at which they will be required to produce evidence of the citizenship, residence, age, military duty, and high school graduation claimed in the application. Candidates may be required to undergo a psychiatric examination. The qualifying medical examination may be given to those eligibles only who stand high enough on the resulting eligible list to be considered for possible appointments in the near future.

Wasserman blood test must be taken before permanent appointment to the position.

Medical Examination

Conditions for which a candidate will be rejected include:

- 1. Height**—under 5 feet 9 inches in bare feet.
- 2. Weight**—under 155 lbs. stripped.
- 3. Vision**—less than 20/40 in either eye, without glasses; reading 4 of 8 letters.
- 4. Color vision**—defective color vision.
- 5. Teeth**—in poor condition, decayed, pyorrhea, gingivitis.
- 6. Heart**—abnormal rate, rhythm or force; murmurs, enlargements or other abnormalities.
- 7. Blood pressure**—Systolic, less than 100 or greater than 140; Diastolic, greater than 90.
- 8. Lungs**—any abnormality, any history of tuberculosis, asthma or chronic diseases of the lungs or

to free breathing: Must reject.
Lungs—No abnormality, no evidence or history of tuberculosis, asthma, or other chronic diseases.

Heart—Rate and rhythm must be normal; no murmurs, enlargements or other abnormalities.

Blood pressure—Systolic not less than 100, no greater than 140. Diastolic not greater than 90.

Varicose veins—Must reject.
Mental ailments—Any history or presence of mental ailments or other nervous disorders: Must reject.

Epilepsy—History of: Must reject.

Active venereal disease—Must reject.

Hernia or potential hernia—Must reject.

Testicle defects—Missing or undescended: May reject.

Hemorrhoids—Or any defect of the rectum or anus: Must reject.

Pilonidal cyst—Must reject.

Orchitis—Must reject.

Varicocele—Must reject.

Ulcer—Or proven history of: Must reject.

Colitis—Ulcerative or mucous or infectious: Must reject.

Liver and spleen—Enlargement or diseased: Must reject.

Hydrocele—Must reject.

Arthritis—Must reject.

Anemia—Or other blood diseases—Must reject.

Enlarged glands—Must reject.

Goiter—Must reject.

Glycosuria—Transient or intermittent: Must reject.

Albuminuria—Must reject.

The causes of rejection are not limited by the enumeration set forth above. The Medical Examiner may put any question, make any examination of the candidate and reject for any cause which in his opinion would impair health or usefulness.

bronchi; mechanical obstruction or chronic or acute inflammation of the upper air passages; a proven history of hay fever or allergies (chest X-ray may be required before appointment).

9. Hearing—deafness in either ear, however slight. (perforated eardrum or other abnormal condition—Mental defects; a mere history of confinement in an institution or treatment for a mental illness; failure to qualify before a psychiatrist. (History of any nervous disorder may cause rejection.)

10. Mental Condition—Mental defects; a mere history of confinement in an institution or treatment for a mental illness; failure to qualify before a psychiatrist. (History of any nervous disorder may cause rejection.)

11. Hands and Fingers—Any impairment of the thumb or index fingers of one hand while the other hand is in perfect anatomical condition; if any two of the third, fourth and fifth fingers on an impaired hand are missing; if more than two of these fingers are impaired beyond two phalanges; in any case, if the grip is impaired.

12. Feet and toes—Flat feet—third degree; a defective or functionally impaired foot (pronated arches, hammer toes, overriding toes, and bunions will be considered in determining what constitutes an impaired or defective foot); if the large toe or second or third toe is missing.

13. Other causes for rejection: (a) epilepsy or history of epilepsy; (b) active venereal disease; (c) hernia or potential hernia (wide

POLICE COLUMBIANS ELECT THEIR OFFICERS

Mauro A. Contrastano was elected President of the Columbian Association of the NYC Police Department. Other officers elected include Ralph Trotta, First Vice President; James Tarantola, Second Vice-president; Philip Abbate, Treasurer; Victor A. Damiano, Executive Secretary; Lucio Rufo, Financial Secretary, Manhattan and Bronx; James Di Pietro, Financial Secretary, Brooklyn, Richmond and Queens; Donato Napoli, Corresponding Secretary; Xavier Olivo, Recording Secretary; Joseph De Santis, Sergeant-at-Arms, and Frank Fasulo, Retired Members Representative.

The Borough Trustees include: Joseph Russo and Peter Samperi, Manhattan; Dominick Montone and George Vallinotti, Brooklyn; Edward Motta and Peter Milani, The Bronx; Joseph Gatto and Vito Ferrara, Queens, and Gerald Lino, Richmond.

CIVIL ENGINEER LIST

The promotion eligible list for Civil Engineer (Building Construction), Department of Education, has been published by the NYC Civil Service Commission. The list is subject to investigation and license requirements.

rings); (d) varicose veins; (e) varicocele or hydrocele (testicle defects such as missing or undescended may cause rejection); (f) hemorrhoids, fistulas or any defect of the rectum or anus; (g) pilonidal cyst; (h) orchitis; (i) ulcer or proven history of gastro-intestinal ulcers; (j) paralysis; (k) spinal curvature; (l) deformed chest; (m) defective gait; (n) impairment of arm or leg; (o) skin disease; (p) goitre; (q) speech impediments; (r) deformities of mouth or lip; (s) strabismus (cross-eye); (t) obesity; (u) anemia or other blood diseases; (v) pin-point pupils; (w) enlarged glands; (x) glycosuria (transient or intermittent); (y) albuminuria.

LEGAL NOTICE

WHITE, WELD & CO.
Certificate of Continued Use of Partnership Name
We, JEAN CATTIER, BENJAMIN S. CLARK, HAROLD BENJAMIN CLARK, CLARENCE E. GOLDSMITH, WILLIAM C. HAMMOND, JR., E. JANSEN HUNT, FRANCIS KERNAN, HENRY WEBER MEERS, JULIUS C. RANSOM, J. PRESTON RICE, W. J. K. VANSTON, DAVID WELD, ALEXANDER M. WHITE, HAROLD TREDWAY WHITE, HAROLD T. WHITE, JR., DIMITRI YASSUKOVICH and FRANCIS MINOT WELD, hereby certify and declare that the business of the partnership of WHITE, WELD & CO., heretofore existing among the undersigned, which has transacted business in the State of New York under such name, continues to be conducted by the undersigned, and that the persons intending to deal under such name, with their respective places of residence, are as follows:

General Partners

Jean Cattier, Matinecock, L.I., N.Y.; Benjamin S. Clark, Pound Ridge, New York; Harold Benjamin Clark, New Canaan, Conn.; Clarence E. Goldsmith, Shores Road, Dering Harbor, Shelter Island Heights, N.Y.; William C. Hammond, Jr., 69 Harbor Street, Westchester, Mass.; E. Jansen Hunt, 870 Plandome Road, Manhasset, L.I., N.Y.; Francis Kernan, 103 East 65th Street, New York, N.Y.; Henry Weber Meers, 39 East Division Street, Chicago, Ill.; Julius C. Ransom, 48 Cherry Street, New Canaan, Conn.; J. Preston Rice, 40 Norfolk Road, Chestnut Hill, Mass.; W. J. K. Vanston, 14 Glenwood Road, South Orange, N.J.; David Weld, New Mill Road, Smithtown, L.I., N.Y.; Alexander M. White, Oyster Bay, L.I., N.Y.; Harold Tredway White, Bedford Hills, New York; Harold T. White, Jr., Sunnyside Road, Darien, Conn.; Dimitri Yassukovich, Piping Rock Road, Loudon Valley, L.I., N.Y.

Limited Partner

Francis Minot Weld, 660 Park Avenue, New York, N.Y.

IN WITNESS WHEREOF, we have signed this Certificate this 2nd day of January, 1948.

JEAN CATTIER

B. S. CLARK
HAROLD BENJAMIN CLARK
CLARENCE E. GOLDSMITH
WILLIAM C. HAMMOND JR.
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D. YASSUKOVICH
FRANCIS M. WELD

STATE OF NEW YORK, COUNTY OF NEW YORK—ss.:

On this 2nd day of January, 1948, before me personally came JEAN CATTIER, BENJAMIN S. CLARK, HAROLD BENJAMIN CLARK, CLARENCE E. GOLDSMITH, E. JANSEN HUNT, FRANCIS KERNAN, JULIUS C. RANSOM, W. J. K. VANSTON, DAVID WELD, ALEXANDER M. WHITE, HAROLD TREDWAY WHITE, HAROLD T. WHITE, JR., DIMITRI YASSUKOVICH and FRANCIS MINOT WELD to me known and known to me to be the individuals described in and who executed the foregoing instrument, and severally acknowledged to me that they executed the same.

(Notarial Seal)

ELSIE M. GILLARD

Notary Public in the State of New York
Residing in Queens County
Queens Co., Clk's No. 2144, Reg. No. 2569
N.Y. Co. Clk's No. 635, Reg. No. 1969

Commission Expires March 30, 1949

STATE OF ILLINOIS, COUNTY OF COOK—ss.:

On this 27th day of December, 1947, before me personally came HENRY WEBER MEERS, to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

MARCELLA A. CONLEY

My Commission Expires March 17, 1951.
STATE OF MASSACHUSETTS, COUNTY OF SUFFOLK—ss.:

On this 2nd day of January, 1948, before me personally came J. PRESTON RICE, to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

JOSEPH DI SESSA

Notary Public,
STATE OF MASSACHUSETTS, COUNTY OF SUFFOLK—ss.:

On this 2nd day of January, 1948, before me personally came WILLIAM C. HAMMOND, JR., to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

JOSEPH DI SESSA

Notary Public,
STATE OF ILLINOIS, COUNTY OF COOK—ss.:

On this 2nd day of January, 1948, before me personally came HENRY WEBER MEERS, to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

MARCELLA A. CONLEY

My Commission Expires March 17, 1951.
County Clerk's Certificate, State of Illinois, County of Cook—January 2, 1948
County Clerk's Certificate, State of Massachusetts, County of Suffolk—January 2, 1948

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NEW YORK CITY NEWS

Reforms in Seven Departments Asked in Report to O'Dwyer

Citizens Budget Commission Discusses Police, Fire, Sanitation, Public Works and Correction Units, Civil Service and Budget Bureau

The Citizens Budget Commission has handed Mayor O'Dwyer a report on city government revealing methods it says would produce potential savings of approximately \$30,000,000. No discharges or reductions in pay for existing NYC employees are recommended.

Five NYC departments—Police, Fire, Sanitation, Correction and Public Works—were principally surveyed in preparing the report. The Budget Bureau and the Civil Service Commission are covered to an incidental extent.

The report, according to the general summary released by the Commission, recommends correctives for regulations on work-hours, leaves of absence, overtime, vacations and employee relations which are not uniform for all city departments. It calls for a new position classification system and pay plan.

The system of special assignments in the Police, Fire and Sanitation Departments is criticized as "wasteful and demoralizing." Departments also are charged with "too rarely" employing modern techniques considered standard in private industry.

Projected requests for certain additional personnel would be unnecessary if the report's recommendations are followed, the summary says.

Personnel reductions resulting from proposed changes will be achieved by normal turnover in personnel, Robert W. Dowling, Commission President, told the

Mayor in a letter of transmittal. He said recommended improved methods and personnel reassignments would "go far" to meet prospective increased manpower needs.

The report discards proposals for the merger of the Police, Fire and Correction Departments, and the Sanitation and Public Works Departments. However, it does recommend unification of certain interrelated functions: A new Department of Automotive Transport would operate all general purpose automotive equipment. Maintenance of all city buildings would be consolidated under the Department of Public Works. Police and Fire emergency service units would be merged and operated by the Fire Department. A study of the possible merger of Fire, Police and Sanitation Medical Bureaus by geographic locations rather than individual city departments is recommended, as is further mechanization of the Sanitation Department to improve service and effect "appreciable savings in manpower."

At several points the report emphasizes that proposals should not jeopardize salaries or rights of employees now in city service.

Findings as summarized by the Citizens Budget Commission itself: "The Fire forces accomplish their fire extinguishing mission with high courage, but are hampered by inadequate planning and a form of organization and control which is loose and obscure. The

Fire Commissioner has been engaged in efforts to improve the Department's operations.

"The function of fire prevention should be given far more emphasis than at present. Proper emphasis would productively utilize much of the idle time of the firemen. Complete revamping of the training program is badly needed.

"The Bureaus of Fire Prevention, Combustibles and Licensed Places of Public Assembly should be consolidated, with substantial economies and much improved efficiency.

"Our statistical analysis indicates the probability that the department now has more companies than are needed for safe coverage. Our recommendations focus on a reorganization and streamlining of the department and for a thorough, unhurried fire engineering survey of the City by the nation's most competent experts on fire protection, to establish how many companies are actually needed and where they are needed. Pending the findings of such a survey, increase in present forces is unwarranted.

Police Department

"Crime is under satisfactory control. The Police Force consists in the main of qualified young men, employed under conditions favorable to morale and commanded by an experienced Commissioner.

"The Department organization is loose and policy-making personnel is over-burdened with administrative detail. Deficiencies in analysis and managerial policy and leadership are in process of correction by the Commissioner.

"Traffic regulation and school crossing protection are a heavy drain on uniformed personnel. Both, and particularly the latter,

are activities in which economy of manpower may be secured by continued study and experiment. The experimental use of part time civilian protection at school crossings is suggested.

"The need for additional men in the patrol division would be reduced by redistribution of traffic personnel to equalize the work load.

"Two-man auto radio patrol is not necessary in all areas or on all tours of duty, and we recommend adoption of one-man auto radio patrols in the many areas and on those tours of duty where conditions permit.

"Adoption of recommendations in the body of the report will make unnecessary an increase in the force beyond the presently authorized number.

Department of Correction

"The organization of the Correction Department has been tightened during the past year. Incorrect practices have been eliminated.

"Further organizational changes in the department are recommended. Vocational and educational programs at Riker's Island Penitentiary require expansion and improvement.

Department of Sanitation

"Three major needs of the Sanitation Department disclosed by our study are: Coordinated planning at the top; accurate work

standards and measurements; and adequate control over the work in the field.

"A reorganization of the department is required to provide a simpler, better coordinated structure. The department should employ a staff of management engineers, statisticians, administrative analysts and system experts.

"The system of providing statistics of production, effort efficiency, costs and results should be completely revised to provide reliable information. Techniques for this purpose are detailed in the report.

"Closer integration of the functions of refuse collection and refuse disposal is a necessity.

"There will be no need for additional operating manpower if the recommendations in the report are adopted."

The summary praises the Public Works Department for its efficiency.

The study was conducted by the Commission at Mayor O'Dwyer's request. Louis E. Yavner, former NYC Commissioner of Investigation, acted as Special Counsel, and was assisted by Daniel L. Kurshan. A staff of experts was recruited from city agencies and business organizations. Work on the report was directed through the Commission's Planning Committee: Harold Riegelman, Chairman; George R. Van Namee, Robert Winthrop and Dennis E. Nolan.

Another Prep School Opened by Delehanty

The opening of the Delehanty Preparatory School, 120 West 42d Street, Manhattan, brings another high school under the management of M. J. Delehanty, founder and Director of the Delehanty Institute.

The new high school occupies spacious quarters in the Wurlitzer Building, just off Times Square, and will feature a complete curriculum of subjects in preparation for all Regents and college entrance examinations.

Enrollments are being accepted now for the new term starting Thursday, February 5. The school is co-educational and students are offered all Regents and non-Regents subjects.

In making the announcement Mr. Delehanty said: "This second high school is being opened by the Institute in response to the great number of requests reaching the Delehanty High School in Jamaica, which has become one of the leading private schools in the country. Thousands of veterans who failed to complete high school before entering the service, and many others who did not complete all the subjects necessary for college entrance, are now taking regular programs, or special courses."

The Board of Advisers for the new division of the Institute, in addition to Mr. Delehanty, includes Thomas J. Shanahan, President of the Federation Bank & Trust Company, New York City; Frank Christensen, President of the Continental Insurance Company, New York City; Oscar Mautner, Certified Public Accountant and member of the faculty of the New York University; Herbert D. A. Donovan, Ph.D., retired Supervisor, Board of Education, New York City; and T. M. Murphy, Ph.D., Supervising Principal of the High School Divisions of the Delehanty Institute.

Visual Method Used At Sutton School

In 1936 and 1937, Ruth Sutton conducted a shorthand class over Radio Station WNYC. Her class of the air consisted of 1800 students who regularly mailed their transcripts for correction.

The great demand from Radio students for personal instruction prompted the opening of the Sutton Business Institute, which specializes in brush-up courses and individualized instruction in both shorthand and typing.

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PROMOTION TEST WIDENED

The promotion examination ordered for Assistant Bacteriologist, Chief Medical Examiner, has been amended by the NYC Civil Service Commission to include five additional Departments. They are Hospitals, Education, Higher Education, Public Works and Correction.

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NEW YORK CITY NEWS

Denahan Tells Aims of UFOA for 1948

(Continued from Page 1) then turned the gavel over to President Denahan. Rounds of applause followed.

Objectives Stated
The new President then outlined the objectives for the coming year, which included reduction of officer working hours, making of bonus permanent, a 15 per cent of salary increase, and pension re-adjustment. Favorable administrative action on a request for the designation of new Lieutenants as "Relieving" is expected. The feeling of some members was expressed in a demand for aggressive action on hours and a clarification and modification of "Recall".

Lieutenant Martin reported that the Civil Service Commission had given assurances that the list for promotion to Captain would be published about January 13 and, if veterans on the list report to the Investigation Division of the Commission, fifth floor, 299 Broadway, with the necessary papers, it would speed promulgation. Regarding the existing Lieutenant list, all City Departments have adopted a "go slow" attitude pending a Court of Appeals decision, expected in March, the members were told. Following the business meeting, a social session and refreshments were enjoyed by all.

Firemen Ask Overtime Pay For Snow Work

Asserting that the Fire Department was the only city agency which functioned according to plan during the recent record snowfall and the ensuing emergency, John P. Crane, President of the Uniformed Firemen's Association, and Henry A. Wittekind, President of the Uniformed Fire Officers Association, urged Fire Commissioner Frank J. Quayle to request the Board of Estimate to appropriate funds to compensate Firemen for emergency overtime.

When it became apparent that the snowfall would seriously disrupt the city, Commissioner Quayle issued a recall, bringing 98 per cent of the uniformed force back to their fire stations. After working around the clock during the early stages of the emergency, the force was placed on a 16-hour-a-day schedule and subsequently returned to continuous duty because of the ice storm on January 1-2.

Men Incurred Extra Expense

Mr. Crane pointed out that as a result of the recall a great many Firemen incurred extra personal expense, many of them being forced to sleep in downtown hotels during their short off-duty period.

"Because of the strain occasioned by the recall of all members of the Department to meet the emergency, it is recognized that you will be unable to pay the Firemen with time off for the overtime worked," Mr. Crane stated in his communication to the Fire Commissioner.

"It is, therefore, recommended that you submit a request to the Board of Estimate and the Mayor for an appropriation to the Fire Department sufficient to pay the members of the Department for the overtime worked. This appropriation should be included in the sum appropriated by the Board of Estimate to meet the emergency."

Mr. Crane further pointed out that by paying overtime the efficiency of the Department will not be impaired by the loss of man-hours which would result if the Firemen were given time off.

UFA Appoints Blake Public Relations Head

John P. Crane, President of the Uniformed Firemen's Association, announces the appointment of Alfred J. Blake as Public Relations Director to succeed Frank Lee Donoghue, who resigned to become Director of the New York City Department of Commerce.

HA EMPLOYEES ELIGIBLE

The promotion examination for Architect has been amended to include eligible employees in the NYC Housing Authority, the NYC Civil Service Commission announced.

DECISION DELAYED

The NYC Civil Service Commission has laid over for one week the Department of Hospitals' request to strike "(War Duration Plus 6 Months)" from the title of Hospital Helper.

Veteran Sues For Tenure In His City College Job

Justice Valente heard argument in the New York County Supreme Court on a petition by Lester Weinberger, Library Assistant at City College, who claimed tenure under provisions of law, by three years of continuous service and appointment for the fourth year, on the ground that military service must be counted as if it were service on the job. Mr. Weinberger was represented by the law firm of Seckel, Storper, Damashek & Cohn. The case for the petitioner was argued by his former classmate at CCNY, David H. Storper. Assistant Corporation Counsel Morris Weisberg argued the opposition for the Board of Higher Education. Mr. Weisberg maintained that the position is in the exempt class.

Mr. Storper contended that Board of Education positions in the teaching service, in which the Library Assistant job is included, are in the unclassified service. He cited the Civil Service law, which specifies that the classified service consists of the competitive, non-competitive, exempt and, in cities, the labor class. Hence, the position, he said, could not be in the exempt class, unless it was in the classified service, and added that even the Assistant Corporation Counsel admitted it was in the unclassified service.

Why Question is Important
"There is no exempt category in the unclassified service," observed Mr. Storper. "Exempt is a class by itself and all four

classes are in the classified service only."

What makes the question of whether or not the position is in the exempt class of such importance is that under the Military Law a person in military service is not necessarily entitled to his public job, if it's in the class. An exempt employee would have no job to return to if it were filled during his military absence. Mr. Weinberger's job was not so filled, but Mr. Weisberg contends that, since it could have been, there was no possibility of acquiring tenure, and in addition no way of creating tenure out of a law that specifically recognizes the lack of tenure.

Mr. Weinberger was appointed Library Assistant at an annual salary in September, 1940. He completed one year of such service and was reappointed for the year 1941-42. In March of 1942, as a Reserve Officer he was called to active military service. He entered as a Lieutenant. He was discharged as a Captain in May 1946. He was reappointed to his City College job when his military service terminated.

Mr. Weisberg makes the point that the Board of Higher Education was under no legal or other compulsion to take Mr. Weinberger back, even though it did so. The Library Assistant was hired for the remainder of the year and rehired for subsequent years. His reappointment for the coming fiscal year has been recommended.

Broad Implications

The petitioner cites Section 6206 of the Education law, subdivisions 2 and 5, concerning the three-full-years' service and fourth year reappointment, as conferring tenure. He also cites subdivisions 5 and 8 of Section 246 of the Military law, which allow military leave to an employee in public service as a matter of right, without prejudice to any rights or privileges.

Many others could be affected by the outcome of the case, even persons claiming increments they would have been paid had they not been in military service. One such increment case already has been decided in City Court in favor of the claimant and affirmed on appeal.

Personnel Courses To Be Given by CCNY

Practical courses in labor and personnel management will be conducted in the Spring term at the Evening and Extension Division of City College's School of Business and Civic Administration. The courses begin February 16, and registration has been scheduled for February 6, 9, 10, 11 and 13 from 6:30 to 8:30 p.m. in the auditorium of the School of Business, 17 Lexington Avenue.

Among those courses offered are Personnel Administration, Labor-Management Relations, Job Analysis and Specifications, Job Evaluation and Wage Incentives, Current Labor Problems and Policies, Time and Motion Study, The Law of Labor Relations, The Law of Labor Standards, and Business and Industrial Psychology.

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FIRE LINES

By QUENCH

The Official Action Guide has been amended, insofar as it refers to the Vacation Schedule for Deputy Chiefs of Department, so that the vacation periods will start on the same day each year (May 8 for No. 1) regardless of whether the year has 365 or 366 days.

The Bureau of Uniform Inspection and the Fire College officially have moved into the new quarters at 48-34 35th Street, L.I. City. Inspection of uniforms will be resumed at the new address.

The location of Fire Service Supervising Co. No. 1 has been changed from 32-02 Queens Blvd. to 48-34 35th Street, and the phone number of the Supervising Engineer changed from Stillwell 4-2734 to Ironsides 6-8114.

Commanding Officers in whose quarters apparatus and Chief's cars are located are reminded to see that skid chains are mounted and locks thoroughly wired so as not to come loose.

Deputy Chief-in-charge Timothy P. Guinee is recovering from three fractured ribs, received when Supervising Engineer Gows fell off a ladder and landed on the Chief at the 4th Alarm fire in Washington Market last week. The Engineer was less fortunate and was removed to Bellevue suffering from a fractured skull and a cerebral hemorrhage.

Budget Director Patterson has approved the applications of Mrs. Maria S. Wynn and Mrs. Jean Bassman, widows of two former members of H & L 26 who were killed in the fire and collapse in that Plumbing Supply House last November, for awards of one year's salary.

The recent blizzard caused postponement of the annual scholarship examination of the Fire Department St. George Association, which was held January 3 at the Delehanty Institute on W. 42nd St., where all but one contestant showed up. Winners of the Scholarships will be announced at the Installation and Meeting to be held on Jan. 20th.

Fireman James Murphy of E. 78 (Fireboat Willet) was the recipient of the Daily News monthly Hero Award for diving in the cold waters of Hell Gate and rescuing a woman. This is the blue-shirt's second such rescue.

Secretary of the FDNY, Harvey Rosen, is now a Captain in the U.S. Marine Corps Reserve.

Results of UFA Poll

Results of the recent poll on the systems to be worked in those Divisions not as yet having the 2 & 2 system showed only the 1st Division (downtown Manhat-

MAX MASON PRACTISING LAW
Max Mason, who resigned in 1942 from the Department of Hospitals after thirteen years of service, has returned to law practice, at 170 Broadway. During the past five years, he was with the Tennessee Valley Authority and the War and Navy Departments, Washington, D.C.

tan) and the Marine Division having the 75 per cent vote required by the Fire Commissioner to change the working hours in any division.

Div.	8 hrs.	9s & 15s	%
1st	66	335	83
2nd	174	203	54
3rd	213	224	51
4th	353	317	47
5th	260	225	46
7th	272	451	62
8th	121	326	72
15th	177	468	72
Marine	55	167	75

COMING EVENTS

Tuesday, January 13—Regular meeting of the New York Fire Dept. Post No. 930 American Legion at Werdermann's Hall at 8:30 p.m. Edward A. Thompson, Legionnaire and former Lieutenant in the FDNY will address the gathering.

Tuesday, January 20—Installation of Officers of the St. George Association of the FDNY for the current year will be held at the Masonic Temple on W. 23rd Street at 8 p.m. Members are urged to bring their wives as there will be entertainment and dancing afterwards. The names of the Association's scholarship winners for 1948 will also be announced at this time.

Friday, January 23—The 27th anniversary dinner-dance and Ladies Night of the Fire Square Club will be held in the Forsythe Room of the Hotel Granada in Brooklyn.

LIST PROMULGATED

The promotion eligible list for Title Examiner, Grade 3, Bronx Borough President's office, has been promulgated by the NYC Civil Service Commission.

The Photostat Operator, Grade 3, promotion eligible list for the Department of Public Works has been promulgated by the NYC Civil Service Commission.

CERTIFIED TO HOSPITALS

Fifteen eligibles from the Junior Bacteriologist list have been certified by the NYC Civil Service Commission to positions with the Department of Hospitals.

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6 EXAMS OPENED BY VETERANS ADMINISTRATION FOR EDUCATIONAL JOBS

Six examinations for positions in Veterans Administration establishments throughout the State have been announced by the Board of U.S. Civil Service Examiners, VA Branch Office 2. Applications will be accepted until Wednesday, January 21. The examinations are for:

Instructor, Educational Therapy (Educational Retraining), SP-6 to 8, \$2,644 to \$3,397.
 Instructor-Supervisor, Manual Arts Therapy (Shop Retraining), P-2, \$3,397.
 Chief, Manual Arts Therapy (Shop Retraining), P-3, \$4,149.
 Instructor, Educational Therapy (Educational Retraining), SP-6 to 8, \$2,644 to \$3,397.

Instructor-Supervisor, Educational Therapy (Education Retraining), P-2, \$3,397.
 Chief, Educational Therapy (Education Retraining) P-3, \$4,149.
 Applications are obtainable at the VA Branch Office, 346 Broadway; the U.S. Civil Service Commission, 641 Washington Street,

and at most post offices in the State, outside of New York, N.Y. All applications must be filed with the VA Branch Office. Applications will be accepted by mail, but they must be on file before the close of business on January 21. Mailing on January 21 is insufficient. The Board of Examiners advise

all VA employees working in these titles on a temporary basis to apply.
Where to Inquire
 Information on duties, requirements and promotion opportunities may be obtained from the VA Branch Office at 346 Broadway.

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To Greater New York — center of commerce and culture — Consolidated Edison, its electrical servant and supplier of gas and steam, offers congratulations on our City's outstanding achievements of the past half-century.

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