

MARY K. CORKREY  
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# BIG HELPS TO PASSING SANITATION MAN TEST

## Are You Entitled to a Piece of That DeMarco Cash?

### Classic Case of Political Wisdom

THE REPERCUSSIONS came last week, in the wake of a classic example of political wisdom. When John E. Carton, president of the NYC Patrolmen's Association, endorsed Mayor O'Dwyer for re-election, he hardly thought through the full consequences flowing from that action.

As a civil service employee organization, the PBA must deal not only with Mayor O'Dwyer but with the GOP - controlled Legislature. The Legislature is nearly always in the hands of the Republicans. In its relationships with public officials, both City and State, Carton must try to persuade Republicans as well as Democrats. It is the proper duty of an employee organization to battle public office issues, and to extend the same even to the personality when the personality becomes an issue; to fight as strongly as it can for its programs. But political endorsement is a matter posing grave obligations. The employee leader who makes such endorsement must consider theatives that may redound upon he represents.

Curran's Staggering Attack when Tom Curran, NYC Republican county boss, hit Carton over the head with a staggering statement that made headlines in all daily papers, that was not (Continued on Page 6)

ALBANY, March 14—Are you entitled to a slice of the DeMarco money. How do you determine if you're "in" or not?

These are only the first of the problems that State officials are working upon furiously as a result of the DeMarco Court of Appeals decision, decided unanimously in favor of the employees (the case was described in detail in last week's LEADER).

About 8,500 payroll changes have to be made, and instructions must be issued to all the departments who hand in payroll matters. Some \$4,000,000, it is estimated, will be distributed, and who gets how much is a problem that has to be worked out in each individual case.

**No Answers Yet**

All this adds up to: No answers to your questions — yet. The Civil Service Commission is now working on the matter, and hopes to have within the next two weeks an explanation which will answer every possible question. Joseph Schechter, Commission counsel, is now preparing the memorandum, aided by Charles Campbell, administrative director of the department, and other civil service officials.

The LEADER, too, is making a careful study of the problems arising out of the DeMarco decision, and will keep readers informed just as soon as accurate answers are worked out.

Meanwhile, if you're a State employee and feel you're entitled to an award under the DeMarco decision, please be patient. Don't ask the Civil Service Commission or any other department to answer your questions — because the answers aren't available. They will be soon.

The only thing that can be said now is that if you're entitled to some of the DeMarco cash, it won't be coming through before May at the earliest.

## NYC Sergeant List March 29

The revised eligible list for promotion to Sergeant (PD.) will be issued on March 29, said President Joseph A. McNamara, of the NYC Civil Service Commission, and the Clerk, Grade 2 list should be promulgated today. The Clerk list was previously published and the hiring pool for Clerk will be held in early April.

The latest court case attacking the Sergeant exam fizzled. Previous ones succeeded.

The Sergeant list was promulgated before, but a court in junction stopped use of the list and cost Acting Sergeants \$100,000, the difference between top grade Patrolman and Sergeant pay.

On the basis of the first several days during which applications have been received, it appears that about 25,000 will apply for the Sanitation Man, Class B, examination. The last day to apply at 96 Duane Street, opposite The LEADER office, is Thursday, March 24.

President Joseph A. McNamara, of the NYC Civil Service Commission, issued a special plea to prospective candidates not to delay in applying. The last three days, especially the last day, produce a rush that is not only difficult for the Commission to handle, but candidates try to fill out their applications in a hurry and sometimes make costly mistakes. Last time 3,599 applied on the last day.

"I sincerely request all prospective applicants to apply at the earliest possible moment," President McNamara told The LEADER. "The best interests of all concerned would be promoted in that way." (see page 9).

## \$40 School Clerk Jobs An Opportunity for Women

Opportunities for women exist in the exam for School Clerk at \$2,100, or more than \$40 a week, and Substitute Clerks, at \$9 a day, in the NYC Board of Education. The exams are open to both men

and women, but most of the applicants are women so far.

The School Clerk increments bring the pay to \$3,300, or about \$63.50 a week. Age limits are 20 to 40, veterans excepted.

High school graduation is required, with two years of experience or college, or four years' office experience, while a college degree substitutes for half of required experience.

Apply all this month in person or by mail to Board of Education, 110 Livingston Street, Brooklyn 2, N.Y.

The written test will be held on May 2.

### NEWS CAPSULES

**A BILL** before Congress would require that in firings of U. S. employees should be in accordance with "tenure of employment, military preference, length of service, and efficiency." Federal workers point to cases where employees in service 20 years or more are fired, while veterans in job a few months are retained.

**MOVEMENT** under way in Albany to put teeth into labor relations machinery being set up by executive order of the Governor. Some who have seen proposed plan considered it too weak.

**STATE CIVIL SERVICE** Commission not decided on whether forthcoming Prison Guard list (May) could be used to fill vacancies in Dannemora and Matteawan, whose employees will shortly go into competitive class.

**NO DATE** yet set for State Warden examination.

**DR. FRANK L. TOLMAN**, president of Civil Service Employees Association, has protested to Sen. Walter J. Mahoney against budget cuts which would curtail civil service jobs.

**DETAILS** of new retirement liberalization plans worked out for members of State Retirement System will be available next week.

**STATE CIVIL SERVICE COMMISSION** meeting this week. May be the last meeting with present personnel.

**AT THIS WRITING**, Yonkers employees who were out on strike were taken back, and negotiations were under way on how to get around penalties of Condon-Wadlin law. All hands admit that law is palpably a failure.

**STATE PAROLE OFFICER** list, long-awaited, expected by end of this month.

**CLASSIFICATION BOARD** conducting survey of all investigator positions in State service, covering about 25 titles. Purpose is to seek uniformity in the qualifications.

**SHARP** attack on Frank W. Connors, Secretary NYC Hospitals Department, charging "needling," being prepared by AFL employees group operating in that agency.

**TWO DAYS** time off due for all Mental Hygiene employees who didn't receive them just before Xmas and New Year. Some confusion in transmission of directives held up time off for some employees.

**Association Directors To Meet on March 24**

ALBANY, March 14—A Board of Directors meeting of the Civil Service Employees Association has been called for Thursday, March 24, in Albany.

### NYC Social Investigator Exam Reopens in April

The Social Investigator examination will be re-opened during the April filing period, probably April 13 to 28. The written test, originally set for April 30, has been postponed. The new date, not set yet, will be in late June or early July.

Originally 3,081 applied but 426 didn't meet the experience requirement, and were therefore eliminated from the examination. No college degree is required.

There are 587 provisionals in the title. The new eligible list will provide excellent job opportunities. The NYC job pays \$2,710.

### Three Bills Indorsed

Three bills have been indorsed by the National Association of Indorsed Civil Service Employees. The measures exempt annuities from U. S. income taxation, give tied women the same selection survivorship provisions as husbands now have under the U. S. Retirement System and give pensions, who retired prior to April 1948, the same benefits as those retired on or after that date.

## LEADER Story on Farley Gets Big Play in Congressional Record

The Civil Service LEADER'S "Repeat This" column of February 22 has been read into the Congressional Record. Representative Tom Murray, of Tennessee, thought so highly of the column that he had it quoted in occupying three columns of the Congressional Record space.

The column was entitled "Farley's What Makes a Good Politician." In reading it into the Congressional Record, Murray said: "Mr. Farley, I wish every member of the House would take the time to read the article on the subject

What Makes a Good Politician, which appeared in the Civil Service LEADER on February 22, 1949. . . . The article is timely and is full of sound advice to anyone in political life . . ."

**Interview With Farley**

The column consisted of an interview with former Postmaster General James A. Farley, who listed ten qualities a man must possess to gain success in politics. The story cited examples and was filled with anecdotes and comments upon public figures from Mr. Farley's background of experience.

## O'Dwyer Strongly Backs 25-Year Pension Bill

ALBANY, March 14—Mayor William O'Dwyer, of NYC, has notified the Legislature that he is "strongly" for the Conrad-Clancy bill to permit retirement at half pay, after 25 years of member service, by NYC employees who are in or come under the age 55 plan of NYC Employees Retirement System. The present provision is for half-pay retirement after 30 years.

The extra cost would be shared about equally by the city and the employee, in general.

The measure is Senate Intro-

ductory No. 1889 and Assembly Introductory No. 2113.

### STUDY BOOKS FOR EXAMS

Study books for Social Investigator, Railway Postal Clerk, Postal Clerk-Carrier, Accountant, Clerk, Typist, Stenographer, Treasury Enforcement Agent, NYC Sanitation Man (B), and other popular exams, on sale at LEADER Bookstore, 97 Duane Street, NYC, two blocks north of City Hall, just west of Broadway.

Already two-thirds of the members of the System, about 64,000, are under the age 55 plan, so that the benefits could be derived by them, as well as the others, if they so elect, since the effect is to reopen the age 55 plan to them.

Greater or lesser benefit than half pay at 55 age retirement would result proportionately, for greater or lesser number of years of service, with full pay retirement achieved at age 70. The new benefits would be gained regardless of the age at which one retires.

(Continued on Page 12)

# STATE AND COUNTY NEWS

## EDITORIAL

### What Happened To Meal Tickets?

WHY IS the State Mental Hygiene Department sitting on its "experiment" with the use of meal tickets in its institutions? And why all the secrecy?

The experiment was undertaken after employees had pointed out that whether or not they eat three meals a day at the institution, they have to pay for three meals a day. Not a very esoteric problem, is it? And certainly, if it were to come up in private industry, it would have been solved long ago.

In any case, the Department finally tried a plan in four institutions, in a hush-hush atmosphere that only led to misinformation and unconfirmed rumor.

We think that this sort of thing properly should have been given wide publicity, so that the fullest discussion might have been possible, and the greatest number of ideas elicited.

### The Head Man



JOHN F. O'CONNELL

### State Liquor Authority Fantastically Economical

By H. J. BERNARD

Your State Liquor Authority is economical. A recent survey of most of the alcoholic beverage controls in other States proves it. Five of the largest States with control systems similar to New York's were compared. The percentage of the budget of the administrative body represented by revenue from license fees and bond forfeitures was computed. The result: New Jersey, 79.44; Massachusetts, 30.43; Illinois, 19.5; California, 19.28; Indiana, 16.82; New York (hold your breath), 4.11.

That New York figure is fantastically low.

How does New York's State Liquor Authority do it? Top flight executives and staff, deep devotion to duty, efficient and expeditious administrative techniques and a standard impartial tested method of licensing procedure.

#### Local Enforcement

The State Liquor Authority is an administrative body. It is not an enforcement agency. Certainly it shares the exercise of the State's police power — the protection of life and property — but it is in no sense a police force, and makes not one criminal complaint or arrest. That police duty is performed by local government; in NYC by the Police Department, elsewhere by local or State Police.

The State Liquor Authority has been conducting a campaign of information to heighten local police enforcement of criminal violations on liquor licensed premises.

Liquor control is a touchy business. Much is at stake; all sorts of people seek licenses and the public's eye is on the State Liquor Authority almost as sharply as the State Liquor Authority's eye is on the applicant or licensee.

Governor Thomas E. Dewey understood all that fully, so from his very start as Governor strove for liquor control of highest integrity and efficiency. He appointed largely men who had worked under him when he was Special Prosecutor or District Attorney—able and industrious men whose appointment itself meant a new certificate of merit. He also appointed career men in the liquor control administration, and made top-flight replacements of executives promoted to appointive posts in other branches of State Government.

#### The Roster

The executive list includes one woman. The roster now reads: John F. O'Connell, formerly of the FBI, chairman; Mrs. John S. Sheppard, Edward O. Yackel, Vincent J. Ferris, and Albert H. Meyer, Commissioners; Harold S. Smith, Chief Executive Officer; James H. Goodier, Secretary; Alvin McKinley Sylvester, Counsel. Deputy Commissioners: William K. Buscaglia, Buffalo; George P. Butterly, Jr., New York (Public Relations and Administration); Henry V. Doell, Albany; Hubert W. Fischer, New York (Hearing Commissioner); George W. Gatz, New York (Licensing); Howard Grange, Buffalo; Joseph Kaitz, New York (Wholesale, Price Schedule and Fair Trade); Anthony Marsloe, New York (Investigation); Howard L. Mosher, Albany; Joseph F. Periconi, New York (Hearing Commissioner); Arthur F. Robertson, New York (Executive Assistant to Chairman O'Connell); Walter C. Schmidt, New York (Hearing Commissioner); Frank J. Sellmayer, Jr., Buffalo; William F. Smith, New York.

Applications for licenses for the sale of beer, cider, wine, spirits, liquor, "and every liquid or solid containing alcohol" for consumption must be made to a Local Board, a county agency except in New York City, where the Alcoholic Beverage Control Board receives applications. The local

#### GOLDSTEIN RULES ON ELECTION LAW

The recommendation required to be made by the County Chairman for the appointment of an Election Commissioner must be based on a certificate reflecting the opinion of a majority of the county committee, not the executive committee, Attorney General Nathaniel L. Goldstein ruled in an informal opinion, construing Section 31 of the Election Law.

agency transmits the application to the State Liquor Authority with recommendation. The State Liquor Authority has final say. A license is finally granted, the State Liquor Authority sees the licensee lives up to its terms, it punishes violations, in extreme cases with revocation.

#### Follows Enacted Policy

The State Liquor Authority closely follows the policy laid down in the Alcoholic Beverage Control Law, "to regulate and control the manufacture, sale and distribution of alcoholic beverages with the State for the purpose of tempering and promoting temperance in their consumption and respect for and obedience to law." Licenses depend on whether "public convenience and advantage" can be served.

Sometimes the denial of an application produces a law suit. The State Liquor Authority has record of having been upheld about 99 per cent of the time. The investigations by the State Liquor Authority, under the direction of noted specialists appointed by Governor, ace investigator and prosecutor himself, are made thoroughly that the questions raised become limited to ones of law, particularly discretionary power.

#### Allergic to Red Herrings

The State Liquor Authority comes in for its share of criticism but feels that it has met it with convincing refutation. Example: Was somebody's license revoked just because he committed a small offense a long time ago? No, answers the State Liquor Authority: the man did commit that old misdemeanor, but he's been convicted since then of serious crimes and an associate of notorious racketeers.

The State Liquor Authority claims no infallibility of judgment but it is distinctly allergic to herrings.

## Status of Bills in Albany Affecting Public Employees

ALBANY, March 14.—A report on the status of bills affecting public employees has been prepared by the Civil Service Employees Association. The bills, now before the State Legislature, are of interest to both State and local workers. The data follows:

#### KEY TO SYMBOLS

- (D)—Drafted by the Association and introduced at its request
- (S)—Sponsored by the Association and drafted in cooperation with others
- (A)—Approved after conference with administration and supported by the Association
- (E)—Endorsed and supported by the Association

- 31. Examination Fee — Promotion Exams (D). In Senate Civil Service Committee, Assembly Civil Service.
- 32. Removals — Mental Hygiene (D). Drafted.
- 33. Reorganization — Civil Service Commission. In Senate Civil Service Committee, Assembly Civil Service.
- 34. Consolidation of Classification and Salary Standardization Boards. Drafted.
- 35. Time and One Half for Overtime (D). In Senate Ways & Means Committee, Assembly Ways & Means.

#### MISCELLANEOUS

- 36. Institution Patrolmen—Peace Officers (D). In Senate Codes Committee, Assembly Codes Committee.
- 37. Public Offices — Saturday Closing (D). In Senate Finance Committee.
- 38. Unemployment Insurance For All (D). In Senate Labor Committee, Assembly Ways & Means.
- 39. Workmen's Compensation — Boards of Education (E). Reported out of Senate Labor Committee, Assembly Ways & Means.
- 40. Village Policemen (D) In Senate Villages Committee.
- 41. Moving Expenses (D) In Senate Finance Committee, Assembly Ways & Means.
- 42. Institution Employees — Uniforms (D). In Assembly Ways & Means Committee.
- 43. Village Clerks — Competitive Class (E). In Senate Villages Committee, Assembly Villages Committee.
- 44. Military Duty — Rights During (E). In Senate Defense Committee, Assembly Civil Service.
- 45. Police - Firemen — Competitive Class (E). In Senate Civil Service Committee, Assembly Civil Service.
- 46. Police - Firemen — Disability

- (E). In Senate Cities Committee, Assembly Local Fin-48.
- 47. Terms of Office — Political Subdivisions (D). Introduced.
- Terms of Office — Salary Increase During (D). Introduced.

### Southern Conference Hears How Mitchell Bill Won

WARWICK, March 14 — "Journalism at its best."

That's what Francis A. MacDonald, chairman of the Southern Regional Conference, called the work of the Civil Service LEADER on behalf of the Mitchell preference bill.

In a bulletin to chapter heads of the Conference, MacDonald said:

"In line with my policy of keeping The Southern Conference informed of all matters of employee interest, I want to report the work done on behalf of the Mitchell veteran preference bill by the publisher and editor of The Civil Service LEADER. I have gone on record with a flat statement that the job done by The LEADER may well have been instrumental in saving civil service in this state, and certainly was one of the most important jobs performed for civil service employees of the state and municipalities in the last twenty years.

"This doesn't take away from the excellent work done for the Mitchell bill by other groups, including our own Association, and our own Conference. It was the LEADER, however, which explained clearly and simply just what was involved in the veteran preference issue, and told the differences between the types of veteran preference being considered by the Legislature. It was The LEADER which kept up the campaign, with continual pounding, until many other agencies and newspapers joined in. This was journalism at its best.

#### The Politics of It

"I have been told by prominent Democratic politicians that The LEADER's publisher convinced the Democratic party heads that

the Mitchell bill was in the best interests of veterans and non-veterans. I also learned, during my recent trip to Albany, of the excellent work done by The LEADER with Governor Dewey and his aides in helping to convince them that failure of the Mitchell bill would make for inefficient government.

#### Lobbying in Albany

The personal activities of The LEADER's publisher and editor in Albany during the months of January and February, where they gave many hours and days to the pushing of the Mitchell bill, should be more widely known to all public employees. This was something that they did far beyond the call of their duty as newspapermen. As a result, thousands of careers which might have been warped will now be able to advance properly, provided the Mitchell bill becomes law. Last week both the Senate and Assembly passed the measure. Now it will go to referendum of the people in November.

I was pleased to see that both Governor Dewey and Paul Fitzpatrick gave their exclusive statements of support for the Mitchell bill personally to The LEADER publisher and editor.

#### Doesn't Ask Thanks

I know that The LEADER constantly performs services like this, which are of permanent usefulness to public employees. The LEADER has never asked any thanks for this extra-curricular work, but it is high time we employees recognized a job well done in our behalf. It is the public employees, those who directly benefit from such a job by The LEADER, who owe a debt of gratitude and a vote of thanks to that publication.

### Denounces 'Split Shift'

State Senator Fred Moritt, of Brooklyn, has protested the use of the split shift in Brooklyn State Hospital, which is in his district.

The split shift, in which workers come in part of the day, then have time off, and complete their tour of duty later in the day or the evening, had been defended by the hospital's director, after a critical article in The LEADER. Senator Moritt wrote:

#### Read It in LEADER

"I read in the Civil Service LEADER the story about the 'split shift' in your hospital and your letter of reply. I feel it would be most important for you to end the split shift. Frankly, I

don't think the argument you make is valid. Certainly, even with a domestic worker, one can't ask her to come for four hours, then leave, and come in for an additional four hours some time later. You just couldn't get anybody to work under conditions like that.

"The people in your hospital are under civil service, of course, and certainly are deserving of the highest consideration. I think, too, that the welfare and the prestige of the hospital would require that you grant these people their demand, which seems to me entirely just and reasonable. I'm sure you want to know my candid opinion."

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# STATE AND COUNTY NEWS

## Commerce, Public Works Employees Fight Job Cuts

ALBANY, March 14—State employees worked hard behind the scenes to "kill" cuts in Governor Dewey's budget demanded by Erie County Senator Walter Mahoney which would cut down jobs of public workers. Although unpublicized, the work of the employees has been an important factor in preventing the dismissals of public employees — thousands of whom had been taken off the rolls in two departments alone, Commerce and Public Works.

**In Public Works**  
Charles J. Hall, Public Works representative on the executive committee of the Civil Service Employees Association, warned that Governor Mahoney's suggested cut of \$1,000,000 in personal services would hurt the State, and would mean serious reduction of all employees paid from post-war funds would face a layoff effective April 1. This would effect 400 employees — 400 in the Main Office, 1,300 in the District Office. Estimates showed that 1,846 employees would be laid off in the district alone, if Sen. Mahoney won the day.

Mr. Hall spearheaded a campaign in his department in which Public Works employees contacted their Senators and Rep-

resentatives to register a protest. **In Commerce**

As chairman of the Commerce Department chapter of the Association, Mildred O. Meskil wrote Senator Mahoney:

"You advocated reducing the budget of this Department by nearly 25 per cent. You also stated that 'no services will be curtailed over those of last year.' We cannot see how these two things, taken together, are possible.

**At Least 100 Jobs**

"If the Legislature followed your advice by reducing out lump sum appropriation by \$500,000, the jobs of at least 100 Civil Service employees . . . would be in serious jeopardy. You cannot cut the services of a department by 25 per cent and retain the same staff. This does not look as though 'no employee's salary will be reduced one iota,' as you declared.

"To be specific, there are some employees whose salaries are now paid out of this lump sum appropriation who have been in the competitive Civil Service for many years, and some of whom have been with the Department since it was first created as a Division in the Executive Department in 1941. With the growth of the Department, these experienced employees have been promoted from

positions that are now carried in the budget as line items to other positions that are now carried in by the lump sum appropriations. Since almost half of this lump sum appropriation goes for salaries, undoubtedly the cut which you are proposing would automatically terminate these jobs.

**No Funds to Produce**

"The reduction you have suggested will not only force the discharge of many of us through lack of funds for salaries, but will force additional staff reductions because there will be no funds to produce the things we are trained and hired to produce."

Mrs. Meskil described in her letter how the work of employees in the Commerce Department "helped to create wealth and jobs in the State." She estimated that this work had brought \$10,000,000, in new factories and another \$10,000,000 in new payroll income to the State, together with additional millions in resort and retail trade.

"We trust," she concluded, "that you will re-analyze your thinking in the light of the value of the services rendered and the certainty that the cuts suggested cannot be made without dismissals which you originally declared would be unnecessary."

## The Public Employee



By Dr. Frank L. Tolman

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

### THE PROBATIONARY PERIOD

**I**T SOMETIMES happens that what has always been considered a white elephant turns out to be a useful domestic animal, capable of much practical work.

The probationary period in civil service appointments and promotions has been something that few administrators have been able to use constructively to produce better employees. It has remained for the most part a device to terminate employment at the end of the probationary period. The termination no doubt is usually for good and sufficient reasons, but may be for bad and insufficient reasons or for no reason at all.

#### Only to 'Observe'

The Civil Service rules require the officer or supervisor to "observe" the conduct of any probationer serving under him and if required, to report to the proper appointing officer. There is no requirement to do more than to "observe." There is no requirement to instruct, to train, to guide, advise or to counsel the new employee or to properly induct him into his new environment or to help him learn his job and to increase in knowledge and in skills.

In certain departments where training programs are in operation, the probationary period has been lengthened to correspond with the induction program. In such cases it is recognized that a civil service examination does not always produce a finished, expert worker. It should and usually does produce, particularly in the lower entering positions, good material from which, with proper training, good productive workers can be developed.

#### Where Interest Is Identical

In my opinion the most promising approach to general improvement in the public service lies at those points where the interests of the employer and of the employee meet and become identical or complementary.

Every administrator and every supervisor wants a highly efficient staff. Every employee wants to get ahead and knows that the road to success is through increasing skills, increasing competence and increasing knowledge of the job in all the relationships. There is here a large measure of common interest in increasing opportunity for all employees in job mastery through more training on the job and beyond the immediate job, preparation for the next higher position.

There is a certain tendency to divorce the interest of and the program for the employee from those of the employers. There is a tendency to expect the employees to set up a voluntary self-improvement program of broad scope and to leave it to the administration to operate a highly practical training program. Whether the twain ever meet and merge is left to chance.

#### Let's Not Miss the Boat

I think we miss the boat if we do not all plan together on the broad problem raised by the Governor which I would like to re-state as follows:

What must we add to rigid civil service methods and procedures to realize the fundamental ideals of civil service; namely, that the best qualified shall serve the state, that public service is a career, that government belongs to the people, and that there is no higher or more worthy profession than to help the biggest business of them all—Government—to function for the benefit of all the people.

Why not use the probationary period for an adequate training and induction program with the definite and distinct object of getting the most out of government service?

## Training Courses to Open for Employees in Albany

Here's a preview of what the new training division has in store for employees. Charles T. . . State director of training, discussed with the LEADER the tentative program of in-service training for State employees. It includes:

A program for training supervisors in fundamentals of supervision. The job will be done by Apprentice Training Council, Division of the State Labor Department.

Completion of the administrative analysis institution program, conducted recently in New City and Albany. This trains employees for highly specialized jobs in State departments. An "induction" program for employees entering civil service in the Albany district and

other centers. They'll learn the basic rules, regulations and fundamentals of civil service employment.

4. Supervision of the State internship program. This program trains bright young people, just out of college for government service.

5. Opening of an in-service training program for those candidates who passed the recent examination for stenographer and typist. The training comes during the three-month probationary period with the objective of increasing their efficiency.

**Starts in Albany**  
In the opening phases of the program Dr. Klein stated that the emphasis "will be placed on the Albany area."

Dr. Klein announced that an in-

structor has been selected for the new supervisory program, which will consist of a 32-hour course. During the program, tests will be held, grades established, and certificates issued to the individual supervisors who participate.

Among those who will participate in the program are: Murray Nathan, Department of Health; Ellis Riker, Taxation and Finance; Henry MacFarland, Civil Service; Henry Smith, Labor; William Tinney, Conservation; Geoffrey MacClay, Education; David Schneider, Social Welfare; William Murray, Civil Service; Mrs. Helen Chase, Civil Service.

Night classes for secretarial and clerical training will be restricted to the clerical field, including accounting, business law, typing, and stenography.

## Bill Would Bar Pensions to Culprits

A bill (Sen. Intro. 2511) has been introduced in the State Legislature by Senator MacNeill which would deny pension or retirement benefits to employees guilty of official misconduct.

The bill states that public funds contributed for pensions "in consideration of the rendition of honest and faithful public service." The exclusion would affect employees guilty of the following: dismissal or judicial determination of criminal misappropriation of

public funds or property to his own use or to the use of another; fraudulent or corrupt act in his official capacity; fraudulent or

### CIVIL SERVICE CHAPTER . . .

The Civil Service Department Chapter, Civil Service Employees Association, met on Monday, March 15 at Association headquarters, 8 Elk St., Albany. Lawrence Kerwin, chapter president presided. The chapter has under consideration proposed revision of its constitution.

corrupt act in relation to elections or appointments to public office; the commission of any felony relating to the conduct of his office or employment.

Reservations are made to safeguard a supervisor from the acts of one under him, unless the supervisor directed that the offense be committed. Other safeguards against miscarriage of justice are barred.

The bill would add subdivisions to section 12 of the Civil Service Law.



Chapter relaxes and forgets about taxes: Round the table at a recent dinner given by the Albany. . . Finance CChapter, Civil Service Employees Association. Far side, left to right; Mrs. John. . . Robert Malcolm, Mrs. Joseph Felty (newly elected chapter president), Enis Adami and Warren D. Mortenson. Near side; Fred Hughes and Elizabeth Canton.



Edmund Bozek, president of the State Insurance Fund (NYC) chapter of The Civil Service Employees Association, receives the chapter's charter from Executive Representative William F. McDonough. At right, John F. Powers, 2d vice-president of the Association. The installation dinner and dance were held at the Park Sheraton Hotel.

Photo by HURWITZ

# STATE AND COUNTY NEWS

## Problems Are Discussed By Public Works Groups

A meeting of Public Works chapters and groups was held at Association headquarters in Albany. C. J. Hall, departmental representative, presided and William A. Greenauer, president, of District 10 Chapter, was secretary.

Others present were R. Klein, E. A. Hamilton, J. A. O'Hare, F. P. Ryan of Gilleran Memorial (Main Office); J. Crotty, of Hamburg; J. B. White and E. A. Ingraham, of District 1; S. Potter and C. W. Stott, of District 9; Ethel Chapman, of District 3; C. A. Dyer, of Champlain Canal Unit; J. Gillespie, of Eastern Canal Unit; R. Swalm of Orange county; J. R. Keeler, of St. Lawrence county, PW; and C. F. Hunstein of District 10.

Guests present were Holden A. Evans, Executive Assistant to the

Superintendent of Public Works; Warren Welch, Personnel Administrator, and Laurence J. Hollister, Association field representative.

Mr. Hall read Dr. Frank L. Tolman's letter of January 11 regarding his discussion of employee reclassification with the Director of the Budget. Mr. Evans denied the statement that no appeals had been made by the Department to reclassify maintenance employees to an annual basis. Such requests have been made throughout the year, and some canal employees have already been reclassified. The Budget Director will not accept appeals by title, but only by individual cases, upon proof that each employee works steadily through the year. If an employee works under more than one title during the year, the Budget will not reclassify him.

### Wide Range of Topics

The delegates present questioned Mr. Evans and Mr. Welsh, and following is a synopsis of their replies:

It is not necessary for employees to request their own reclassification to an annual basis, as the Department is taking care of it.

## What Employees Should Know

### Limiting Actions of Employees

By THEODORE BECKER

Limiting the actions of public employees is usually justified, we have seen, where a clear public interest is advanced by them. Laws and regulations which seek to assure the honesty and loyalty of public employees are accepted as necessary to guarantee that public office is indeed a public trust. But the need for this type of accountability is too often assumed in relations between employees in the same department or bureau.

A classic illustration is the case of an employee who sets up a

system of records covering every operation he performs. If he receives a paper he stamps the time received. When he transmits it to the next employee in the process, he gets a receipt. This protects him against blame for loss of the paper or for delay in its transit. He may justify his action by pointing out that he or his predecessor was once charged with losing a paper or sitting on it. Other employees along the line adopt the same procedure for their own protection and the red tape starts unwinding. It is not the procedure which is

subject to criticism but the places where it is unnecessary. At certain strategic spots a large organization this type of receiving may have a place then only if its costs do not weigh its benefits. Time can be useful in studying procedures, setting standards and in production schedules.

### Check and Double Check

It is a sad commentary on morale in an agency if fellow employees performing related tasks set up elaborate machinery to avoid or fix personal responsibility. Certainly, if voluntary operation and mutual trust dominant in an organization, protection of the good name of the entire group rather than particular individuals in the concern of each member, central drive is directed to the advancement of the endeavor with as great a degree of economy and efficiency as possible. Does this mean that individual employee who is the personal control record solely to blame? Not if the tape are recognized. An employee using a protective device is protecting himself against something. This something may be a supervisor's tendency to emphasize the significance of loss or delay of a routine. The supervisor may be reflecting the views of his bureau chief so on up the line.

### 'Calculated Risk'

What the employee can do is to recognize the records he keeps cost more his time and effort and delays, than the harm caused the loss or delay of one. He must be conscious of the contribution made by this operation and be able to assess its value. And his supervisors must be aware of situations where it is wise to take a "calculated" —alter the established procedure if it costs more than it saves even though an error or may creep into the operation and then.

But not all employees equipped to make this type of evaluation. However, all recognize the need for some study so they will cooperate those seeking to make necessary improvements. In our next column, we will discuss some methods used to eliminate red tape internal operations.

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DURING the holy season of Lent the Message of Fatima should have greater meaning for the Devout Catholic.

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tion to an annual basis, as the Department is taking care of it. It is expected that additional canal titles, such as mechanic, machinist, will be placed on an annual basis this year. There is no indication yet when action will be started on highway titles.

Last year's Civil Service Survey was for reclassification of title, not of salary.

Most employees reclassified to an annual basis are being paid not more than four hours a week for overtime.

When an employee is provisionally promoted to a higher grade, his permanent title is protected.

Lay-offs or demotions are made in inverse order of seniority.

An employee does not receive a salary increment at the end of his probationary period.

### Sick Leave and Pay

The District Engineer may request increases for per diem employees, through the Superintendent of Operation & Maintenance.

The Budget Director has set the rate of \$3.50 per day for truck rentals. Appeals for a higher rate should be made directly to the Supt. of Public Works.

Sick Leave accumulated is not reimbursable upon retirement.

According to the Budget Director, the intent of the overtime law is to pay an employee only when he cannot be given compensatory time off.

Advances on expenses are allowed to chiefs of survey parties only. Mr. Evans has promised to take up the matter of advances on other expenses.

Delegates to Association meetings are allowed 4 days per year

time off.

Overtime pay for engineers after November 15 is now before the Budget Director.

If a per diem employee works temporarily at a higher title, it is not practical to change title for a short period. If he works at the higher title for long periods, it is a matter between the District Engineer and the Supt. of O & M.

As to highway patrols without foremen, it is probably due to lack of proper titles, the number of which is limited, and which Mr. Ostrander is trying to expand.

Questions as to men driving trucks considerable distances on their own time will be taken up further.

Supt. of O & M determines which holidays maintenance employees may work.

Expenses of maintenance employees on emergency duty will be taken up further by Mr. Evans.

Employees who retire, then take another position with a governmental agency that is a member of the Retirement System, may not draw their pension while they hold such a position.

Another meeting on the reallocation of engineers' salaries will be held on March 7.

On a question of unemployment insurance for per diem employees, Mr. Hall stated the Association has introduced a bill to cover them. Mr. Hollister stated he was under the impression that anyone who worked for the State for a year was covered. Mr. Welch questioned this, and the matter will be taken up with the DPUI.

## National Guard Assn. Thanks LEADER

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The National Guard Association of the United States issued a Certificate of Appreciation to The Civil Service LEADER. The resolution was adopted at the general conference held in St. Louis.

Brigadier General Ames T. Brown, New York State Adjutant General, in transmitting the Certificate, wrote The LEADER, expressing "deep appreciation of the National Guard of the State of New York for the splendid support and co-operation which you have given to it on many occasions and which in my estimation has contributed notably to the national security."

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STATE AND COUNTY NEWS

Mental Hygiene Group Seeks Meal Tickets, End of Split Shift

ALBANY, March 14—The executive committee of the Mental Hygiene employees Association held a meeting in Albany recently, and took action to seek these objectives: Early use of meal tickets; Elimination of the split shift wherever it occurs; Modification of some regulations recently applied to sick leave.

following committee members present: Fred J. Krumman, first vice-president; Lida McDonald, second vice-president; Beulah Bedford, secretary-treasurer; Fred J. Walters; Charles Ecker; Leslie Ware; Leo Donahue; Raymond Murphy; Dorris P. Blust; Charles Methe; Robert Soper. Several visitors were admitted to the meeting, including: Vito Ferro, Willard Brooks, William Farrell, John McDonald, Grace Zugelder.

Culyer's Itinerary

ALBANY, March 15—Charles Culyer, field representative of the Civil Service Employees Association, is now making a tour of

county chapters. His itinerary last week and this: Tuesday, March 8, Otsego County. Wednesday, March 9, Broome County. Thursday, March 10, Broome County. Friday, March 11, Chenango County. Sunday, March 13, Jefferson County. Monday, March 14, Jefferson and Lewis Counties. Tuesday, March 15, St. Lawrence County. Wednesday, March 16, St. Lawrence County. Thursday, March 17, Franklin and Clinton Counties. Friday, March 18, Warren and Essex Counties.

Jobs Asked by State for 9 Alteration and Repair Jobs

ALBANY, March 14.—Charles Culyer, field representative of the Civil Service Employees Association, is now making a tour of county chapters. His itinerary last week and this: Tuesday, March 8, Otsego County. Wednesday, March 9, Broome County. Thursday, March 10, Broome County. Friday, March 11, Chenango County. Sunday, March 13, Jefferson County. Monday, March 14, Jefferson and Lewis Counties. Tuesday, March 15, St. Lawrence County. Wednesday, March 16, St. Lawrence County. Thursday, March 17, Franklin and Clinton Counties. Friday, March 18, Warren and Essex Counties.

Rochester — New front porch, reception building, Rochester State Hospital. Crossackie — Relocation of lock controls, Building No. 35, Vocational Institution. Farmingdale — An addition to the slaughter house, Long Island Agricultural and Technical Institute. West Haverstraw — Insulation of ceilings of steam service rooms laundry and hospital buildings, Rehabilitation Hospital. NYC — Replacing existing revolving doors in revolving doors with new, State Office Building, 80 Centre Street. Also interior painting, 22nd Regiment Armory. Albany — Electric repairs to coal conveyor, Capitol Power House. Bay Brook — Painting and repairing tower, Infirmary Building, tuberculosis Hospital. Brooklyn — New fireproof stairs, 3rd Battalion, 5th Regiment Armory.

LEGAL NOTICE

NOTICE — The People of the State of New York, By the Grace of God Free and Independent, to Jacobina Vuetic, the wife of kn and heirs at law of George Vuetic, deceased, send greeting: WHEREAS, Michael Erceg, who resides at 1305 Bolton Road, Pelham Manor, Westchester County, New York, has lately filed with the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 1945 relating to both real and personal property duly proved as the last will and testament of George Misko, deceased, who at the time of his death a resident of 415 West 46th Street, the County of New York. WHEREFORE, you and each of you are hereby notified to show cause before the Surrogate's Court of our County of New York, at the Surrogate's Office, in the County of New York, on the 21st day of March, one thousand nine hundred and forty-nine, at half past ten o'clock in the forenoon of that day, why the said will and testament should be admitted to probate as a will of and personal property. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESSETH, George Frankenthaler, Surrogate of our said County of New York, at said county, the 4th day of February in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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Unique Library Houses Facts for County Workers

ALBANY, March 14—The Civil Service Employees Association is building one of the most unique libraries in existence. While it may not provide very much "light reading," it should prove of great importance to county and municipal employees throughout the State. County Research Irving Cohen, salary research consultant, told The LEADER this

week the Association is collecting job descriptions, salary information and classification plans for all counties in the State. This unusual file will also contain, when completed, proceedings of all Boards of Supervisors in the State. Purpose of the collection is, of course, to provide the Association's research staff with the overall picture in each county. An analysis of this material is now being made.

Those counties for which material has been collected are: Orange, Schenectady, Chautauqua, Allegany, Broome, Cayuga, Chemung, Columbia, Erie, Essex, Franklin, Fulton, Hamilton, Herkimer, Jefferson, Livingston, Montgomery, Niagara, Oneida, Ontario, Oswego, Rockland, Sullivan, Tompkins, Warren and Westchester.

Civil Service Book by LEADER Men Contains Valuable Data, Sells Well

With high praise from public official and personnel men. "Complete Guide to Your Civil Service Job" by LEADER editor Maxwell Lehman and general manager Morton Yarmon is witnessing a brisk sale throughout the United States. The book, published by Harcourt Brace, is the first complete, understandable, and up-to-date book about the Federal civil service, written for those who want to get a government job and those already in the service. The fact-filled volume sells for only one dollar. Sample Test One of the unique services rendered by the book is a 26-page chapter consisting of sample civil service tests. These tests, directly from civil service commission files, cover nearly every type of written examination given:

clerk, mechanical trades, inspector, guard, stenographer and typist, junior administrative aide, scientist, professional services, attorney, librarian, messenger, photographer, policeman, letter carrier, radio man, statistician, telephone operator, and many others. 500 Jobs The book takes the job-seeker along step by step, making it all easy for him, telling him in simple language everything he must do. It describes 500 different government jobs, giving the necessary qualifications of each. In addition, there is a special chapter on "patronage" jobs — telling frankly and fully how one goes about obtaining such a political position. Uncle Sam as Boss The section "Uncle Sam as Boss," is of special value to those in the service. It tells how to get a transfer from one office to

another, how the retirement system works, how promotions are obtained. The eminent civil service authority, H. Eliot Kaplan, says of "Complete Guide to Your Civil Service Job": "It is fortunate that this book appears at this time. It is even more fortunate that its authors have given so authoritative and forthright an exposition of the methods and practices in the federal civil service to guide those who seek employment, seek to improve their careers, or desire to know how civil service works. It is a practical easily-comprehended handbook." "COMPLETE GUIDE TO YOUR CIVIL SERVICE JOB" CAN BE OBTAINED FROM THE LEADER BOOKSHOP, 97 DUANE STREET, NEW YORK CITY. PRICE \$1.

Activities of Employees

Orange County A dinner meeting of the Orange County Chapter was held in the American Legion Hall at Middletown, to welcome J. Allyn Stearns, 4th vice-president of the Civil Service Employees Association, and co-chairman of the membership committee, who was making an official visit. About 150 persons attended. Dancing followed dinner. In the absence of Chapter President Frank J. Welsh, who was ill, John Schoonmaker, Mayor of Goshen, acted as toastmaster. Among those at the head table were Surrogate Taylor, School Superintendent Haight, County Treasurer Dally, and Michael J. Cleary, president of the Westchester County Competitive Civil Service Association, who accompanied Mr. Stearns. Among those assisting in making the affair a success were Leander Keeney, 1st vice-president; George Flach, past president; Katherine Dughie and Doris Earle.

Wednesday, March 16 to discuss the program of the County Association for the ensuing year, and to plan for the attainment of the benefits proposed by the Association to the Board of Supervisors at the annual budget hearing. A top social activity to be discussed will be the making of preparations for the annual dinner of the Association, to be held April 21 at Schmidt's Farm, Scarsdale, honoring Past President Ivan S. Flood. This dinner is an outstanding affair in county circles and regularly attracts the top officials as well as a large attendance of the Association membership.

financial secretary, George Siems; sergeant-at-arms, Paul Lang; assistant sergeant-at-arms, E. Conrad. James Cavanaugh, Conservation Department representative, spoke on the special meeting held at Albany February 24. Charter delegates to that meeting were Mrs. Veronica Miller and Michael Sabia. At the chapter meeting a resolution was passed that the Judge George Johnson be the installing officer at the next meeting March 21, with Judge Norman Lent as guest. After the installation Social Chairman Wm. Rowe will serve refreshments.

Westchester County A dinner meeting of officers, directors and departmental representatives of the Westchester County Competitive Civil Service Association, will be held on

Mt. Kisco A new local unit of the Westchester Chapter was started in the Village of Mt. Kisco with the enrollment of a large group of the Village employees in the Association following a meeting which was addressed by J. Allyn Stearns, vice-president of the Association. Mr. Stearns outlined the many gains made by units of the Westchester Chapter as well as the results which the employees may expect from their membership. Another sizeable unit has recently been begun in New Castle.

Port Chester The regular monthly meeting of the Port Chester Civil Service Employees Association, a local unit of Westchester Chapter, has been held at the Moose Hall, Port Chester. Marion Geronimo, secretary of the Association, announces. Mrs. Marion Wilson is president of the Port Chester group.

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Wantagh Chapter The Long Island Intercounty State Park Chapter elected officers as follows: President, Fred G. Mott; 1st vice-president, E. C. Romaine; 2nd vice-president, J. Bignane; recording secretary, B. Anduson; corresponding secretary, Angela Rella; treasurer, E. Somol;

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# Civil Service LEADER

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TUESDAY, MARCH 15, 1949

## Arguments Against Split-Freeze Bonus

ONE OF the more potent NYC City functionaries, who has Mayor William O'Dwyer's ear, said privately that NYC Firemen, in insisting on a freeze of the full bonus into base pay, didn't fully understand the facts. We give his arguments and our answers:

1. Firemen aren't in support of a full bonus freeze; they're satisfied with part of the freeze. Only the UFA officials are kicking up a fuss.

Answer: At a meeting held on February 25, the rank-and-file went unanimously on record for the full freeze. The Firement fear the partial freeze, because they feel it means partial security. That portion which is unfrozen can be too readily removed.

2. The Patrolmen are satisfied with the partial freeze. Why shouldn't the Firemen be?

Answer: Who said the Patrolmen are satisfied? No one asked the rank-and-file Patrolmen their opinion. If that opinion had been asked, there is no reason to assume they would have voted differently from the Firemen. Even the president of the Patrolmen's Benevolent Association, who didn't stand firm on his organization's demand for the full freeze, had to turn around and make a report that the PBA would continue to seek a full \$4,150 base pay. The Mayor's office seems to be using the defection of the PBA leader on this issue as an excuse to penalize the firefighters.

3. If you give the full bonus freeze to the Firemen and Patrolmen, you would have to grant it to all other city employees.

Answer: Exactly. All city employees should have it. After all, Governor Dewey has covered the full bonus of State workers into their base pay; and the needs of city employees are no less. However, if the city — pleading poverty — says it just can't raise the cash to cover in the additional payments for all employees, then at least it should cover in the firefighters and the policemen. This would set a precedent that would benefit all employees, because their own argument for the full freeze would then become unanswerable.

## Merit Award Plans For Local Employees

THE New York Daily Mirror makes a suggestion which The LEADER heartily applauds, because it is in the interests of all NYC employees, and of improved efficiency in municipal government.

Let's set up a merit award plan, says the morning newspaper. "It is simply that the City should add a little more glamor and dignity to the career of civil service by giving its employees an opportunity to suggest better ways of doing their multifarious tasks and getting paid for it."

Continues the Mirror: "Civil service is a wonderful thing. But many who work under it feel, with some reason, that it limits their initiative, grades them into regimented categories, and doesn't give the individual worker enough opportunity to live up to his best capabilities."

So the Mirror urges a merit award plan as a permanent City setup, with actual rewards for good ideas and unusual accomplishment.

We like that. The LEADER sponsored such a plan for the State of New York some years ago, and a bill then introduced by Senator Halpern has become a great success in operation, with many splendid ideas formulated by public employees already saving the State hundreds of thousands of dollars. The LEADER is solidly behind the Mirror's proposal. The need for additional incentives in public service is obvious; and a system of merit awards, at little cost, will increase employee morale, open new avenues for the person with ideas, and pay off for itself many times over in savings accruing from employees' suggestions.

Throughout the State, we suggest that groups of local employees work for merit award plans in their communities, and get their local newspapers behind the proposal.

(Continued from Page 1) the end. Curran is in a position to tell the GOP boys in Albany, in effect: "When this man Carton comes up here for anything, he's poison." The PBA head, whoever he is, must come to Albany every year. How far will Carton get now? How much good has he done his organization by his precipitous action? It may be that Carton estimates he personally has already received enough from Mayor O'Dwyer so that he can take the chance of losing entree with the GOP. But will the rank-and-file patrolmen feel the same way?

### What Gained, What Lost?

The issue is not at all whether Carton is for the Mayor, or whether the cops are individually for the Mayor. The issue is, on the purely political plane, what he has gained and what he has lost by setting up an inevitable bitterness among the GOP office-holders; and doing what he did before he even knew who the Fusion or Republican Mayoral candidate would be. At the very least, responsibility to the PBA and to its members would have required that he and his delegates should have awaited knowledge of the man who is to run on the GOP-Fusion side.

### Even O'Dwyer Hurt

There is some speculation as to whether Carton might have made the move as a counter-weight to the many involvements in which he has recently found himself. But the net result has been not to help, but to hurt, even the popular O'Dwyer. The endorsement enabled O'Dwyer's foes to cook up a charge that he has personally forced the backing. One newspaper headlined its story: "Charges Mayor Forced OK by Police Assn." There is no evidence to substantiate that O'Dwyer did any such thing. But the charge has been made to sink into the mind of NYC's citizenry. It's a serious kind of accusation, the sort of thing people don't like—and the over-all effect has therefore been negative from O'Dwyer's own point of view. How did the Mayor and his advisers feel when they read such headlines? They will have no alternative but to conclude that Carton's endorsement has been an unnecessary and unwonted burden at this early stage. They must have said to themselves: "Better if Carton had never opened his month."

Moreover, it is still possible O'Dwyer might not run for reelection. The candidate on the Fusion side might be a man whose good-will the PBA may want assiduously to cultivate—even, before election.

The Tom Curran statement is couched in terms so savage as to indicate the GOP will not readily forget what Carton has done. Perhaps John E. Carton had a personal motivation in doing what he did . . . but the sufferers might be the men in the Police Department.

### Good Political Jobs Soon to Open Up

Here are some of the good State political jobs soon to open up or which terms expire this year.

Division of Safety: 1 vacancy (due to resignation) Chief of Bureau of Fire Mobilization. Salary starts at \$6,700.

Parole Division: Edward J. Donovan's term expires as board member on June 18, 1949. Pay \$13,000. (He's from Westchester.)

Division of Veterans' Affairs: Thomas Savage's term expired Dec. 31, 1948. He's a holdover. Merritt W. Baldwin, VFW leader, his term expires on Dec. 31, 1949. These positions honorary, no pay.

Commission Against Discrimination: Edward W. Edwards, Albany, his term expires July 1, 1949. Salary \$11,000.

Labor Relations Board. Rev. William J. Kelley, OMI., Buffalo, his term expires June 24, 1949. \$11,000. Reappointment probable.

State Board of Mediation: All terms up June 24, 1949. Arthur S. Meyer, NYC, chairman, Merle S. Pitzele, NYC; Harry J. Carman, NYC; Ralph E. Kharos, Syracuse. Pay: \$25 per day and expenses.

Board of Standards and Appeals: William H. Roberts, Rochester, term expired Jan. 1, 1949. \$9,500. He's chairman of board.

Civil Service Commission: J.

Edward Conway, President. Term expired Feb. 1. Holdover. \$11,000.

### Democrats Have Enough GOP Votes to Halt NYC Probe

IT WAS on January 11 that Don't Repeat This pointed out the flimsy quality of a GOP demand for a probe of NYC. Governor Dewey confirmed last week his own lack of enthusiasm for such an investigation. The Governor is not now in a position to spearhead a probe, even if sufficient evidence of skulduggery were at hand, and says it hasn't yet been presented to him. He is involved in an internal battle with elements of his own party over the budget, and the verbal ferocity of the battle—even though the opposition is numerically weak — shows that Dewey doesn't at this time control the State GOP with the master hand he once had on any matter.

### Democrats Had GOP Votes

But even if there had been no internal GOP budget battle, the Democratic county leaders had enough Republican votes sewed up so that there could have been no legislative probe. Many of the GOP boys fear a probe as much as the Democrats would. As Don't Repeat This exclusively revealed two months ago, one of the Republican bigwigs has said: "For every day of worrying we cause the New York City Democrats, they'll give us a day of worry in return." The NYC Democrats have available the United States Attorneys in the Southern and Eastern Districts, covering 16 counties, most of them Republican-controlled. The Democrats control the Internal Revenue apparatus. And they have, of course, their own investigative agencies in the City. Many a Republican would spend sleepless nights if the GOP decided to probe Democratic NYC.

### O'Dwyer and Rogers

Notwithstanding Clendenin Ryan's blast at O'Dwyer last week, trying to tie up the Mayor with Frank Costello, Tammany boss Hugo Rogers is still secure on his throne. His power will be shattered only if Tammany's "ruling clique" wants him out or if O'Dwyer decides to kick up the traces with a very loud noise. Some of O'Dwyer's cronies are pointing out the reason O'Dwyer is not in a position to toss Rogers out: it's because the Tammany chief is acting as though he's completely for the Mayor, not just talking that way. Rogers didn't want Irwin Davidson to get the Special Sessions judgeship, but went along with the Mayor on that appointment. John Canella, a new prospective appointee to Special Sessions, isn't a Rogers man either. O'Dwyer wants him, however, and Rogers will probably go along, too. However, with some little opposition within the organization this isn't yet 100 per cent sure.

### Who'll Succeed Congressman Bloom?

THE LINE is forming, and it's getting longer, of the men who want to succeed Sol Bloom, the venerable Congressman who died recently.

Maynard Miller, who was treasurer of Tammany Hall under Frank Sampson, is threatening to fight Rogers for the Manhattan Borough Presidency. But Democrats aren't anxious for a bitter primary fight between the two, and the feud might be patched up by offering Miller the Congressional nomination. There's also talk that former Assemblyman Irwin Davidson, who only recently went on the Special Sessions bench, will try for Bloom's spot.

Other Democratic prospects: State Senators Frank Mahoney and Harold Panken. And a number of Tammany leaders are pulling all the strings they can reach to get the nomination for themselves. Assemblyman Owen McGovern is also trying to look in.

On the GOP side, Jules Justin, who lost in the race to Bloom, will claim the candidacy. Republicans who want it include George Mintzer, Morton Baum, Albert E. Schwartz, and Edgar J. Nathan III. Nathan put up a terrific fight for

the State Assembly at the election, losing by only 200 votes.

### Who Are the Friends Of Civil Service

LAST WEEK the deluge of letters, cards, petitions — Don't Repeat This never realized how many friends civil service people had. This column would be a few here and there. Nothing like what hit us. DeMarco court decision last week brought the name of John DeGraff up near the top of list in total number of nominations. A number of new names have been submitted, too. Here the list, ranked by the number of nominations each name has received by prestime.

MacNeil Mitchell, State Senator  
Governor Thomas E. Dewey  
John T. DeGraff, Counsel, Civil Service Employees Association  
Paul E. Fitzpatrick  
Seymour Halpern, State Senator

H. Eliot Kaplan, Deputy Controller and former Executive Director, Civil Service Reform Association.

William Reid, Chairman, Board of Transportation  
Dr. Frank L. Tolman, President, Civil Service Employees Association

Spencer C. Young, Treasurer  
Wilson C. Van Duzer, State assemblyman

Henry Cohen, State Award Board  
James M. Mead, former U.S. Senator

John P. Crane, President, former Firemen's Association  
Charles Campbell, Administrative Director, State Civil Service Department

William F. McDonough, Executive Representative, Civil Service Employees Association  
Alex Falk, State Civil Service Commissioner

Esther Bromley, NYC Civil Service Commissioner  
Frank C. Moore, State Controller

Ralph L. Van Name, Secretary, NYC Retirement System  
Dr. Nolan D. C. Lewis, Director, Psychiatric Institute

Elmer Quinn, State Senator  
Arthur Wicks, State Senator  
William Brody, Director of Personnel, NYC Health Department

Charles Brind, Counsel, State Education Department  
Sidney A. Fine, State Senator  
Harold Ostertag, State Assemblyman

M. J. Delehanty, Director, Delehanty Institute  
Fred Muesle, President, former Fire Officers Association

Leopold Rossi, attorney  
Harry Tiff, State Assemblyman  
Chauncey Hammond, State assemblyman

Mary (Code Krone, Director, State Personnel Council)  
Joseph Sharkey, NYC Councilman Majority Leader

James E. Rossell, Director, Second Regional Office, U.S. Service Commission  
William O'Dwyer, Mayor, York City

William A. Giaccio, State assemblyman  
Frank D. O'Connor, State Senator

T. Vincent Quinn, U.S. Congressman (Queens)  
Robert E. Dineen, Superintendent, State Insurance Department

Walter F. Martinau, Deputy Superintendent, State Insurance Department  
Carl Typermass, Deputy Superintendent, State Insurance Department

Patrick Meehan, NYC Department License Commissioner  
J. Earl Kelly, Director, Classification Board

W. Kingsland Macy, Congressman (Suffolk)  
Ira Palestine, NYC Councilman  
Stanley Isaacs, NYC Councilman

John Canella, License Commissioner  
James Burke, Queens Board President

Bernard J. Gilroy, NYC Department Commissioner of Buildings  
Send in your nominations. Names will be accepted only to the end of this month.

Read next week's important Don't Repeat This column.

BILLS IN LEGISLATURE

NYC Transit Workers, Vacation. (S. 748, Zaretzki, to Civil Service). Rapid Transit Pub. Service. Increases from two to three weeks, minimum vacation allowance for NYC transportation board employees and limits it to operating division.

hourly basis may add to their vacations in following year, unused sick leave in excess of 48 days. Transit Workers, Municipal Credit. (A. 804, Wilson, to Pub. Service). Chap. 927 of 1939. Provides for crediting time of employees of transit facilities between beginning of operation and acquisition of legal ownership of title thereto by municipalities.

NYC Correction Dept. (S. 2263, Scanlon, to Civ. Service; A. 2579, Olliffe, to NYC). Admin. Code, §B3-37.1 new. Provides for retirement of members of NYC employees retirement system in uniformed forces of correction dept. at age 55.

Guards. (S. 2337, Conrad, to Penal Instit.) Correction Law, §490 new. Provides that gross annual pay for guards in competitive civil service class of municipalities shall not be less after equal years of service than gross annual pay for patrolmen on local police force.

division, held by persons with two years continuous and satisfactory service. State Retirement, Annuity Equivalent. (S. 2374, Irwin, to Civ. Ser.; A. 2777, Noonan, to Ways & Means). Civil Service Law, §871, 80. Permits members of state employees' retirement system or after death their beneficiaries, to receive actuarial equivalent of annuity in form of reduced annuity, payable for life or unpaid balance at time of death.

LEGAL NOTICE

NOTICE, LILLIAN.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Lillian Ochs, late of the County of New York, deceased, to present same, with vouchers thereof, to the undersigned, at his place of transacting business, at the office of Ralph K. Jacobs, Esq., 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 28th day of March, 1949.

MORRIS METZ, Executor. RALPH K. JACOBS & RALPH K. JACOBS, JR., Attorneys for Executor.

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

SYLVAN OESTREICHER, SAMUEL MICHELMAN, OLVANY, EISNER & DONNELLY, Attorneys for Executors.

BEER, SARA, nee TEIXERIA DE MATOS.—The People of the State of New York, by the grace of God free and independent, to Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland, and the said Administrator of the County of New York, send greeting: Upon the petition of Paul L. Weiden, filed at 6048 Delafield Avenue, New York, N. Y., and of Hanna Hammelburg, nee Beer, Judith Duveen, nee de Beer, and of William Daniel de Beer, all of Folklon, you and each of you are cited hereby to show cause before the Surrogate's Court of the County of New York, on the 8th day of April, 1949, at half-past ten o'clock in the forenoon of that day, why the said Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland, should not be held dead, and why ancillary letters of administration should not be issued to Paul L. Weiden, 6048 Delafield Avenue, New York, N. Y., of the property, goods and chattels of Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

GRAMMAS, CHRIST, also known as CHARLES GRAMMAS and also known as CHRISTOS GRAMMAS.—Citation.—P. 1948.—The People of the State of New York, by the grace of God free and independent, to Agelou Grammas, Kathryn Kador Bachakia, Vera Nih Keriakakos, nee known as Vina Nic Keriakakos, Evangelina Aitha Kalodomas, Vasilikie Conestandy, Vina Hall, the next of kin and heirs of Christ Grammas, also known as Christos Grammas and also known as Christ Grammas, deceased, send greeting: Whereas, Peter M. Grammas, who resides at 244 Moore Street, Hackensack, New Jersey, has lately applied to the Surrogate's Court of our County of New York to have certain instrument in writing, dated the 28th day of May, 1947, relating to both real and personal property, duly proved as a will and testament of Christ Grammas, also known as Christo Grammas, deceased, who was at the time of his death resident of 236 East 32nd Street, the City of New York;

Therefore, you and each of you are cited to show cause before the Surrogate's Court of the County of New York, at the Hall of the County of New York, on the 23rd day of February, one thousand nine hundred and forty-nine, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. Upon the testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 23rd day of February, in the year of our Lord one thousand nine hundred and forty-nine.

Employees, Federalized. (S. 769, Fine, to Labor; A. 1010, Roman, to Ways & Means). Labor Law, §641. Strikes out provision for payment into pension accumulation fund of state employees retirement system by federalized employee who left position in U. S. employment service for military duty, or by unemployment administration fund of an amount equal to that which would have been in fund if he had been state employee at time military service commenced.

Employees, Competition, Removals. (A. 828, Fox, to Civil Service). Civil Service Law, §22. Extends provisions restricting removal of veterans and volunteer firemen from civil service positions, to include all employees in state or local competitive class positions.

Employees, Municipal, Merit Award Boards. (A. 799, VanDuzer, to Ways & Means). Civil Service Law, §549-49-c. Permits municipalities to create employees' merit award boards to encourage and reward unusual and meritorious suggestions and accomplishments by public employees promoting efficiency and economy.

NYC Employees, Accident Disability. (S. 751, Furey, to Civil Service). NYC Admin. Code, §B3-40.0. Strikes time limit of two years for filing application by members of NYC retirement system for retirement on accident disability, permits renewal of application if denied once a year, instead of within 5 years.

Employees, Cities of 100,000. (S. 810, Santangelo, to Labor; A. 811, Cioffi, to Local Finance). Labor Law, §161-a new. Provides for two days rest in seven for civil service employees in cities of 100,000 or more; allows employees to select Saturday or Sunday for religious observance and one other day as day of rest.

Employees, State Pensions. (S. 717, Condon, to Civil Service; A. 866, Wilson, to Ways & Means). Civil Service Law, §77. Permits members of state employees retirement system discontinued from service between 1933 and 1937 to elect to receive accumulated contributions or retirement allowance, under certain conditions.

State Retirement, Gainful Work. (S. 2240, Campbell, to Civ. Service; A. 2493, Bennison, to Ways & Means). Civil Service Law, §83. Provides that gainful occupation for suspending state employees retirement annuity shall not include service by disability beneficiary.

State Employees, Disability Benefits. (S. 2281, Erwin, to Civ. Service; A. 2572, Noonan, to Ways & Means). Civil Service Law, §85. Provides that reduction shall not be made from benefits for accidental disability or death in state employees retirement system, for legal fees up to \$100 awarded under workmen's compensation law.

State Employees, Retired, Gainful Work. (S. 2283, Erwin, to Civ. Service; A. 2573, Noonan, to Ways & Means). Civil Service Law, §84. Permits members of state employees retirement system after retirement, to earn not more than \$750 in any public position if retirement allowance does not exceed \$1,500 a year.

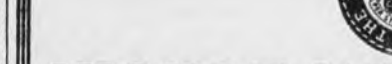
Mental Hygiene Institutions. (S. 2292, Wachtel, to Labor). Labor Law, §168; Civil Service Law, §41-a. Fixes 40 hr. week for employees.

NYC Employees, retired, Veterans. (S. 2317, L. Bennett, to Civ. Service). NYC Admin. Code, §B3-15.0. Provides that contributions made by members of NYC retirement system who are war veterans, for additional annuity of 50 per cent with interest.

Employees, Wage Claims, War Service. (S. 2331, Campbell, to Defense). Military Law, §246. Provides that acceptance of wages by civil service employees absent on military duty, or failure to protest that payment does not constitute full amount thereof, shall not bar right to recover balance due.

Prison Officers, Incompetency. (S. 2334, Conrad, to Civ. Service; A. 2728, Mead, to Judiciary). Civil Service Law, §22. Provides for removal and discipline of prison officers for incompetency or misconduct, after hearing and with right of appeal.

Pensions, Other Pay. (S. 2364, Desmond; A. 2723, Farbstein, to Ways & Means). Civil Service Law, §32. Suspends provision limiting other pay for persons receiving pensions from state or municipality; may not earn more than \$750 a year.



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A Civil Service Career Offers These Advantages: Permanent Tenure, Good Salaries, Automatic Increases, Promotional Opportunities, Sick Leave, Vacation, Pension. CIVIL SERVICE ELIGIBLE LISTS REMAIN IN EFFECT 4 YRS. Acceptance of Appointment May Be Deferred if Desired, During the Life of the List

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POST OFFICE CLERK-CARRIER SALARY \$50 A WEEK TO START. Automatic increases to \$68.25 a week - 40-Hour Week. Classes TUES. & THURS., 1:15, 6 and 8 P.M.

NEW YORK CITY PATROLMAN SALARY \$60.50 A WEEK TO START. Increases in 3 years to \$80 a wk. Free booklet, "New York Finest in the Making," sent on request. Classes TUES. & THURS. at 10:30 A.M., 1:15, 5:30 & 7:30 P.M.

N. Y. City Examination Ordered 250 Days' Work a Year Guaranteed Regardless of Weather. CARPENTER DAILY WAGE \$19.25 (\$4,812 a Year) 5 Years Experience Qualifies - Numerous Existing Vacancies. CLASS MEETS TUESDAYS AT 8 P.M.

SOCIAL INVESTIGATOR SALARY \$52 A WEEK TO START. Classes Tues. & Thurs. at 6:30P.M.

INSURANCE COURSE Qualifying for Next (June) NEW YORK STATE Broker's License Exam Accredited by State Ins. Dept. Approved for Veterans. ENROLLMENT NOW OPEN—Class Limited in Size. Classes Monday, Wednesday and Friday at 6:30 P.M.

Other Presently Scheduled New York City Examinations: Markets Supervisor - Health Inspector. Classes Now Forming - Inquire for Additional Information. Preparation for N. Y. CITY LICENSE EXAMINATIONS: Stationary Engineer, Master Electrician, Master Plumber, Joint Wiping and Lead Work.

Inquire for Full Details of Any Civil Service Position. Most Courses Available to Veterans Under G. I. Bill. FREE MEDICAL EXAMINATION WHERE REQUIRED. You Are Invited to Attend Any of the Above Classes as a Guest.

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# SCHOOL NEWS

## JOBS THROUGH SCHOOLING

Choosing a career means eliminating accident in being thrown into any particular calling. The best general aid to a career is training. Many choose a method of getting started, as by becoming a skilled typist or stenographer, and earn advancement to executive posts. Schooling helped them get started and helps them to get ahead.

The better pay and the higher responsibilities of a secretary attract many who have office skills, including high school and college graduates. They supplement their academic training with specialized courses.

Money isn't the sole incentive. Many choose a calling they like, measure it by service; 475 high school boys and girls in Bloomfield, N. J., surprised everybody by choosing callings in this order: nursing, teaching, engineering, secretarial work, FBI agent, professional baseball player.

Engineering was tops with boys. Engineering and technical fields offer prompt opportunity. Overseas jobs, listed on this page, give an inkling why.

### Job-Training Courses

New York State offers high school graduates a two-year, tuition-free training course in numerous employment fields.

This State-financed vocational training program administered by the State Education Department, is provided by five Institutes of Applied Arts and Sciences, established in 1946, and by six Agricultural and Technical Institutes which have been in existence for many years, the "Bulletin" explains.

The Institutes of Applied Arts and Sciences are at Binghamton, White Plains, Utica, Buffalo and NYC. The six older establishments are the State Agricultural and Technical Institutes at Alfred, Canton, Delhi, and Morrisville; the New York State Institute of Home Economics and Agriculture at Cobleskill, and the Long Island Agricultural and Technical Institute at Farmingdale.

Each school's curriculum is geared to community needs. Among the courses are those in the mechanical and building trades, farming, semi-professional work in the chemical field, the various branches of the hotel industry (hotel catering technology, office technology and residence technology), retail trade and dental hygiene.

**Assn. Convenes Saturday**  
Mildred Allison, president of the

Private Commercial Schools Association and director of the Monroe School of Business, East 177th Street and Boston Road, The Bronx, announced that the Association's annual convention will be held at the Waldorf-Astoria Hotel Saturday morning, March 19.

On the program are Dale Carnegie, author and lecturer, and Robert Slaughter, vice-president of the Gregg Publishing Company.

This meeting will be attended by teachers and principals engaged in commercial educational work.

### Optics Course for Women

Optical technicians' courses designed especially for women are being offered by the School of Optics, 182 Henry Street, Brooklyn 2, N. Y. Registration is now in progress for the new day and evening courses which will start on Monday, March 21. Morning sessions will be given from 10 a.m. to noon; afternoon sessions will be from 1 p.m. to 3 p.m.

The day sessions will continue for seven weeks, and the evening classes from 6:30 p.m. to 9:00 p.m. will require nine weeks.

### Refrigeration Course Starts

Courses to train refrigeration servicemen and motion picture operators have begun at the YMCA Trade & Technical School, 229 West 66th.

The basic refrigeration course, offered during the day, covers the mechanics of household refrigeration and includes physics, service repair and elementary shop projects. The evening course is devoted to advanced applications of refrigeration and stresses commercial servicing.

Motion picture operating, also an evening course, covers the theoretical and practical aspects of theatre-type projectors and sound equipment.

### SHORTHAND GROUP TO MEET

The second 1949 dinner-meeting of the New York State Shorthand Reporters Association will be held on Friday evening, March 18, at Whyte's Restaurant, 145 Fulton Street, NYC. Dinner will be served at 6:30 p.m. and a business session will follow thereafter.

Guests of honor will be William Lyman, newly designated President Justice of the Municipal Court, and Chief City Magistrate, Edgar Bromberger, who will talk. Shorthand reporters, judges and lawyers are invited.

## Teaching Jobs Open In U. S. and Alaska

An examination will be announced soon by the U. S. Civil Service Commission for filling 600 teacher and teacher-advisor positions at \$2,498 to \$3,351 in schools operated by the Bureau of Indian Affairs, Department of the Interior, located in 19 States and Alaska.

About 95 per cent of the positions are located in Alaska, Arizona, California, Colorado, Idaho, Iowa, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Utah, and Wyoming. The remainder are in Florida, Mississippi, and North Carolina.

A college degree is required. There'll be no written test.

Watch The LEADER for announcement of exam opening date.

## Auto Repairer Exam Ordered Kept Open

The closing date for the examination for filling various auto equipment repairer positions at Bolling and Andrews Air Force Bases, Washington, has been canceled and applications will be accepted by the Executive Secretary, Board of U. S. Civil Service Examiners, Bolling Air Force Base until further notice. Applications will also be accepted by the Executive Secretary of the Board until further notice for artist illustrator positions, grades SP-5 to SP-7.

## Disabled Vet Jobs

Persons entitled to disabled vet preference under U. S. can apply continuously for the following jobs, besides the ones listed two weeks ago in The LEADER:

- 39. Plumber, \$2,799 to \$3,225.
- 54. Radio Engineer, \$2,974 and \$3,727.
- 71. Radio Engineer, \$4,479 to \$6,235.
- 76. Range Conservationist, \$2,974.
- 121. Research Psychologist, \$3,727 and \$4,479.
- 17. Scientific Aide, \$2,152 to \$2,974.
- 99. Social Worker, \$2,974 to \$4,479.
- 76. Soil Conservationist, \$2,974.
- 138. Storekeeper, \$2,086 to \$3,727.
- 144. Substitute Railway Postal Clerk, \$1.39 an hour.
- 137. Tobacco Inspector, \$2,498 to \$4,479.
- 85. Warehouse Examiner, \$2,974—\$3,727—\$4,479.
- 76. Wildlife Biologist, \$2,974.

### LEGAL NOTICE

DE BEER, ABRAHAM.—The People of the State of New York, by the grace of God free and independent, to Abraham de Beer, Bloemendaal, Holland, and the Public Administrator of the County of New York, send greeting:

Upon the petition of Paul L. Weiden, residing at 6048 Delafield Avenue, New York, N. Y., and of Hanna Hammelburg, nee de Beer, Judith Duven, nee de Beer, and of William Daniel de Beer, all of Holland, you and each of you are cited hereby to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 29th day of April, 1949, at half-past ten o'clock in the forenoon of that day, why Abraham de Beer, Bloemendaal, Holland, should not be declared dead, and why ancillary letters of administration should not be issued to Paul L. Weiden, 6048 Delafield Avenue, New York, of the property, goods and chattels of Abraham de Beer, Bloemendaal, Holland. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, [Seal.] a Surrogate of our said county, at the County of New York, the 8th day of March, in the year of our Lord one thousand nine hundred and forty-nine.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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

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

ALBERT BLUMENSTIEL, DOUGLAS AUFFMORDT, Executors.

RALPH K. JACOBS & RICHARD STEEL, Attorneys for Executors.

Office and P. O. address, 225 Broadway, Borough of Manhattan, New York, N. Y.

## Overseas Jobs Offered To Both Men and Women

Overseas jobs in 17 titles are offered by the Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City 1, N. Y. The telephone number is Ravenswood 6-2000, Extension 403.

The jobs are for men, excepting Telephone Supervisor and Telegraphic Typewriter Operator, open to women, 21 to 40. The age limits for men are 21 to 50.

Pay as listed includes differential for overseas service.

Interview hours are granted from 9:00 a.m. to 1:00 p.m., Monday through Friday. Positions are on a two-year basis, unless otherwise indicated.

Hourly wage rate is for 40-hour week.

The positions follow:

- Electrical Engineer, Radar, \$4,927.56.
- Radio Engineer, \$4,927.56.
- Radio Technician, \$4,099.92.
- Radio Repairman, \$1.81.

Radio Repairman, fixed man, \$1.72.

Radio Repairman, VHP, Germany

\*Telephone Supervisor, \$2.50 Hawaii

Electrical Engineer (w) \$6,540.00.

Okinawa (one-year appointment)

Radio Engineer, \$5,375.52.

Draftsman, Telephone & Graph, \$3,269.80.

Telephone Construction man, \$2.11.

Communication Cable Supervisor, \$1.96.

Communication Cable Supervisor, \$1.87.

Telephone Central Office staller, \$1.82.

Guam, Saipan, Tinian, Iwo (one-year appointment)

\*Telegraphic Typewriter Operator, \$3,122.85.

Communication Cable Supervisor, \$1.95.

Electronics Equipment Repairman, \$1.64.

# SCHOOL DIRECTORY

SHOWCARD WRITING and lettering for advertising uses. Expert individual instruction. Est. 1922. Vets Eligible. REPUBLIC SCHOOL, 207 W. 17th St., N.Y.C.

Academic and Commercial—College Preparatory BOSE HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Bklyn. Regons. Adm. MA. 3-2447.

Auto Driving A. L. B. DRIVING SCHOOL—Expert Instructors. 620 Lenox Ave., N.Y.C. AU 8-1111.

COEN'S WASHINGTON HEIGHTS AUTO SCHOOL—Lessons Even & Sat. Individual Instruction. 1469 St. Nicholas Ave. (183 - 184 St.) WA 8-1111.

BARBER SCHOOL LEARN BARBERING. Day-Even Special Classes for women. GI's welcome. Barber School, 21 Bowery, N.Y.C. WA 5-0933.

Business Schools LAMB'S BUSINESS TRAINING SCHOOL—Day and evenings. Individual instruction. 370 9th St. at 6th Ave., Brooklyn 15, N. Y. SOuth 8-4236.

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

WASHINGTON BUSINESS INST., 2105—7th Ave. (cor. 125th St.) N.Y.C. Secretarial and civil service training. Moderate cost. MO 2-0088.

HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor. Flatbush Ave., Brooklyn 17. NEVins 8-2941. Day and evening. Veterans Eligible.

MONROE SCHOOL OF BUSINESS. Secretarial, Accounting, Stenotypy. Approved train veterans under G.I. Bill. Day and evening. Bulletin C. 177th St. at Road (R K O Chester Theatre Bldg.) DA 3-7500-1.

Business and Foreign Service LATIN AMERICAN INSTITUTE—11 West 42nd St., N.Y.C. All secretarial and non subjects in English, Spanish, Portuguese. Special course in international administration and foreign service. LA 4-2835.

Drafting COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet. 6th & 7th Aves., N.Y.C. Drafting training for careers in the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-even. WA 9-6026.

NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimation. Manhattan, 55 W. 42nd Street LA 4-2929, in Brooklyn, 90 Clinton St. Hall). TR 5-1911. In New Jersey, 116 Newark Ave., BERgen 4-2350.

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# FEDERAL NEWS

## UNAPOC Branch 1 to Meet on March 17

By HANK WEIL  
The next regular monthly meeting of the United National Association of Post Office Clerks, Branch 1, to be held at the Hotel Astor, Thursday, March 17, at 8 p.m. Many vital problems affecting the membership and Post Office Clerks at large will be discussed and a program mapped to meet these needs.

President Andrew T. Walker is planning elaborate plans for the annual boxing show, to be held at the Nicholas Arena on Saturday evening, April 23. The show will bring together the best in amateur boxing and is always replete with excitement. A large delegation of friends of the UNAPOC is expected from Washington, D. C. headed by the Na-

### Turnover Drops

The rate of personnel turnover in the Federal service dropped in December 1948 to its lowest post-war level, the U. S. Civil Service Commission reported. Total full-time employment in the agencies throughout the country remained practically unchanged from November to December; the hiring and the separation rate both averaged 23 for each 1,000 employees during December.

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NOTICE TO BIDDERS

Sealed proposals for Exterior Painting, State Armory, Mt. Vernon, N. Y., in accordance with Specification No. 14446 and accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y., on behalf of the Executive Department, on Wednesday, April 20, 1949, when they will be publicly opened and read. Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if he is awarded the same. The specification number shall be written on the front of the envelope. The blank spaces in the proposal shall be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, corrections, alterations, or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of materials and materialmen, each bond in the amount of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawings and specifications may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.  
State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y.  
District Engineer, 65 Court St., Buffalo, N. Y.  
District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.  
State Armory, Mt. Vernon, N. Y.  
Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y., and making deposit of \$5.00 for each set of drawings and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Proposals shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.  
DATED: 3/1/49

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tional President William Armbrust and his board of officers. The newly-organized Hospitalization Plan will be further aided at the meeting when the Chairman Tom Brady gives out to all delegates the long-awaited and eagerly-sought circulars and applications for membership in this Plan.

President Walker also expects to shed some new light on the legislative program in Washington, especially those bills concerned with the \$650 increase, the 26-15 Vacation and sick leave bill, and the strides made in aiding the subs.

A membership committee chairman will also be appointed at the meeting and is expected to aid the constant growth of the Branch in a considerable measure.

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## Brooklyn Unit Installs Officers

First National Vice-president Andrew T. Walker, of UNAPOC, installed the officers of the Brooklyn Post Office Club Association, Branch 2. They are: George Pfeifer, president; Gerald P. Kennedy, 1st vice-president; Henry C. Boerner, 2nd vice-president; Morris Goodgold, 3rd vice-president; John Baggot, corresponding secretary and treasurer; Francis A. McBride, recording secretary; Julius H. Zimmerman, financial secretary; Edward Morris-

on, guard.  
The Board of Trustees includes: Joseph Chadderton, Chairman; William Mariash, A. Lillian McDonald, John Joseph Walters, Vincent Bellavia.

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# NEW YORK CITY NEWS

## O'Dwyer Strongly Backs 25-Year Pension Bill

(Continued from Page 1)  
 The age 55 retirement plan does not require retirement at 55. The law requires retirement at 70. Benefits of 20 to 40 P. C.  
 The bill will enable members of the Retirement System to increase their retirement benefits by 20 to 40 per cent, if they file proper elections and consent to the necessary deductions from their compensation.  
 For members of the System who attain age 55 before June 30, 1949 or by the date of their first subsequent payroll deduction, who are now on the 55, 30-year, half-pay plan, and who formally elect to come under the new plan, the additional cost will be 20 per cent of total accumulations, plus an increase of 20 per cent of the current rate of contributions. This arrangement would continue until

the end of the calendar year after attainment of age 55 in which case contributor completes 25 years of allowable service, and then he may elect to discontinue further contributions if he so desires.  
**May Credit Account Earnings**  
 If a member, who elected the age 55 plan, has already cancelled his rate or is entitled to cancel, he will be required only to increase his minimum account by 20 per cent. The earnings on his account, after becoming entitled to cancel, may be credited against the 20 per cent charge.

### Sanitation Doings

... Garage Clerk Herbert Arning, of Astoria, is finding it hard to become used to his new garage location in Woodside. Arning had spent several years in Corona, where Districts 59 and 60 housed their trucks in the same garage.

Henry Collins, of The Bronx, Acting Garage Clerk in Garage 65, Queens, and his wife celebrated their silver wedding anniversary. . . . "Michael Di Giovanni, of Brooklyn, District Superintendent's Clerk in District 66, Queens, celebrated his birthday, made more enjoyable by the fact that he won at a pinochle session at the home of Thomas Kelly, of Brooklyn, Garage Clerk in the same district. . . . George Richter, Sanitation Man of District 23, The Bronx, caught a 15-year old boy raiding his ice box. In Bronx Children's Court was learned the defendant was on parole following a series of burglaries. . . . Anthony Massiello, of the Main Snow Office, is the beaming pappy of a six-pound girl, born at St. Vincent's Hospital. The Massiellos will call her Anne Louise.

## Eligible Lists

The eligible list for appointment to 84 present jobs as Investigator was published by the NYC Civil Service Commission. Appointments can't be made until the list is promulgated.  
 Disabled veterans ..... 30  
 Non-disabled Veterans ..... 113  
 Non-veterans ..... 166  
 Joseph Peppard, a disabled veteran, got the highest score of all, 96.47 per cent.  
 The above classification is based on veteran claims. The LEADER, assuming all such claims granted, publishes below the names of the veterans in probable appointment order, for the \$2,710 job:

**Disabled Veterans**  
 1, Joseph Peppard; 2, John Slattery, 3; Arthur S. Schechter, 4; Edward P. Manning, 5; Irving Siebzehner, 6; Sidney Tanenbaum, 7; Eugene P. Curran, 8; Thomas Reagan, 9; Saul Rosenberg, 10; Joseph McDonald, 11; Joseph Torraca, Jr.; 12, Philip Brown, 13; Philip Pittoff, 14; Harold Rothenberg, 15, Abner Silverman, 16; John F. Magda, 17; Thomas Kelly, 18; Leo Wilson, 19; Leo Spatz, 20; Joseph Gillespie, 21; Michael Watman, 22; George Lynch, 23; William Kane, 24; Henry Greenstein, 25; Alfred G. Braca, 26; Joseph Hagerty, 27; Harry Edelstein, 28; John O'Brien, 29; Bernard Samuels, 30, Nathan Abramowitz.

**Non-disabled Veterans**  
 31, John Boer; 32, William E. Wandt, 33; Oscar Robinson, 34; Robert Evans, 35; Cornelius Roche, 36; Horace Brown, 37; Joseph Josephson, 38; Dennis Kelley, 40; (subtract 1 fro following numbers) Robert Coffin, 41; Martin Spencer, 42; Joseph Napolitano, 43; Carl Stegmuller, 44; Louis Mahler, 45; Paul White, 46; William Lynch, Jr., 47; Herbert Benon, 48; Harry Isherwood, 49; Anthony Bisaccio, 50. Charles Clark, Jr., 51, Joseph O'Brien, 52. Donald Hauck, 53. Vincent Bradley, 54. Martin Ross, 55. Charles Smythwick, Jr., 56. Joseph Halpern, 57. Evaristus Devine, 58. Charles Wagner, 59. Samuel Perlman, 60. Albert Ryan, 61. Jose Rodriguez, 62. Herman Schmidt, 63. Gerald Stern, 64. James Cukin, 65. Joseph Finn, Jr., 66. Samuel Seigel, 67. Arthur Caputo, 68. Rocco Dafemina, 69. Philip Greenspan, 70. Leo Masterson, 71. Louis Levinson, 72. Martin Fribourg, 73. Sam Guberman, 74. Harry Bets, 75. Harry Solotarow, 76. Walter Ritter, 77. Edmund Tighe, 78. Maurice Fenton, 79. John Moloney, 80. Milton Bader, 81. Seymour Abkowitz, 82. Irving Perlman, 83. Chester Bagley, 84. Beverly Starkey, Jr., 85. Robert Bergman, 86. Samuel Kotcher, 87. Isadore Jacobs, 88. Maurice Bernstein, 89. Franklin Holloway, 90. Edward Sullivan, 91. Pedro Balonon, 92. William Ballance, 93. Nathan Lubner, 94. Joseph Lynch, 95. Robert Johnston, 96. John Kirk, 97. Jerry Fletcher, 98. Raymond Bechmann, 99. James Palmer, 100. Leonard Lowe, 101. Robert Ferguson, 102. James McQuade, 103. Sidney Senan, 104. Bernard aBrnett, 105. William Dillhoff, 106. Kurt Reineke, 107. John Raimondi, 108. Stanley Fallon, 109. Harold Callaghan, 110. Maxwell Uffer, 111. Charles Venezia, 112. Thomas Lowe, 113. James Smith, 114. Oscar Goldstein, 115. Michael Cariati, 116. Abe Kramer, 117. John Dillon, 118. Samuel Brenner, 119. JoJoseph Molinari, 120. Walter BiBshops, 121. Perry Sanders, 122. John Miller, 123. Patrick Devine, 124. Richard Bennet, 125. Thomas Dabney, 126. Angelo Simonelli, 127. Edward Ellis, 128. Curly Travis, 129. Peter Acquavella, 130. Robert Singrossi, 131. Joseph Mauceri, 132. Thomas McKenna, 133. Charles Vixcardi, 134. Jack Levy, 135. Christophe Caulfield, 136. Ralph Cantone, 137. Norman Butler, Jr., 138. Frank Gallagher, 139. Dominick Rugile, 140. Harry Armus, 141. Leon Stoller, 142. Julian Bell, 143. Joseph Pascocello.



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# NEW YORK CITY NEWS

## EDITORIAL

### Officer Promotions in NYC Fire Dept.

THE PUBLIC of NYC has a big stake in the efficient functioning of its Fire Department. Life and property are immediately involved — and it could be any citizen's or any citizen's property.

For this reason any constructive proposal for improving the department's efficiency needs the most careful consideration of the people; and the element of cost, in relation to the improvements desired, is a lesser matter than it might be in some other units of government.

#### Can't 'Double Up' on Officers

The LEADER favors the addition of more officers to the department. The evidence at hand indicates that shortage of officers, resulting in reduced quality of supervision, necessarily has an adverse effect on the department's efficiency. Shortages in officer ranks are unlike shortages in other types of jobs — you can't "double up" of officers, or have one officer do the work of two. Nor is it good personnel practice to fill up "shortage holes" with "acting" men — men who may not know the district, may not be prepared for the superior tasks. Again, life and property are the basic considerations.

#### Some of the Facts

Let's look at some facts: In a single day, recently, 163 acting Lieutenants — that is, Firemen — were filling in on Lieutenant jobs because of insufficient officer personnel. These men would be in charge of important supervisory functions in case of fire. If the city needed 163 additional Lieutenants that day, clearly they should have had them. The same condition holds true the way up the line, making a total of about 320 men acting out of title.

One of the most important phases of an officer's work in fighting fires is knowledge of the district. Yet, with such a huge shortage in the quota, men keep getting shifted around, to districts new to them, and working with Firemen whose individual capacities are unknown to them.

Simple mathematics shows that more than 160 additional officers are required at this time to staff the department adequately. Only fairly adequately. Because the LEADER has seen charts indicating that with 160 additional officers in all ranks, there still would not be complete provisions for vacations, sick leave, or other emergencies.

The LEADER urges that promotions be made in all ranks. We learn that the total cost of guaranteeing full service to the people of the City by bringing the officer staff up to 1,811 men — the full cost of this action would mean only an additional \$250,000 in the budget; and if the promotions were amortized over a year, the cost would be only about \$150,000. Of course, additional firemen would be added, and these figures do not include the cost of more firemen.

The people of this city would go for this plan. They have direct interest. The LEADER suggests to 3rd Deputy Commissioner William R. Bayes, who is making a study of the department's administration, that he give the most careful attention to the necessity of filling current vacancies in the department.

#### PRESS PHOTO MEN HONORED

The Uniformed Firemen's Association of Greater New York, in cooperation with the Press Photographers Association of New York, gave a luncheon at the Hotel Martiniere to the three prize winners in the 1949 Press Fire Photo Contest.

#### CASHIER STUDY AID

Study material for the NYC Cashier, Grade 3 is offered for inspection by the Municipal Reference Library, Municipal Building, Chambers and Center Streets, Room 2230. Library hours are 9 to 5 on weekdays, 9 to 1 on Saturdays.

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### Fireman Eligibles Organize Under UFA

The best interests of men on the forthcoming NYC Fireman eligible list lies by union with the Uniformed Firemen's Association, Gerard Purcell told more than 1,000 prospective eligibles last week. Mr. Purcell, who had come to the meeting uninvited,

convinced the eligibles that any other course would be adverse to their own interests, and cited precedents to prove it. He offered the resources of the UFA to the men, including the use of space in the Firemen union's office and money, if needed.

The prospective eligibles had assembled under the chairmanship of Vincent A. Murphy, president of the Patrolmen's Eligibles Association. The meeting, in Werdemann's Hall, agreed nearly unanimously that joint action with the UFA would be necessary.

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NEW YORK CITY NEWS

Men With Skilled Trades Ask Rescue by O'Dwyer From Transit Clerical Jobs

High on the list of 1949 objectives of the Transport Workers Union is to have all the rapid transit workers put in Part 39 of the NYC Classification.

The object is to remedy a long list of grievances arising from the reclassification of 1939 and 1940. At that time the NYC Civil Service Commission completed the vast reclassification of employees of the IRT and BMT, when the city acquired those lines.

The main grievance is that employees of the former private lines who were doing maintenance duties, and some even operating duties, were reclassified into clerical titles because their normal duties included clerical work.

O'Dwyer and Reid Sounded Out The benefits have been diverse, comparing the employees doing

operating and maintenance duties, who were put into Part 39, and those who were classified as clerks and put in Part 2 of the general classification, which includes city-wide clerks. The Part 39 employees got raises in base pay; the others got cost-of-living bonuses. The plan to have all brought under Part 39 would enable separate treatment of Board of Transportation clerks, and make possible the freezing of their full bonus into base pay.

The subject has been discussed with Mayor William O'Dwyer and Chairman William Reid, of the Board of Transportation, and at the moment is in abeyance. Chairman Reid is reported unwilling to initiate the project himself, but is willing to go along if the Mayor is in favor of it.

Big Difference in Pay

In 1946 the operating and maintenance employees got a raise of 46 cents an hour and in 1948, 24 cents, while the clerical forces got a cost-of-living bonus, a departure from the method under private ownership of the BMT and IRT, when raises given to one group also went to the other, says the TWU.

The union adds that some of the employees reclassified as clerical workers had been engineers, one had been a car inspector, another had been in charge of a cable section as assistant superintendent, and a third had been ordering and checking coal deliveries, but by being classed as clerks they lost the better promotion opportunities and got, at best, Clerk, Grade 5 titles, at around \$3,000 at that time. The union figures out the theoretical case of an employee who, had he

Pasteur Guild to Receive Communion March 20

President John O'Connor announced that the annual Communion breakfast of the Pasteur Guild, Bellevue Hospital, will be held on Sunday March 20. Mass will be offered by Father Raymond E. Blust at St. Agnes Church, East 43rd Street and Lexington Avenue, at 9:00 a.m. Members of the Guild were asked to offer their prayers for Cardinal Mindzenty and the other imprisoned clerics. Breakfast will be eaten at the Hotel Commodore.

Representative T. Vincent Quinn, of Queens, and Father John F. Sexton, will speak. Fr. Sexton is professor of English at Cardinal Hayes High School. Tickets may be obtained from representatives at city hospitals or from Louise Fiscella, Room 425, at 125 Worth Street, NYC.

passed the tests, would have risen the promotion ladder, under maintenance and operation, to a job paying \$2,000 a year more than he gets now as a clerk.

Broad Scope

The magnitude of the reclassification task at the time of unification is admitted by the union, and also the extenuating circumstances for classifying some as clerks because they did a major amount of clerical work, but these are called exceptions. The great majority are described as having suffered. It is expected that a move will be made to have

department-wide reclassification of all Board of Transportation clerks to Part 39, so they can regain proper titles, use the skills in which they had been previously trained, and become eligible for promotion examinations from which they are now excluded.

Two individual reclassifications, in the first instance of two employees and in the second of seven, have been adopted by the Civil Service Commission, which, however, feels that the problem should be considered department-wide, rather than by piecemeal efforts affecting first one individual, then another. The resolutions changed the incumbents' titles without examination.

Vote Is 2 to 1

The vote on the resolutions was 2 to 1. President Joseph A. McNamara and Commissioner Darwin W. Telesford voted in the affirmative, but Commissioner Esther Bromley registered an emphatic negative. She said something about the resolutions not being consistent with the best interests of civil service. She is a Republican, the minority member of the Com-

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mission, and it was during administration of the late F. H. La Guardia, who appointed her, that the transit reclassification was accomplished. She staunchly defended that reclassification ever since.

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# NEW YORK CITY NEWS

## Freezing Full Bonus Employees' Next Goal

organizations, by vote, in general decided to freeze part of the NYC bonus into base pay on put forth by Mayor William O'Dwyer.

Uniformed Firemen's Assn. didn't, but pressed for a referendum on \$4,150 Firemen and \$400 of the \$750 bonus to be made full freeze a later goal. The Uniformed Fire Officers Assn. also wants the full bonus

A. F. of L. civilian groups approved the Mayor's plan, as did the Civil Service Forum, but the groups deplored failure to make full freeze.

Organizations set the freezing of the full bonus as a goal. Those that approved the Mayor's action as a "step in the direction," planned to campaign to make the full amount effective July 1, 1950. The Mayor would apply on July 1,

O'Dwyer's plan would include these amounts: Patrolman, \$400; Sanitation Man, C, Deputy, \$400; Sanitation Man, \$600; general \$600 bonus group, \$650 group, \$300; Wardens, Deputy Wardens, \$175 cash, maintenance. All bonuses, \$360 for both Sanitation and Firemen would be \$350.

Uniformed Firemen's Assn. to continue to seek a referendum to freeze the full \$750 into permanent pay. President John P. Crane told William O'Dwyer in a telegram that his proposal to earn \$400 of the \$750 as base pay did not meet the full requirements.

Our assurance that \$400 of present cost-of-living bonus be made part of our permanent base pay is encouraging, but in the opinion of the Executive of our organization that does not meet the full requirements of economic security of the city's firefighters and their families. It is still felt that such security can be guaranteed only through a referendum of the

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people. As called for in a resolution passed unanimously at a special membership meeting of the UFA on February 25, 1949, and transmitted to you, this organization will continue to urge that you and the City Council forward a Home Rule request to the State Legislature to authorize such referendum."

A copy of the members' resolution was sent to the Mayor. In a letter accompanying the resolution, Mr. Crane pointed out that the Mayor, on various occasions, indorsed the practice of submitting major adjustments in economic and working conditions of police and firemen to the voters in a form of referendum.

The resolution also referred to the fact that pensions are now determined on the basis of a so-

called base pay of \$3,400 per annum, and do not take into consideration the \$750 bonus. This has resulted in the penalizing of widows, disabled firemen and their dependents and has the effect of defeating the purpose and spirit of the Pension Law, Mr. Crane pointed out.

Mr. Crane also pointed out that the resolution was partly inspired by the good-will the Mayor has demonstrated on many occasions toward the Fire Department.

### Quotes O'Dwyer's Views

"I recall that last Fall," said Mr. Crane in a memorandum, "when I was given the privilege of discussing with Mayor O'Dwyer the attitude of the city Administration toward Proposition No. 1, which was then to be submitted

to referendum at the 1948 general election for the purpose of legalizing the working hours of Firemen, he stated that he subscribed to the policy of having the city's police and firemen obtain legislation into permanent law of whatever gains they obtained during his tenure of office.

"At that time, and upon a subsequent occasion, as when the

Mayor addressed the annual ball of the Patrolmen's Benevolent Association, he voiced strong approval of the practice of going directly to the people by means of the ballot in seeking adjustment of their problems.

"As a matter of fact, this is the only way the firemen can seek final determination of their problems."

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# NEW YORK CITY NEWS

## Four Expelled from PBA Plan Reinstatement Suit

The four Patrolmen expelled as members of the Patrolmen's Benevolent Association by vote of the delegates, on grounds that their actions were "detrimental to the best interests of the PBA and Policemen," immediately got busy on a law suit to compel their reinstatement. The four are Peter Schneider, Joel Weinberg, Irvin Fendel and Jack Mark; all delegates. Two other defendants in the mass trial were acquitted. They were Lander Hamilton and Joseph Healy, delegates also.

Patrolman Walter Pensa, of the 66th Precinct, acted as prosecutor. President John E. Carton presided.

Two past presidents split on the issue. Patrolman Raymond A. Donovan supported the defendants and Patrolman Patrick Harnedy testified against them.

**Comment by Carton and Schneider**  
The charges arose from articles published in The Blotter, official organ of the Pension Forum, a group of Patrolmen seeking reduction of pension contributions from salary. Mr. Carton's administration was attacked.

"Now the PBA can look forward to greater goals without the menace of internal sabotage," said

President Carton, after the expulsion vote.

"This action by the PBA," said Patrolman Schneider, "represents the culmination of a campaign of calumny and vindictiveness which Carton began two years ago when I refused to run for 1st vice-president with him. The immediate cause of the expulsion was the request that the PBA issue a full financial report on the 1948 ball, which Carton refused to do. We intend to fight both this ouster and the refusal respecting the PBA funds."

The court case in which an accounting was sought was brought before Supreme Court Justice Cuff, in Queens. The PBA contended that the complainants were not entitled to an accounting under the membership corporation law and was sustained by the court. Papers in another proceeding, under Article 78 of the Civil Practice Act, have been prepared, and a financial report will be sought through that method.

All six defendants in the ouster case were among the 61 who brought the suit over the ball funds. Patrolman Hamilton was the representative complainant.

"This has been a kangaroo

court, with an unfair jury," said Patrolman Donovan, referring to the ouster proceedings. "It is a shame and a travesty on justice and freedom of thought and violates rights held sacred under our American way of life. In the expulsion the PBA has lost lustre and the delegates expelled have gained new glory."

### Action Called Illegal

The four expelled contend that the action was illegal, because under the PBA constitution the membership itself should vote on expulsion from membership, although delegates may expel delegates from their delegate office. Also, the conduct of the trial will be denounced as biased, unfair and manipulated, the four asserted. They referred to the postponement of the trial until late in the afternoon and the arrival, shortly before the vote was taken, of about 100 Patrolmen, mostly from Police Headquarters.

At the meeting, prior to the trial, short talks were given by Police Commissioner William O'Brien and William O'Brien and Chief Inspector August W. Flath, and a resolution adopted in favor of Mayor William O'Dwyer running for re-election.

## Registered Nurses Invited To Apply for Exam

The dispute between the NYC Civil Service Commission and the Health Department over the requirements for Public Health Nurse has resulted in protests being sent to the Commission by various groups, against not including a public health nursing experience requirement. Protests were received from the United Parents Association, the Committee for the Care of Children and the American Civic Employees Union (CIO).

The examination is now open to applicants, and will remain open continuously.

The Commission states that there are only 6,800 Public Health Nurses in the whole United States and that the requested experience requirement would be impossible to fill the more than 1,000 positions.

The Commission is accepting applications from Registered Nurses, has waived residence requirements, allowed applications by mail, and will hold examinations also in other places than NYC. It is not opposed to the experience requirement, if it were possible to recruit on that basis to fill the needs of the city service, said President Joseph A. McNamara.

**Maximum Age is 36**  
There are 500 present vacancies

in the Department of Health the \$2,400 job. Candidates have been graduated from accredited school of nursing must be Registered Nurses in State of New York, or qualified to be so registered. Fee \$1. Minimum age, 36. There will be change in the requirements during the present filing period. Address the NYC Civil Service Commission, 299 Broadway, York 7, N. Y.

## Commission Limits Candidates' Period For Checking Ratings

Candidates are now permitted to check their examination papers against ratings only until 60 days after the promulgation of eligible list, under a resolution adopted by the NYC Civil Service Commission. Formerly there was no time limit.

William H. Rucker, acting chief of the Bureau of Information, pointed out in a report that time during which appeals may be made is limited to 60 days after promulgation, so no candidate should be permitted to view his paper later.

Exceptions to the new rule may be made with the approval of one of the three Commission members, the Secretary, or the Director of Examinations.

The new policy doesn't apply to candidates in license examinations the review of whose papers will continue to be under the direction of the Examining Division.

**MARTIN A. HEALY DIES**  
The NYC Civil Service Commission received word of the death of Martin A. Healy, its former Secretary.

# To Our Mayor - With Trust



MAYOR WILLIAM O'DWYER  
CITY HALL NEW YORK NY

WE DO NOT SEEK A PAY RAISE BUT WE DO ASK THE RIGHT TO SUBMIT OUR CASE TO THE PEOPLE ON ELECTION DAY... WE WANT THE VOTERS TO PASS JUDGEMENT ON THE QUESTION OF A PERMANENT BASE SALARY TO BE GUARANTEED BY LAW... A HOME RULE REQUEST WOULD CLEAR THE WAY FOR A REFERENDUM AND LIFT THE HEAVY LOAD OF INSECURITY FROM OUR MINDS. YOUR FIREMEN AND THEIR FAMILIES

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# STATE AND COUNTY NEWS

## Wage-Freeze, Retirement Bills Move Ahead in Albany

(Continued from Page 1)

- S. I. 840, A. I. 548, amended. Senate committee reported it favorably.
- 13. Purchase of Additional Annuity (D). A. I. 381, 3rd reading, Senate.
- 14. Vested Retirement Benefits (D). S. I. 533, A. I. 550, in Sen. Civil Service Com., Assembly Ways & Means.
- 15. Correction Retirement System—Options (D). S. I. 400, A. I. 344, in Sen. Civil Service Com., Assembly Ways & Means.
- 16. Twenty-five Year Retirement—Uniformed Prison Personnel (D). S. I. 400, A. I. 556, 1228, in Sen. Civil Service Com., Assembly Ways & Means.
- 17. Twenty-five Year Retirement—Institution Employees (D). S. I. 1957, in Sen. Civil Service Com., Assembly Ways & Means.
- 18. Twenty-Five Year Retirement Conservation Personnel. S. I. 1036, A. I. 1122, in Sen. Civil Service Com., Assembly Ways & Means.
- 19. Twenty-Five Year Retirement Retirement for All (D). S. I. 1958, in Sen. Civil Service Com., Assembly Ways & Means.
- 20. Increased Death Benefits (D). S. I. 259, A. I. 370, in Sen. Civil Service Com., Assembly Ways & Means.
- 21. Exempt Retirement Benefits from Estate Tax (D). S. I. 721, A. I. 539, in Sen. Civil Service Com., Assembly Ways & Means.
- 22. Memorialize Congress to Exempt Pension Benefits from Federal Income Tax (D). Resolution 68, in Assembly Rules.
- 23. Sick Leave and Vacation Credit Upon Retirement (D). S. I. 534, A. I. 369, in Sen. Civil Service Com., Assembly Ways & Means.
- 24. Increase Pensions—Retired Employees (D). Drafting delayed. Solution of constitutional and other problems unlikely at this session.
- 25. Labor Relations Machinery to Deal With and Settle Personnel Problems in Public Employment (D). S. I. 583, A. I. 651, in Sen. Finance, Assembly Ways & Means.
- 26. Constitution—Veteran Preference (S). The Mitchell Bill, passed by Legislature, goes before electorate November 2.
- 27. Civil Service—Oaths (D). Passed Senate.
- 28. Merit Award—Political Subdivisions (D). Passed Senate.
- 29. Removals—2 Year Limitation (D). Assembly bill passed Senate.
- 30. Appeals—Power to Reinstate (D). Passed Legislature.
- 31. Examination Fee—Promotion Exams (D). In Senate Civil Service Committee, Assembly Civil Service.
- 32. Removals—Mental Hygiene (D). Drafted.
- 33. Reorganization—Civil Service Commission. Assembly bill passed Senate.
- 34. Consolidation of Classification and Salary Standardization Boards. Passed by Legislature.
- 35. Time and One Half for Overtime (D). In Senate Ways &

- Means Committee, Assembly Ways & Means.
- 36. Institution Policemen—Peace Officers (D). 3d reading in Senate.
- 37. Public Offices—Saturday Closing (D). In Senate Finance Committee.
- 38. Unemployment Insurance For All (D). Amended.
- 39. Workmen's Compensation—Boards of Education (E). Passed Senate.
- 40. Village Policemen (D). Amended and recommitted.
- 41. Moving Expenses (D) In Senate Finance Committee, Assembly Ways & Means. Amended.
- 42. Institution Employees—Uniforms (D). In Assembly Ways & Means Committee.
- 43. Village Clerks—Competitive Class (E). In Senate Villages Committee, Assembly Villages Committee.
- 44. Military Duty—Rights During (E). Reported to Senate in amended form; third reading in Assembly.
- 45. Police—Firemen—Competitive Class (E). In Senate Civil Service Committee, Assembly Civil Service.
- 46. Police—Firemen—Disability (E). In Senate Cities Committee, Assembly Local Finance.
- 47. Terms of Office—Political Subdivisions (D). Introduced.
- 48. Terms of Office—Salary Increase During (D). Introduced.
- 49. Emergency Compensation, Judiciary. (D). Amended in Senate.
- 50. Emergency Compensation, Legislative. (A). Amended in Assembly.

- 51. Salary Increase, Law Revision Commission (D). In Assembly Ways and Means Com.
- 52. Salary Increase, Wardens and Chief Administrative Officers. In Senate Finance and Assembly Ways & Means Com.
- 53. Payment of Increments. (A). Advances required appointment promotion or transfer date one day, to include October 1, for next April 1 increment. (Chapter 130).
- 54. Accidental Disability or Death Benefits. Passed Senate.
- 55. 25-Year Retirement, Conservation. In Senate Civ. Ser. and Assembly Ways & Means Com.
- 56. Retirement Options (D). Allows member to accept actuarial equivalent of annuity in form of reduced annuity payments for life. Passed Sen-

- ate. In Assembly Ways & Means.
- 57. Teachers Retirement Allowance (E). Permits retired teacher to earn up to \$500 a year as substitute. In Senate Education and Senate Pensions Com.
- 58. Transfers, Allowable Service Credit. Allows until Jan. 1, 1950, to pay for prior service, on transfer. Passed Senate.
- 59. Overtime Pay, Municipal Employees (E). Reported out, but amended.
- 60. Social Welfare Teachers, Hours of Work. In Assembly Ways & Means Com.
- 61. Moving Expenses (D). \$150 limit of what State pays. Amended.
- 62. Institution Employees, Uniforms (D). In Assembly Ways & Means Com.



John J. Conway has been appointed to the legal staff of The Civil Service Employees Association (Page 4)

### STATE ELIGIBLES

ADMINISTRATIVE ASSISTANT (Prom.) Dept. of Health (Exclusive of the Div. of Laboratories and Research and Institutions)

- Disabled Veterans
- 1 Clark, J., Albany
- Non-veterans
- 2 Moss, Rosemary, Albany
- 3 Graff, Margaret, Albany

### Capsule News

**YOU HAVE** the word of Attorney General Nathaniel L. Goldstein that you can have time off for jury duty. Nor are you required to turn over to the public treasury fees received for jury service.

Charles Foster, Bryon Hipple, Warren Cox, Price Chennault, Dr. V. A. Van Valkenburgh, Dr. R. J. Pulling.

**THE PAROLE OFFICER** list, State, is expected to be out by the end of this month.

### Dewey Approves Rule For Recouping Vacations

**WELL!** A NYC resident filed a \$1,000,000 suit against the State of New York contending he had been perpetually subjected to death rays allegedly operated by State employees since his release from a mental institution in 1943.

ALBANY, March 21—State employees, who had been forced to sacrifice part of their annual vacation because of the heavy workload carried by State departments and agencies since April 1947, are going to have a chance to make it up. Governor Dewey has signed an executive order, approving a resolution adopted in February by the State Civil Service Commission, granting a six-month extension during which employees may use up accrued vacation and overtime credits.

**THE NEW** Division of Public Employee Training in the State Civil Service Commission will have an advisory council. Members:

Without the extension, state employees would have lost these credits after March 31.

### Big Lift

### Toward Passing Sanitation Man Test

"How to Pass the Sanitation Man Written Test," an 8-page booklet, has been prepared by staff of **THE LEADER**. It contains helpful hints, sample questions, study aids, list of readings, and a section on how to get the highest results, based on your knowledge, in the test. Send 10 cents (stamp or coin) to Civil Service LEADER, 97 Duane St., New York 7, to cover handling charges. Test opens in two weeks, today!

## Bills in Albany

Following continues the digest of bills introduced in the Legislature at Albany. Introductory numbers are given. "S" stands for Senate, "A" for Assembly. "To Pensions" means that a bill has been referred to the Pensions Committee. When one committee is mentioned in connection with both Senate and Assembly name, it means that the committee name is the same in both Houses.

total aggregate which NYC pensioner shall receive.

**State employee prior service credit.** (S.2622, Rules Com, Erwin to Civil Service). Civil Service Law, §77. Allows members of state employees' retirement system receiving benefits, after ten years of member service and restoration to active service, credit for total service upon subsequent retirement; fixes contributions.

**Employees Sick Leave** (A. 1500, Jack, to Ways & Means). Civil Service Law, §10-a new. Allows classified civil service employees sick leave with pay for not less than 18 working days in a year, which shall be cumulative.

**Veterans' positions.** (A. 3060, Rules Com., to Rules Com). Civil Service Law, § 31. Makes unlimited in duration, preference in retention of War veterans in civil service positions abolished or eliminated.

**Employee Reinstatement** (A. 1543, Katz, to Ways & Means). Civil Service Law, §23. Allows civil service employees, reinstated by court order, costs and counsel fees.

**State Police Reappointments** (A. 1668, Knauf, to Ways & Means). Executive Law, 94. Provides that member of state police who has voluntarily withdrawn from force with consent of supt., may be reinstated if he has specified qualifications.

**Employee Sick Leave** (A. 1548, Schupler, to Civil Service). Civil Service Law, §10-a. Allows regular classified civil service employees sick leave with pay as rate of 18 working days a year, except police and firemen.

**Veterans' Permanent Status** (A. 1447, Roman, to Civil Service). Allows employees of any state dept. with not less than five years continuous employment to acquire permanent status in civil service.

**NYC Teacher Veterans** (A. 1549, Schupler, to NYC). Admin. Code, §B20-20.0. Provides that absence on military duty of members of NYC teachers retirement system shall not constitute interruption of employment.

**NYC Pensions** (A. 1495, Brook, to NYC). Charter §897. Increases from \$1,200 to \$1,800, minimum

**Communism, Oath against** (A. 1694, McMullen, to Civil Service). Civil Service Law, §30-a new. Requires that state employees shall take and file oath denying membership in communist party, or support of any organization teaching overthrow of U. S. Government by illegal means.

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**Communism, Public Office** (A. 1695, McMullen, to Civil Service). Civil Service Law, §12-a. Prohibits appointment to public office of persons who organize or become members of communist party.

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# STATE AND COUNTY NEWS

## Pearsall, Stearns Address Water Works Meeting

Westchester County Personnel Officer Denton Pearsall, Jr. and Allyn Stearns, vice-president of the Civil Service Employees Association, were speakers at a dinner meeting of the Westchester Water Works Conference held in the Scarsdale Casino, Scarsdale, New York.

**Explains the Law**  
Mr. Pearsall outlined the operations of the Civil Service Law and rules for the assembled representatives of water districts, most of whom have come actively under civil service since the passage of the Fite Law in 1943. He explained classification methods, the establishment of eligible lists, seniority rights, payroll controls, veteran preference and the responsibilities of the appointing officers and the Personnel Officer.

**Need for Organization**  
Mr. Stearns outlined the need for an employee organization to operate within the framework of the Civil Service Law and rules, to bring about fair and equitable working conditions, adequate salary schedules, uniformity in regulations covering sick, annual leave and overtime compensation and to assure the proper handling of grievances and correction of injustices. Mr. Stearns gave numerous illustrations of the many gains already accomplished for the employees of the State and of various Counties, Cities, Towns, Villages and Special Districts by the Civil Service Employees Association. He stressed the Association's voluntary, unpaid leadership by its officers and the Association's basic policy of amicable firm negotiation and the maintenance of friendly relations with employing authorities. He indicated a high degree of success by the Association in achieving the aims of its members through the use of these methods.

**Harding Speaks**  
James C. Harding, County Commissioner of Public Works and well known water works engineer, spoke briefly, discussing the favorable experience of Westchester

County with The Civil Service Employees Association and the friendly and just manner in which fair agreements regarding employee working conditions and pay schedules have been reached.

**90 Present**  
The Conference is composed of officials and workers in the many water districts within Westchester-

## County Units Get Visit From Culyer

ALBANY, March 21—The itinerary of Charles Culyer, field representative of the County Division, Civil Service Employees Association, continues all this week.

On Monday, March 21, Mr. Culyer was in Warren County, where he participated in the presentation of a charter to the new county Association chapter there. His schedule for the remainder of the week:

**Tuesday, March 22**  
Meeting with employees of Oneida County.

Dept. of Public Welfare at Utica. Meeting with Northcentral Association School Service Employees at Boonville, Lewis County.

**Wednesday, March 23**  
Meeting with County and City employees at Court House, Cortland to organize Cortland Chapter. Visiting Tompkins County. Visiting Madison County.

**Thursday, March 24**  
Visiting Broome County. Visiting Sullivan County. Meeting with City of Newburgh employees, Orange Chapter.

**Friday, March 25**  
City of Newburgh. City of Poughkeepsie, Dutchess County. Meeting with School Boards at Pine Island, Orange County.

er County. The dinner meeting, at which about 90 were present, was presided over by Conference President A. Kassay of North Tarrytown, assisted by Secretary Richard M. McLaughlin, Director of Sanitation of the County Health Department, who also showed motion pictures. Westchester Chapter of The Civil Service Employees Association has almost 2,000 members, including groups of members in water districts in Harrison-Larchmont-Mamaroneck, New Castle, Mt. Kisco, Briarcliff, Valhalla, Hawthorne and Thornwood. It has large units among local employees in the County Service and in Port Chester, White Plains, Bronxville, Eastchester, Tuckahoe Mt. Kisco, and Larchmont and among school employees.

## No Pension on Bonus For Mt. Vernon Employee

An appeal by an employee of the City of Mount Vernon from a denial in the Supreme Court of his motion for inclusion of cost-of-living bonus in pension computation, was decided against him by the Appellate Division, Second Department. The action arose from the fact the plaintiff was a member of the Mount Vernon Police and Paid Firemen's Pension Fund. In a memorandum opinion the Appellate Division wrote: "The defense alleges, in part, that the cost-of-living adjustment was paid and accepted on the express condition and understanding that it would not be deemed compensation for the purpose of computing a pension. While membership in any pension or retirement system of the State or of a civil division thereof is a contractual relationship (N.Y. Constitution, Art. V, sec. 7) and existing rights may not be impaired, the constitutional provision does not prohibit an agreement such as that alleged in the defense pleaded."

## The Public Employee



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

### GROWING PAINS AND THE GOVERNOR'S BUDGET

HERBERT HOOVER is the doctor who is prescribing for the sickness of the Federal Government resulting from overweight and attempts at reducing a post-war administration to normal peace-time size.

Growing pains are nothing as compared to ungrowing or reducing pains, as every over-corpulent person knows. The wise method is to grow normally, avoiding both overweight and underweight whenever possible.

In Government few are wise enough to advocate the middle course of continuous normal growth and development to meet the major evident needs of a growing state and an expanding economy. Many good citizens want ever more service from Government.

A very vocal minority attacks all taxes as waste and all public services and public administration as at best a necessary evil. The Government that governs least is best, according to their Gospel.

### Who Stands for Expansion

Sometimes it seems that the major political groups are chiefly distinguished by their sharply opposing stands on the part or place of Government in the American life and the American economy. It should be noted, however, that the party in power always tends to champion its variety of expanding Government while the outs find no difficulty in a straddle that combines opposites.

The recent unpleasantness about Governor Thomas E. Dewey's budget illustrates the point. There was a great hullabaloo about reducing a budget that was in fact an economy budget; one cut to the bone, before it was introduced. The public generally had given the Governor's program support at the Budget hearings. In truth, it seemed that the people wanted more service rather than less from their State Government. It seemed to the observer that the battle of the Budget was not entirely what met the eye. This is indicated by the results. The Governor's Budget was not cut, state services were not curtailed. True, there were some slight changes in the tax proposals. The pay-as-you-go policy, which few Americans observe gladly for themselves did receive a slight dent.

### Road of Reaction Not Promising

Once again it is demonstrated that reaction is not the best road to success. Once again it is shown that the legislative body is not organized or equipped to do the kind of job that Herbert Hoover is doing in Washington.

There are ways to operate and even to expand the essential services of Government with maximum efficiency and with maximum economy. This involves delicate adjustments and readjustments of a complex and intricate administrative machine, without stopping the machine.

To succeed in this continuous task of planning better methods and procedures, and better organization of bureaus and departments, requires the highest management ability on many fronts. Particularly it requires at the top a great business executive, a great leader of men, a practical idealist and a dreamer of dreams for a greater Empire State. If these qualities cannot all be found in one leader, they should be created in a single team, inspired to function as one man for the good of all.

## McDonough, at Middletown, Asks Stronger Civil Service

ALBANY, March 21—Speaking at a regular meeting of the Middletown State Hospital Chapter of the Civil Service Employees Association, March 16, 1949, William McDonough, Executive Representative, warned that the organization of public employees is vital to the maintenance of the integrity and efficiency of civil government.

Mr. McDonough stated: "Good government is an immediate and long time goal of civilized man. The civil servant is as important in the plan of good government as a sound bill of rights or a wise legislative body. There is a way to assure character and ability in our civil

servants. It is the merit system provided in the Constitution and basic laws of New York State.

"The two principal objectives of The Civil Service Employees Association are to uphold and extend the merit system and to advance the welfare of public employees. It is possible to hasten the complete carrying out of these high objectives if the civil service employees of the State and of each sub-division will join with the present 46,000 members of the Association in unselfish endeavor.

**Needs of the Day**  
"Specifically, the needs of the day are:

"1. The strengthening of the

administration of the Civil Service on the part of the State and local Civil Service Commissions.

"2. Early review by the Civil Service Commissions of all positions within the service of the State and its sub-divisions, and the bringing within the competitive class of all positions not of a strictly policy making character. In the meantime, any action to exempt positions from competitive classification should be withheld by the Commissions.

"3. The prompt establishment of effective machinery to permit discussion and negotiation of all employment problems, where such negotiation is not now provided for."

## Merit Man

BIG, soft-spoken Vernon A. Tapper sounds like an expert when he talks about municipal finance; for that matter, on nearly any aspect of municipal government. Tapper has never held municipal elective office. He has amassed his great accumulation of information during his 18 years of employment in the Department of Parks, City of Syracuse. His present title is Principal Clerk. Tapper's interests range far. He has been one of the guiding influences in the development of county organization among public employees in New York State. As president of the Onondaga chapter of The Civil Service Employees Association, he has been instrumental in achieving important gains for the employees in his area, including pay raises and partial closing of offices on Saturdays. Tapper sees these as the main problems of local employees: (1) liberalized pension system, (2) five day week with all offices closed on Saturdays, (3) suitable wages on the local level and, (4) establishment of labor relations



VERNON A. TAPPER

boards to deal with employee grievances.

Active in employee affairs since he helped organize the Onondaga

chapter, Tapper also serves on the County Executive Committee of The Civil Service Employees Association. He participates in many other organizations besides; among them, a local Mason lodge, the Liederkrantz Club of Syracuse, the 5th Ward Republican Club and the Boy Scouts. He has worked with the Boy Scouts since 1912, and has the longest service of any Scout in Onondaga County.

A firm believer in the power of labor-management negotiations, Tapper has always used his influence to persuade fellow employees to sit down and talk it over whenever problems arose. "I believe that the greatest asset to employees and chapters in seeking better working conditions is the ability to give and take," he says. "Individual glory doesn't count. It's the success of the organization that's important, not the individual."

Tapper was born in Syracuse, attended school there, and took keen interest in baseball, basketball and football during his high school days. In recent years, however, he's given up these sports in order to devote all his spare time to organizational work.

## Appellate Court Frees Vet Counsellor List for Use

ALBANY, March 21—The Appellate Division, Third Department, vacated a stay that was stopping the State Civil Service Commission from certifying eligibles from the Veteran Counsellor and Senior Veteran Counsellor lists, Division of Veteran Affairs.

Lists for these positions were announced March 1, 1948. **2 Years on Job**  
In vacating a stay obtained by

Fitzgerald from Justice Elsworth, the appellate court found that the proceeding was brought by petitioners who had the benefit of more than two years on the job, and who, despite this training, "failed to attain rating sufficiently high to guarantee permanent positions" and therefore sought through the law suit "a second chance at the examination."

No decision was rendered on the appeal itself.

## Rich Presents Awards To Motor Vehicle Men

Deputy Commissioner C. William Rich, of the New York Office, Bureau of Motor Vehicles, presented Merit Award Certificates and a joint cash award to Lawrence Epstein, Principal File Clerk and Edward Azarigian, Senior File Clerk.

Messrs. Epstein and Azarigian are employed in the Safety Rec-

ords Section, Division of Safety Responsibility. The awards were for revision of a form used in connection with suspension of licenses and registrations.

Among those at the presentation ceremony were James M. Cunnane, Senior Personnel Administrator and George L. Fox, Chief Damages Evaluator.

# STATE AND COUNTY NEWS

## Central Conference Will Meet on April 9

BINGHAMTON, March 21—A regular meeting of the Central New Conference will be called at 3:00 p.m. on Saturday April 9, at the State Teachers College (West End of Building), Oneonta, N. Y. Business to be taken up will include: (1) Progress of the State Legislature regarding bills of importance to State employees; (2) Recently proposed amendments to the constitution of The Civil Service Employees Association; (3) Discussion of the Conference field day plans, to be held at Binghamton; (4) Reports of officers and committees and (5) consideration of amendment to the Conference constitution.

cafeteria of the college at 6:30 p.m. followed by a social hour. Mrs. Gladys A. Butts, executive secretary of the Conference and President of Oneonta Chapter is in charge of arrangements. Clarence W. F. Stott is chairman of the Conference.

### NYC Chapter to Meet On March 31

The NYC Chapter of The Civil Service Employees Association will meet on Thursday, March 31, at Willy's, on William street. The meeting was made a week later than usual because of the Association's executive committee meeting in Albany on March 24. The chapter will discuss the progress of legislation, the membership drive, the DeMarco decision and other matters. President Michael L. Porta will preside.

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### PRAY THE ROSARY

DURING the holy season of Lent the Message of Fatima should have greater meaning for the Devout Catholic. THE IMMACULATE HEART OF MARY SHRINE offers you a rosary designed by the Rev. Matthias J. Boylan, pastor of Our Lady of the Lake Parish, Verona, N. J. This beautiful Rosary will assist you to fulfill the requests made by Our Blessed Lady of the children of Fatima that rosaries and rosaries must be said.

This unique rosary has a beautiful medal inserted on the chain at the end of each decade to remind you to say the prayer so requested by Our Blessed Lady:

*"O my Jesus forgive us our sins; save us from the fire of Hell and lead all souls to Heaven, especially those who have most need of Thy Mercy."*

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## Chapter Activities

### Coxsackie

Guard James L. Casscles was recently graduated from the American Legion's Postgraduate College, Indianapolis, with a very high rating. He submitted as his final paper at the college a thesis called "A Young Voyageur Looks At La Societe," which was printed in The Forty and Eighter, Legion magazine. Guard Casscles was highly commended for his work.

The annual St. Patrick's Day dinner-dance was held at Riverside Cottage, Coxsackie. Sponsored by the Vocational Institute chapter, it was a happy gathering. A family style corned beef and cabbage supper was served.

The Gates bowling handicap tournament is being rolled off. At present all bowlers have been eliminated but six: Joe Farrand, Joe Conboy, Jim Malloy, Davis Osterhoudt, Archibald (Torchy) MacLintock and Jack Hughes. The elimination finals will be held next week.

The new officers are Walter Berlinsky, Fred Engelman, Oscar Cary, Manuel Vasquez, George Wilk, James Misuraca, Nathan Jorjelemon and Leo Pfleger. The teacher is George Gaffney.

Former Sergeant Theodore Williams was promoted to Captain, replacing Captain George Cochran, retired. Capt. Williams was appointed as a Guard — June 6, 1932 at Sing Sing Prison, topping the Civil Service list. He was promoted to Sergeant February 1, 1938. Capt. Williams is a veteran of both World Wars and was twice wounded in action in the first conflict. Capt. Williams had the rank of Major during the second World War and at present holds a permanent commission as a Major in the Officers Reserve.

Guard John VanDeusen received his permanent Sergeant rating as of March 1, 1949. He is a veteran of the second World War and was formerly a New York State Trooper. He was appointed as a Prison Guard at the old House of Refuge on Randalls Island, NYC. In 1936 he took the Prison Guard examination and was No. 1 on the list. He came from Randalls Island to Coxsackie, where he was a day officer (acting), for several years.

Front Gate Officer Dick Prendergast has just been blessed with another daughter. This makes

two girls and one boy for Dick & Mrs. Prendergast.

### West Central Unit, Barge Canal Chapter

The annual dinner of The West Central unit of the Barge Canal Chapter, The Civil Service Employees Association will be held March 24, at the Liederkrantz Club, 660 West Main Street, Rochester. Guests from other section of the Canal have been invited. Mr. Lindsay and Mr. Hudowalski from Albany are expected to attend.

### Schenectady

The regular monthly meeting of the Schenectady chapter will be held on Thursday, March 24 at 7:30 p.m. in the Van Curler Hotel.

Regular business and reports of special committees will come before this meeting. A nominating committee will be selected to name candidates for the offices of the Chapter for the ensuing year. Officers and members of the Executive Committee are urged to be present.

Robert K. Stilson is chapter president.

### Utica State Hospital

The regular monthly meeting of the Utica State Hospital Chapter was held at Hutchings Hall, Utica State Hospital, Monday, March 14.

A report of the game party held February 23 was given by Dr. Johnpoll and thanks of the Chapter was extended to the committee.

A report of the special meeting held at Albany February 24 was given. Chapter delegates are Rudy Desgrosellier, and Margaret Fenk, President.

Laurence J. Hollister addressed the meeting, which was followed by question and answer period.

The softball team is sponsoring a dance to be held April 22 at Hutchings Hall.

Joseph Podoris who has been at Utica State Hospital about 22 years has been appointed as Sr. Stationary Engineer at Marcy State Hospital.

### Willard State Hospital

The Willard State Hospital chapter elected the following officers: President, John Guthrie; vice-president, Edward Limner; corresponding secretary, Beverly Watson; financial secretary, Theresa O'Marra; treasurer, Alphonse Donniez.

Plans are being made to revise the constitution and by-laws and set up committees. Laurence J. Hollister, field representative of The Civil Service Employees Association, is helping in the reorganization of the chapter.

Edward Limner, former chapter president, was highly commended for the able leadership he has given the chapter in the past years.

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## Assn. Names An Attorney In Rochester

John J. Conway is one of regional attorneys now working under John T. DeGraff on staff of the Civil Service Employees Association. Living in Rochester, he will handle employment matters in that area. Mr. Conway graduated from Christian Brothers Academy in Albany, in 1934 and from Cornell University School in 1940, being admitted to the bar that same year. During the war he was a captain in the 101st anti-tank battalion, received a discharge for physical disability in 1941. He then went into the practice of law in Albany with his father, later taking position with the Ordinance Department's Tank Production Committee. He continued in work until the war's end. In September 1945 he acted as assistant to Alger B. Chapman, president of the State Tax Commission. He resigned in 1947 to enter private law practice in partnership with his wife, settling in Rochester. He is married to Ellen Madden, a law school graduate, and has two daughters. His law office is located at Genesee Valley Trust Company Building, Rochester.

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# STATE AND COUNTY NEWS

## State Employee Incentive Plan Proves Huge Success

ALBANY, March 21—Known as the "biggest little state agency," the State Merit Award Board, comprising three non-salaried members and a staff of four, has accomplished the "impossible" in government.

It has operated a statewide program for two years for only \$26,195 and saved the State of New York (i.e. the taxpayer) an estimated \$210,000.

The program, first suggested by The Civil Service LEADER and backed by The Civil Service Employees Association, was inaugurated in 1946 by the Legislature and Governor Dewey "to stimulate on-the-job thinking and to reward employees for meritorious suggestions and accomplishments that promote greater efficiency and economy in State government."

### 1883 Suggestions

Garson Zausmer, executive secretary, has handled the 1,883 suggestions sent the board by employees in every state department and agency.

Mr. Zausmer says: "Sometimes the suggestions are very simple—it just happens that nobody ever thought of them before. Sometimes they're complex, including detailed plans and blueprints."

But whether simple or complex, the proposals go before the State Merit Award Board for evaluation and often result in cash awards for the authors.

### The Board

Members of the board are appointed by the Governor and serve without pay. Much of their work is done after regular working hours. The present board consists of:

Henry A. Cohen, director of contracts and accounts, Department of Public Works.  
Dr. Frank L. Tolman, president

The Civil Service Employees Association.

Edward D. Igoe, administrative finance officer, Department of Taxation and Finance.

An engineer in the Department of Public Works once won a \$500 award for a suggestion which is estimated to save the State from \$15,000 to \$25,000 a year.

A stenographer received \$150 for developing an accounting procedure in connection with machine posting work. She refused to take no for an answer, the board explained, when a representative of the company that installed the

machine said the equipment was not designed to perform a particular operation without special adjustment. It is estimated her shortcut saves the State close to \$3,500 a year.

### Great Morale Booster

Aside from the savings factor, the board feels New York's employee suggestion program has proven to be an effective employee morale booster. It offers, they point out, a constant incentive for employees to strive to do a better job. It gives every employee a sense of participation in His or Her government.

## Dewey Vetoes Bill Extending List's Life

In vetoing a bill to extend the life of the NYC eligible list for Assistant Deputy Register, Governor Thomas E. Dewey said he received the bill from the Legislature only two days before the list's expiration date. By the time he wrote his memorandum the list had expired. He said it was therefore impossible to "revive it by legislation" and cited two law cases. He added:

"During the period within which I could act no information was submitted by the city of New York or its Civil Service Commission which would justify excepting this particular eligible list from the general provision of law limiting the duration of all such lists to four years."

**COUNTY OPEN EXAMS**  
0068 Assistant Instructor of Nursing Arts, Department of Public Welfare, Westchester County, \$3,165 to \$3,705 total. Fee \$2. Exam April 30. (Closes Friday, March 25).

## Refresher Courses Begin

ALBANY, March 21 — Ten courses in office management and business education for State employees in Albany started the State Civil Service Commission's public employee training program on March 21, President J. Edward Conway announced last week. The objective of the program is to improve the work of employees in their present positions, broaden their backgrounds and assist in preparing them for promotional opportunities.

Classes will be held at Albany High School from 7 p.m. to 9 p.m. on Mondays and Wednesdays for a 10-week period closing May 27. Dr. Charles T. Klein, Training Director says an enrollment of 440 is expected. Similar courses will be offered at a later date to State employees working in other cities.

Subjects offered are business arithmetic and law, business English, bookkeeping, business letter writing and reports, fundamentals of accounting, elementary statistics and research, elementary public speaking, records management and office filing, stenographic refresher, and typing refresher.

Additional sessions of the stenographic and typing refresher courses will be given from 3 p.m. to 5 p.m. Monday through Thursday for three weeks beginning March 21 for probationary employees, and for provisional and temporary employees who have taken recent stenographic and typing examinations and are awaiting permanent appointment from eligible lists.

## Salvation Army Fund Aided by Albany Workers

ALBANY, March 21—State employees in Albany had a \$3,000 quota in the Salvation Army drive. They did \$86.48 better than asked.

The drive of the employees began with a broadcast over WROW in which solos were sung by Elizabeth Mihanria, S. Norman Blake and Robert J. Shillinglaw, of Public Works, and Kenneth Sullivan, of the State Department. The appeal was made by Jesse B. McFarland, 1st vice-president of The Civil Service Employees Association. Neil Moyland, of the Commerce Department, produced and directed the program.

## Larry Hollister Gets Around Fast

ALBANY, March 21—Lawrence J. Hollister's schedule for March 14th and 15th included visits to the following institutions:

Utica State Hospital chapter, Utica chapter, Broadares chapter, Marcy State Hospital chapter, Rome State School chapter, Oneonta chapter and School of Home Economics, Cobleskill.

## St. Lawrence State Hospital

The Employees and Staff of St. Lawrence State Hospital have presented to Dr. and Mrs. Harold Berman a set of sterling silver flat table service for eight. Mr. Levi Premo, oldest employee in years of service at this hospital (41 years) made the presentation. Dr. Berman left last week to assume his duties as director of Willowbrook State Hospital.

## Mead Hits One-Man Civil Service

Ex-U.S. Senator James M. Mead, who ran against Thomas E. Dewey for Governor, commenting on the likelihood that the bill to reorganize the State Civil Service Commission won't pass, said in a statement that defeat of the measure was "a just fate."

Senator Austin W. Erwin, sponsor of the bill, admitted uncertainty about the bill passing.

The measure would make the President of the commission the head of the department, in charge of administrative functions. Senator Sidney A. Fine charged it would make "a superduper man" out of the president, and give him wide powers over both state and local civil service.

Senator Mead said: "The squelching of this bold attempt to play politics with the civil service was a great victory for the New York State Civil Service employees, who at the very outset campaigned against the change on the obvious fact that it would tend to break down the State's merit system."

The Civil Service LEADER, in bringing this issue forcibly to the attention of friends of the civil service throughout the State, merits the praise and the commendation of all true friends of the merit system."

## Assistant Interviewer Training Course Planned

A training course for the Assistant Interviewer and Assistant Unemployment Claims Examiner tests that the State is expected to announce soon will be conducted in Manhattan for DPUI employees' Department of Labor, under the auspices of The Civil Service Employees Association. The course will be limited to DPUI employees only and will begin around the end of April. The date and place have not been determined yet.

Donald Bowen is chairman of the committee in charge, appointed by John Files, who succeeded Martin Duignan as department representative on the executive board of the NYC chapter of the Association.

Besides Chairman Bowen and Mr. Files, the committee consists of Emily Ostfield, William Teitelbaum, A. Halsey and H. Holender. Mr. Duignan will act in an advisory capacity.

The instruction in the course will be given by Harold Kasper, now in Florida on a special mission, in which he is giving that State the benefit of New York's practice. He is an Unemployment Insurance Manager in the DPUI.

## State Labor Dept. Employee Dies

ALBANY, March 21—Bart E. Dunn, employed by the State Labor Department for 12 years and widely known tenor soloist, died after being stricken at work in the Payroll Division of the Unemployment Insurance Fund.

## Steno, Typist Tests Set For March 26

James A. Dermody, District Supervisor of the State Civil Service Commission, announced that the practical test for Typist and stenographer candidates who took the written test on February 19 will be held at Washington Irving High School, Manhattan, on Saturday, March 26. Nearly 800 candidates have been notified. Candidates must provide their own typewriters.

## Feily Heads Albany Tax-Finance Chapter

Joseph F. Feily has succeeded George Hayes as president of the Albany Tax-Finance Chapter and the following officers were installed with him: 1st vice-president, Rita Lemieux; 2nd vice-president, Aaron Winig; 3rd vice-president, Margaret Hussey; secretary, Mary Costello; treasurer, Louis Vella; Delegates, Vincent Campbell, James Decker.

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## Achievement

What a single employee could not attempt—46,000 employees in their own Association could and did carry through to successful conclusion. No one knows as yet exactly how many employees will benefit and exactly how much back salary will be paid them. Estimates as to the number of employees affected vary from 6,000 to 9,000 and estimates of the two year costs vary from \$1,500,000 to \$4,000,000. The payments that are to be made will be retroactive to April 1, 1947. Whatever amount is paid for this two-year period will be approximately doubled by reason of the fact that employees will reach their maximum salary at an earlier date.

### Brief Outline of the Case

Back in 1946, the Salary Board undertook a survey to review the existing State salary structure and to recommend such changes as might be required to put State salaries in line with those paid for similar jobs in private and public employment. When the new Field-Hamilton schedules went into effect on April 1, 1947, the Salary Board had completed its survey, but did not have time enough to make all the necessary reallocations so that they would become effective on April 1, 1947. The law, therefore, provided:

"Any reallocations made by the salary standardization board on and after April first, nineteen hundred forty-seven, and prior to October first, nineteen hundred forty-seven, and approved by the director of the budget, shall become effective as of April first, nineteen hundred forty-seven."

The controversy centered around this clause. The Association claimed that any employee reallocated upward should get the benefit of the higher grade on April 1, 1947. The Civil Service Department ruled otherwise, holding that employees would get no substantial benefit from the reallocated grade until they reached the maximum of the new grade.

The Association appealed from this interpretation of the law through its Counsel, John T. DeGraff, to the Supreme Court and, on November 26, 1947, Justice Francis Bergen upheld the Association's contention.

The State, through the Attorney General's office, carried the case to the Appellate Division, where the Association again won.

The State then carried its appeal to the Court of Appeals, and the decision of the highest court of the state on March 3, 1949 was unanimously in favor of the Association.

### Each Member Has Part

Each member of the Association has had a real part in the DeMarco case victory. A goodly number of civil service employees do not yet belong to the Association. They too gain by this and every other benefit and in the greater prestige won by public employees through their Association.

If you are not a member, do you not think you owe it to yourself and all other public workers to join the Association? If you are a member, will you not interest someone else in membership? DO IT NOW!

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TUESDAY, MARCH 22, 1949

## Effective Machinery Of Labor Relations

THERE is now on Governor Dewey's desk the draft of an executive order dealing with the important problem of labor relations in State government. The Governor has frequently expressed his interest in this field, and has made a number of contributions to it. One of the most effective is the wide use of what he calls "the conference method." This, in essence, means simply sitting down with a problem, tackling it from all angles, and threshing it out until an agreement is reached.

It is infinitely superior to labor relations by whim, by fiat, or imposition from above. It has made for what is one of the best relationships between management and employees in any government jurisdiction.

The trouble with the conference method is its ephemeral quality. It doesn't hold all the way up and down the line, it depends too strategically upon who happens to be in office at any given time, there is nothing to assure its permanence, and it doesn't set up any dependable modus operandi.

Hence the search, both among employees and administration, for a more secure system of labor relations.

This newspaper editorially supported a public employee labor relations bill, specifically, the bill introduced by Senator Desmond and Assemblyman Foy. But the point was made that it would be preferable to try out a system of labor relations, to discover the "bugs," before congealing it into law. This point is not without merit.

This contention led to the executive order now being considered by the Governor.

The LEADER would like to see an executive order that would really set up effective machinery. If the final order should be a wishy-washy kind of thing, it would defeat its own ends—in being unable to cope with the more formidable or more complex disputes that arise constantly in the relationship between management and employees. There is an opportunity here for a real pioneering advance, and we hope the Governor will take it.

## Displaced Career Workers Get Break

FOUR years after the end of the fighting is a long time for war-duration Federal employees to be occupying jobs that could be filled by "career" workers who lost jobs in the conversion-to-peace shuffle. The U.S. Civil Service Commission has become alarmed, and its three members have written identical letters to departments and agencies, emphasizing the responsibility of protecting career employees. Return to former duties is urged, otherwise "temporary employees must be separated from jobs the career employees are qualified to fill."

The Commission has lists of displaced employees that it admonishes the agencies to use.

The warning could have been stronger and prompter, but it still makes a lot of sense.

## Comment

'Unselfish and Fair'  
Editor, The LEADER:

I have watched with keen interest the discussion of veteran preference and feel qualified to speak for the vet and also the non-vet because I am a veteran without veteran preference having made the unforgivable mistake of not having been a resident of New York State when I enlisted. Even though all races and creeds from these United States fought side by side to win the cause for freedom, yet it appears that N. Y. State recognizes no veteran as such, unless he chances to be one of her sons.

Clearing away the smoke screen, dispersing the mist, and brushing away the cobwebs which confuse the issue, the Mitchell bill stands as unselfish and fair. The veteran gives an initial advantage, and

whether or not he remains there is entirely within himself.

EVERETT E. CROWELL

Fire Department Promotion  
Editorial Lauded  
Editor The LEADER:

I wish to express the thanks of this organization for your editorial concerning officer personnel shortages in the NYC Fire Department as expressed in the issue of March 15.

We consider this editorial to be of great assistance to us in our fight to have existing vacancies filled so that the people of the NYC may enjoy the full measure of protection to which they are rightfully entitled.

STANLEY J. WAMEY  
Secretary  
Lieut. Eligibles Assoc.

# Don't Repeat This

(Continued from Page 1)

robbers business now going on in the City.

Congressman L. Gary Clemente last week introduced in the House of Representatives a bill providing that the mere physical act of cutting into a telephone wire would be a federal crime. Now let's watch for the follow-through.

**People Against Wiretapping**  
The people are against wiretapping, with a unanimity broken only by prosecutors and some police officers.

Even in some of the NYC prosecutors' offices, there is a perturbation over the deeper meaning of wiretapping. The boys in these offices are privately talking about the need to change the law. There is a coterie which would prohibit its use for evidence in any way except prosecution of the case immediately at hand. And disclosure of any information so obtained, this coterie argues, should be prohibited to anyone except when the judge gives his OK in the public interest.

Another group says wiretapping shouldn't be used at all unless judicial approval is obtained to use it in evidence.

### An Odious Practice

If wiretapping is not the most odious activity in which government engages, it is surely not far from that distinction. Few of the public authorities who use it will defend it in any way other than as a means to an end. The concept that wiretapping is "dirty business" runs deep with the American people. There is no case which can be made out for wiretapping which wouldn't be equally valid for opening your mail.

### Chips Away Liberty

Every newspaper reporter is aware of the direct way in which wiretapping chips away the liberty of the people. Time and again, a news contact will say: "Let me call you back on another phone," or more bluntly, "I'm afraid I can't talk. This wire might be tapped."

Have we given consideration to what this does to the dignity of Americans as free men? Have we thought what it means when a public official feels too timid to talk easily over a phone? When honest citizens fear to conduct normal business over the wires? When everyone in opposition to someone else with power goes about with the firm conviction that his wire is being tapped? When court orders are given out by judges for the flimsiest of reasons, so that no real protection against the tapper is available for anyone? When even legal wiretapping can be used for so disgusting a purpose as it was in the minor Chorem case a few months ago? When the Mayor of New York City finds taps about to be put on his wires—and opponents of the Mayor claim they also find taps on theirs?

### It's a Prison

How far have we departed from our traditions, our greatness of feeling for the inner dignity of man, when we permit ourselves to become enmeshed in this aural prison?

The excuse of crime-fighting agencies that they need to tap wires is of less importance than the need to preserve our freedom to talk. Better that a few criminals should go free than that the public officials, the business men, the labor leaders, and the unorthodox should sit in fear of the little black gadget.

Remember, too, that the wire-tapper gets the conversation not only in the field in which he is directly interested, but overhears everything else being said. Under present law, a policeman may write down even what he merely thinks he heard. And he may as surely get it wrong as right.

Little wonder, then, that the practice has become a haven for blackmailers. And has probably made far more crime that it has helped quell.

The present District Attorney in Manhattan is an honorable man. But we have known reputable prosecutors—and in the future there may be others. Under such a regime, with wiretapping as a weapon, no man would be safe.

### The NYC Mess

The New York City wiretapping mess of the past two weeks had so many elements of the ridiculous

about it that the newspapers made an editorial holiday of it, venting their barbs at everybody involved. But even after the first week of newspaper headlines and strong statements, the residents of the City were confused about the answers to these simple questions:

What was Kenneth Ryan indicted for? Wiretapping? Attempted wiretapping? Or escape?

If he was indicted for escape what did he escape from?

Did Ryan confess to any wrongdoing? Specifically, to whom?

If there was strong evidence of wiretapping in the night questioning session in Mayor O'Dwyer's office, or later, what was the necessity of long grand jury proceedings?

Clearly, the grand jury must be delving into other things. What?

What was the purpose of questioning Clendenin Ryan, leader of the Fusionists? Was this an attempt to tie him up with the wiretaps found in City Hall—or was he being given an opportunity to reveal what he knows about City affairs?

Was Kenneth Ryan asked these questions: Did you tap wires for Mayor LaGuardia? Did you tap wires for Mayor O'Dwyer? Whose wires?

Just how was Kenneth Ryan caught?

### A Tough Case

As this is being written, the prosecution in New York City has a tough case. Kenneth Ryan has not been indicted for wiretapping. His indictment is apparently for 'escape' from custody, a precarious indictment to uphold for any extensive period.

Clendenin Ryan and his Good Government group looks bad, but notwithstanding such screams upon him as "crackpot" some of his charges have a piercing quality.

Mayor O'Dwyer looks bad, too, in the way he's been treated in the newspapers.

The only official figure that looks as though he might come out ahead of this deal, if he handles himself properly, is District Attorney Frank Hogan. (But apparently calling off a press conference because he didn't like an editorial in one newspaper isn't handling himself properly.)

### Hard for O'Dwyer

For O'Dwyer the scandal must be extremely difficult. He is a more sensitive man than the public knows, and money-honest, yet he is drawn down to the level of wiretappers; and he finds himself wallowing in the mud when he is nearing the end of a term during which his public relations, in general, have been good.

Some of the most astute politicians around City Hall are saying that it was a mistake for O'Dwyer to become involved in the wiretapping episode. He should have let his subordinates handle the whole matter or, because of the political implications, he might have appointed a respectable outsider. He would then appear like a man above the battle. But it has been pointed out before that O'Dwyer has a habit of involving himself in matters needlessly, and getting himself "loused up" in the process. Item the Loftus case. Item the Queens College case.

Clendenin Ryan, on the other hand, has little to lose. He holds no public office, is responsible to no one. His many millions give him the aura of high respectability. He has gotten page 1 coverage on every newspaper in the country. If he really has anything "on" the City position, he's in an enviable spot. If not, he's shaken a lot of people's confidence in the administration by his wind.

Where is the man who will become celebrated for doing what the people want done—abolishing for good any cloak of legality, for any form of wiretapping?

### Who are the Friends of Civil Service?

This little popularity survey is nearing its end. Only one more week remains; so if you're planning to send in your nomination for a friend of civil service, do it fast. The listing below is in the order of total votes received by each candidate. Final listing next week.

MacNeil Mitchell, State Senator  
Governor Thomas E. Dewey  
John T. DeGraff, counsel, The Civil Service Employees Association.

- Paul E. Fitzpatrick, chairman Democratic State Committee
- Dr. Frank L. Tolman, president The Civil Service Employees Association
- Spencer C. Young, NYC Treasurer
- H. Elliot Kaplan, Deputy Controller and former Executive Director, Civil Service Reform Association
- William Reid, Chairman, Board of Transportation
- Wilson V. Van Duzer, State Assemblyman
- John P. Crane, president, United Firemen's Association
- Henry Cohen, Chairman, State Merit Award Board
- James M. Mead, former U.S. Senator
- William F. McDonough, executive representative, The Civil Service Employees Association
- Charles Campbell, Administrative Director, State Civil Service Department
- Alex Falk, State Civil Service Commissioner
- Esther Bromley, NYC Civil Service Commissioner
- Frank C. Moore, State Controller
- Ralph L. Van Name, Secretary NYC Retirement System
- Dr. Nolan D. C. Lewis, Director Psychiatric Institute
- Elmer Quinn, State Senator
- Arthur Wicks, State Senator
- Sidney A. Fine, State Senator
- William Brody, Director of Personnel, NYC Health Department
- Charles Brind, Counsel, State Education Department
- M. J. Delehanty, Director, Dehanty Institute
- Fred Muesel, president, United Fire Officers Association
- Harold Ostertag, State Assemblyman
- Leopold Rossi, attorney
- Harry Tift, State Assemblyman
- Chauncey Hammond, State Assemblyman
- William O'Dwyer, Mayor, NYC
- James F. Rossell, Director, U. S. Civil Service Commission
- Mary Goode Krone, chairman, State Personnel Council
- Joseph Sharkey, NYC Communist Majority Leader
- William A. Giaccio, State Assemblyman
- Frank D. O'Connor, State Senator
- T. Vincent Quinn, U. S. Congressman (Queens)
- Patrick Meehan, NYC Deputy Police Commissioner
- Robert E. Dineen, Superintendent, State Insurance Department
- Walter F. Martinau, Deputy Superintendent, State Insurance Department
- Carl Typermass, Deputy Superintendent, State Insurance Department
- J. Earl Kelly, Director, State Classification Board
- James Burke, Queens Borough President
- W. Kingsland Macy, Congressman (Suffolk)
- John Canella, NYC License Commissioner
- Bernard J. Gilroy, NYC Deputy Commissioner of Buildings
- Herbert H. Lehman, former Governor
- Joseph Schechter, Counsel, State Civil Service Commission
- Joseph A. McNamara, President NYC Civil Service Commission
- Fred Hedin, Examiner, NYC Civil Service Commission
- John Kirkland Clark, attorney
- John McGoey, U. S. Attorney Southern District
- Henry Schiffer, State Motor Vehicle Bureau, Bronx
- Frank S. Hogan, District Attorney, N. Y. County
- John Crews, GOP Leader, Kings County
- Thomas J. Calogero, Acting Deputy Superintendent, State Insurance Department
- Alexander Del Giorgio, Assemblyman (Queens)
- James B. Eveline, State Assemblyman
- Committee

Send in your nominations  
Names will be accepted only  
to the end of this month.

Read next week's important  
Don't Repeat This column.

A study book entitled "Station Man" that is ideal as preparation for this examination is available at The LEADER store, 97 Duane Street, NYC. You want to order it by mail, please turn to the ad on page 15.

# STATE AND COUNTY NEWS

## Activities of Employees

### Broome Chapter

Supper meeting of Broome Chapter of the Civil Service Employees Association, attended by members and their friends, L. Conlon, 5th Vice President of the Association addressed the Association's preference program and the Veterans Bill.

### LEGAL NOTICE

**LILLIAN.**—In pursuance of an order of the County of New York, no return being given to all persons having claims against Lillian Ochs, late of the County of New York, deceased, to present with vouchers thereof, to the undersigned at his place of transacting business at the office of Ralph K. Jacobs & Ralph K. Jacobs, Jr., his attorneys, at 225 Broadway, in the Borough of Manhattan, the City of New York, State of New York, on or before the 28th day of April, 1949.

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

**MORRIS METZ,**  
Executor.

**R. K. JACOBS & RALPH K. JACOBS, JR.,**  
Attorneys for Executor.

Address, 225 Broadway, New York 7, N. Y.

**MEREG SADIE.**—In pursuance of an order of the County of New York, no return being given to all persons having claims against Sadie Steinberg, who died at her death residence at 25 Park West, in the County and City of New York, deceased, and whose business was 836 Broadway, New York City, to present with vouchers thereof, to the undersigned at their place of transacting business at the office of O'Leary & Donnelly, their attorneys, at No. 100 Nassau Street, in the Borough of Manhattan, the City of New York, State of New York, on or before the 17th day of April, 1949.

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

**SYLVAN OESTREICHER, SAMUEL MICHELMAN, ANTONY EISNER & DONNELLY,**  
Attorneys for Executors.

Address, 20 Exchange Place, New York 5, New York.

**BEER, SARA, nee TEIXERIA DE MATOS.**—The People of the State of New York, by the grace of God free and independent, to Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland, and the Administrator of the County of New York do hereby certify that the petition of Paul L. Weiden, at 6048 Delafield Avenue, New York 21, and of Hanna Hammelburg, nee Beer, Judith Duveen, nee de Beer, William Daniel de Beer, all of Holland, and each of you are cited hereby to appear before the Surrogate's Court of the County of New York, on the 8th day of April, 1949, at half-past ten in the forenoon of that day, why the said Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland, should not be admitted to the said property, goods and effects of Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland, and why ancillary letters of administration should not be issued to the said Paul L. Weiden, 6048 Delafield Avenue, New York 21, of the property, goods and effects of Sara de Beer, nee Teixeira de Mattos, Bloemendaal, Holland.

Witness my hand and the seal of the Surrogate's Court of the County of New York, this 15th day of March, 1949.

Honorable George Frankenthaler, Surrogate of our said county, at the County of New York, the 8th day of March, in the year of our Lord one thousand nine hundred and forty-nine.

**PHILIP A. DONAHUE,**  
Clerk of the Surrogate's Court.

**CHRIST, also known as ANTONIO GRAMMAS and also known as ANTONIO GRAMMAS.**—Citation.—P. O. No. 1948.—The People of the State of New York, by the grace of God free and independent, to Arelon Grammas, Kathryn Bachakis, Vera Nih Keriakakos, nee Vina Nic Keriakakos, Evangelina Kaloedemas, Vasilike Constandy, and Christ Grammas, the next of kin and heirs of the said Antonio Grammas, also known as Antonio Grammas, also known as Antonio Grammas, deceased, send greeting.

Witness my hand and the seal of the Surrogate's Court of the County of New York, this 15th day of March, 1949.

Honorable George Frankenthaler, Surrogate of our said county, at the County of New York, the 8th day of March, in the year of our Lord one thousand nine hundred and forty-nine.

**PHILIP A. DONAHUE,**  
Clerk of the Surrogate's Court.

**Peter M. Grammas,** who resides at 1000 Moore Street, Hackensack, New Jersey, is cited to appear before the Surrogate's Court of the County of New York, on the 15th day of March, 1949, at half-past ten in the forenoon of that day, why the said instrument in writing, dated the 15th day of May, 1947, relating to both the personal property, duly proved as such by the will and testament of Christ Grammas, also known as Christo Grammas, deceased, of 236 East 32nd Street, the City of New York, and the real property, duly proved as such by the will and testament of Christ Grammas, also known as Christo Grammas, deceased, of 236 East 32nd Street, the City of New York, should not be admitted to the said property, goods and effects of Christ Grammas, also known as Christo Grammas, deceased, and why ancillary letters of administration should not be issued to the said Peter M. Grammas.

Witness my hand and the seal of the Surrogate's Court of the County of New York, this 15th day of March, 1949.

Honorable George Frankenthaler, Surrogate of our said county, at the County of New York, the 8th day of March, in the year of our Lord one thousand nine hundred and forty-nine.

**PHILIP A. DONAHUE,**  
Clerk of the Surrogate's Court.

vigorous membership campaign and reports were received from various units as to their membership activities.

Arrangements were made for Charles R. Culyer, field representative of the County Division, to address the employees of the County Welfare Department on his next visit to Binghamton.

### Parole Division

William E. Flanagan, president of the Division of Parole Chapter, has appointed a nominating committee in preparation for the chapter's annual election of officers: Harry J. Haines, Margaret G. Connell and Sylvester Monahan. The committee will suggest a slate of officers at the chapter's annual meeting, April 20 in The Civil Service Employees Association headquarters, 8 Elk St., Albany.

### Wantagh

The Long Island Inter-County State Park chapter installed the following: President, F. Mott; 1st vice-president, E. C. Romaine; 2nd vice-president, J. Biggane; recording secretary, B. Anderson; corresponding secretary, A. Rella; financial secretary, George Siems; treasurer, E. Somol; sergeant-at-arms, P. Lang; Assistant sergeant-at-arms, E. Conrad.

### Public Works, Albany

Public Works District No. 1 chapter re-elected Charles A. Van Dervoort as president. Other officers elected were: vice-president, Clara M. Selig; secretary, Bridget M. Belmont; treasurer, John D. McNamara; delegate, James B. White; Alternate, Earl A. Ingraham.

### Department of State

Edward Gilchrist, president of the Department of State chapter, Civil Service Employees Association, has announced appointment of a nominating committee in preparation for the annual election of officers in May.

The committee is headed by Viola Zimmer as chairman. Other members are Hugh Rivers, Ann S. R. Adams, Rose Sainato, Aruthur Borden, Eugenia DeMare, Bertha Scher, Katherine Archibold and Edna Croake.

Annual meeting of the chapter

is slated to be held May 10 in department offices. The chapter's annual spring party will be held May 9 in Kapp's Restaurant in Rensselaer. Joseph J. Mahoney is in charge of the program.

### Barge Canal

The Barge Canal chapter and its six units recently announced the election of officers:

**Chapter**—President George J. Eddy, Lockport; vice-president, James Gillespie, Waterford; secretary, Otho Burkhardt, Gasport.

**Champlain Unit**—President, Charles W. Neilson, Stillwater; secretary, V. R. Warner, Glens Falls.

**Eastern Central Unit**—President, R. H. Peters, Utica; secretary, M. B. Atkinson, Whitesboro.

**Eastern Unit**—President, James Gillespie, Waterford.

**Central Unit**—President, John Duffin, Syracuse; secretary, John A. Czerwinski, Baldwinsville.

**Western Central Unit**—President Joseph Weibeld, Brockport; secretary, John R. Clark, Rochester.

**Western Unit**—President, Otto Burkhardt, Gasport; secretary, A. W. Lilley, Lockport.

### Middletown Hospital

The regular meeting of the Middletown State Hospital Employee's Association was held in the hospital club rooms. William F. McDonough, executive representative of The Civil Service Employees Association and Francis A. MacDonald, chairman of the Southern Conference of the Association, were guests.

Fred J. Walters, 3d vice-president of the Association, introduced Mr. McDonough, saying that here was Mr. Association himself.

Mr. McDonough described the gains in pending legislation. These include clearing up the present salary situation by incorporating the present cost of living bonus into the regular salary of the State employee; liberalization of the retirement system, with retirement at age 55 optional, and also establishment of labor relations by setting up a board for negotiations.

Mr. McDonough answered questions.

Mr. MacDonald urged members to guard against complacency and to actively support the organization and its elected officers.

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FEDERAL NEWS

SCHOOL NEWS

UNAPOC Branch One Names Three Committees

With various committees of the branch appointed at its recent meeting, President Andrew T. Walker of Branch One, United National Association of Post Office Clerks, said it is just the thing needed to get action in Congress. Committees on Press and Newspapers, Letter Writing and Radio and Communications have been formed. They plan to visit newspaper offices and radio studios with postage and stationery for writing letter-campaigns. With this letter-writing activity in mind, the branch listed the following Representatives who are on the House Post Office and Civil Service Committee: Democrats - Murray, Tenn. (Chairman); Morrison, La.; Mil-

ler, Cal.; Davis, Ga.; Williams, Miss.; Witacker, Ky.; Carlyle, N. C.; McCarthy, Minn.; Crook, Ind.; Herlong, Fla.; Gorski, N. Y.; Rhodes, Pa.; Buckley, Ill.; Thornberry, Tex.; Karst, Mo. Republicans-Rees, Kan.; Haggen, Minn.; Corbett, Pa.; St. George, N. Y.; Sadiak, Conn.; Jennison, Ill.; Bordick, N. D.; Withrow, Wis.; Gross, Iowa; Golden, Ky. H.R. 2830, by Congressman Hollifield, Calif., provides for the payment by the United States of premiums on bonding officers and employees. The bill authorizes the head of each Department or Agency to pay from appropriations, the premiums on any bonds required of personnel.

JOB SECURITY TO BE DISCUSSED

(Continued from Page 1)

eral Career Employees Association of New York, is expected to be heavily attended; and all Federal workers in the New York area are invited. The organization, looking at New York State's Mitchell bill, seeks a more equitable veteran preference approach. I. H. Unger, an officer of the Association, in describing the purposes of the March 31 meeting, said: "The Federal Civil Service career system, which presently permits a veteran with one year of service (one day, in fact) to displace a non-veteran with a generation or more of service, will eventually bring the Federal service into a state of irretrievable disrepute." Gets Notice After 24 Years Mr. Unger will shortly start his 24th year of continuous Federal service, yet only one year ago he received a reduction-in-force notice from the Veterans Administration. His job was saved only by the intervention of a personnel officer. The Federal Career Employees Association has gathered informa-

tion about hundreds such cases. Seeks Job Security The F.C.E.A. is a nation-wide organization set up for the purpose of "protecting job security of employees with long service." The group seeks to obtain passage of S. 660, modifying super-seniority at 10 years, or H.R. 2446, modifying super-seniority at 7 years, with unlimited seniority for veterans disabled to a degree of 60% or more. The group also seeks, by executive order and civil service regulation, security for career employees in case of reduction-in-force. The Central Trades High School Auditorium is at 225 West 24th Street, NYC. Officers of the group, the NYC Veterans Administration chapter, include: I. H. Stillman, president; Theodore J. Savath, executive secretary; Sidney Goodstein, Sara S. Feldstone, and Leo Solomon, vice-presidents; Rosina D. Stich, treasurer; and Hazel Thorne, recording secretary. Additional information about the group may be obtained from Mr. Savath at 1456-58th Street, Brooklyn 19, N. Y.

MOST JOBS GO TO VETS Veterans received 55 per cent of the 105,000 new probational (permanent) appointments to full-time positions in the competitive civil service during 1948, the U.S. Civil Service Commission stated. An average monthly total of nearly 5,000 veterans was added to the rolls by probational appointments by all Federal agencies in the executive branch throughout continental United States.

CARTOGRAPHER EXAM About 250 Cartographer and Cartographic Aid positions will be filled during the next year from an examination to be announced soon by the U.S. Civil Service Commission. Four types of positions will be filled—survey, photogrammetry, compilation, and general—which will have beginning salaries from \$2,152 to \$7,432 a year. Watch The LEADER for announcement of the opening date. Pay ranges to \$2,284.

Apply for Jobs As NYC School Clerks

Applications will be received until Thursday, April 14 by the Board of Examiners, NYC Board of Education, for school clerk, at \$2,100, to \$3,300 by annual \$100 increments, and Substitute School Clerk at \$9 a day. Apply in person or by mail to the Board of Examiners at 110 Livingston Street Brooklyn 2, N. Y. The written test will be held during the week of May 2. Requirements Listed Any special correspondence should be addressed to Abraham

Kroll, in care of the Board of Education. The official requirements follow: "Age Limits: Minimum, 20 years; maximum, 40 years for Regular School Clerk. 70 years for Substitute School Clerk. "Preparation: Graduation from a high school, and in addition, two years of approved study of college grade or appropriate post-high-school training. The said preparation shall include a total of six semester hours in approved courses in education and in school records and accounts. (An equivalency high school diploma or matriculation for a baccalaureate degree will be accepted in lieu of high school graduation.) "Experience: Four years in approved office clerical work; or two years in school clerical work under an appropriate license; or an equivalent combination of the aforesaid types of experience. "Substitution: (a) Two additional years in approved office clerical work or one additional year in school clerical work under an appropriate license may be offered in lieu of four semester

hours of courses in education other than the required course in school records and accounts. "Substitution: (b) A baccalaureate degree may be offered in lieu of one-half of the experience requirement. "Time Extension: Applicants in this examination are permitted three years from date of licensure to complete two years of preparation in appropriate post-high school training, including the required semester hours in appropriate courses. Upon the applicant's failure to complete the preparation requirements by the date indicated the license shall terminate. A study book entitled "Sanitation Man," ideal as preparation for this examination, is obtainable at The LEADER Bookstore, 8 Duane Street, NYC, two blocks north of City Hall, just west of Broadway and opposite the NYC Civil Service Commission's application bureau, where Sanitation Man blanks will be handed out. If you want to order the book by mail, please see ad on page 15.

Engineer and Architect Aids Needed by Board

The Board of Education is seeking four Assistant Architects and three Assistant Mechanical Engineers, at \$4,020. The Board offers a five-day week, three weeks' vacation, 12-day annual sick leave and in summer a six-hour day. The requirements include a baccalaureate degree in the appropriate field, plus experience, preferably in the building field, as the work is preparation of plans and specifications for various phases of school repairs. Apply in person or by mail to Personnel Division, Room 1023, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. The Board will attempt to get jobs elsewhere in the city government for those who are qualified but who exceed the number of Board vacancies with titles.

Surface Line Operator Exam Being Planned

Arrangements have been begun by Samuel H. Galston, Director of Examinations, NYC Civil Service Commission, for holding another examination for Surface Line Operator. The present list is nearing exhaustion. The Board of Transportation had a large number of provisionals in the title, but is replacing them fast with permanent appointees who from the eligible list. The needs of the immediate future, plus the inability to replace all provisionals from the present list, necessitate the holding of the new examination, said Mr. Galston. The duties are to drive buses and surface line cars.

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LEGAL NOTICE

DE BEER, ABRAHAM.—The People of the State of New York, by the grace of God free and independent, to Abraham de Beer, Bloemendaal, Holland, and the Public Administrator of the County of New York, send greeting: Upon the petition of Paul L. Weiden, residing at 6048 Delafield Avenue, New York, N. Y., and of Hanna Hammelburg, nee de Beer, Judith Duveen, nee de Beer, and of William Daniel de Beer, all of Holland, you and each of you are cited hereby to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 29th day of April, 1949, at half-past ten o'clock in the forenoon of that day, why Abraham de Beer, Bloemendaal, Holland, should not be declared dead, and why ancillary letters of administration should not be issued to Paul L. Weiden, 6048 Delafield Avenue, New York, of the property, goods and chattels of Abraham de Beer, Bloemendaal, Holland. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, a Surrogate of our said county, at the County of New York, the 8th day of March, in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE, Clerk of the Surrogate's Court. DeHASPERG, GUSTAVE.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Gustave DeHasperg, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Ralph K. Jacobs & Richard Steel, their attorneys, at No. 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 28th day of June, 1949. Dated New York, the 13th day of December, 1948. ALBERT BLUMENSTIEL, DOUGLAS AUFFMORDT, Executors. RALPH K. JACOBS & RICHARD STEEL, Attorneys for Executors. Office and P. O. address, 225 Broadway, Borough of Manhattan, New York 7, New York.

# FEDERAL NEWS

## Committees Spurred to Report Postal Bills

The seriousness of Congressional action on postal legislation continues to be an item of major concern to the New York Federation of Post Office Clerks. President Otto Gottlieb stated that the committees must soon report or there is danger of failure of enactment by June 30, when Congress is expected to recess. Similar comments are voiced by the National Federation in Washington. In a letter received by Mr. Gottlieb, National legislative representative E. C. Hallback, stated that it is imperative that every member write or wire his Senator and Congressman requesting immediate action on the \$650 pay bill and other objectives.

A letter-writing campaign by postal clerks, their wives and relatives is under way. Efforts are being made by the Legislative Committee to see that the volume of letters written to Congressmen is immediately numbered in thousands.

Meanwhile Representative Christopher C. McGrath, of the 26th District, assures the Federation that he is contacting the chairman of the House Post Office Committee and urging immediate hearings. Similar assurances have been received from Representatives Isidor Dollinger, James J. Murphy and Senators Robert F. Wagner and Irving M. Ives.

The Federation in New York has received news from Washington, D. C., that the Committee on Appropriation has sent the House an Appropriations bill calling for the appointment of 14,000 additional employees in postal service. This bill would take effect July 1 next. The 14,000 new employees would be divided into the following classifications: city delivery carriers

5,000, clerks for first and second class offices 6,000, about 1,500 clerks for third class offices and approximately 1,200 in the Railway Mail Service.

The NYFPOC is seeking the largest possible quota of the additional clerks soon to be authorized by Congress. A request of 2,000 additional regulars was made last February and the department has not yet completed a survey calculated to determine NYC needs. Meanwhile all Metropolitan Area Representatives will be requested to secure at least 2,000 regular clerks out of the 14,000 new employees to be authorized on a national basis.

### Exam For Therapists

An examination for Occupational Therapist for jobs with beginning salaries from \$2,974 to \$6,235 a year will be announced by the U. S. Civil Service Commission soon. About 25 appointments are expected during the next year to positions in the U. S. Public Health Service, St. Elizabeths Hospital, and possibly other agencies in the Washington, D. C., area and in Public Health Service, Marine, and Indian Service hospitals elsewhere in the United States.

After the examination is announced, applications will be accepted from qualified persons throughout the country for about four weeks. Watch The LEADER for announcement of opening date.

## Exams For Public Jobs

U. S.

82. Accountant and Auditor (Public Accounting), \$3,727 to \$6,235.—Applications accepted only for the position of Accountant (Corporation Audits) in the General Accounting Office. Appropriate experience, part in public accounting, or appropriate experience and education. No written test. (No Closing date).

47. Aeronautical Research Scientist, \$3,727 to \$10,305. Most jobs in field laboratories of the National Advisory Committee for Aeronautics. Appropriate education and experience. No written test. Apply to Board of U. S. Civil Service Examiners at a N.

A. C. A. laboratory, Washington, D. C. (No closing date).

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# NEW YORK CITY NEWS

## Transit Workers Discuss Drive for 40-Hour Week

Sections of the Transport Workers Union are holding meetings, which will continue until about mid-April, on the program for 1949. When the members' preferences are voted, the executive committee will decide on means of attempting to attain the goals.

Judging from the many requests for one of the union's booklets, dealing with the hours of work, it appears that there will be strong sentiment for a 40-hour week. At present the hours vary. About 75 per cent of the operating and maintenance employees in the NYC Transit System work on a 48-hour week basis, including

Conductors, Motormen and Railroad Clerks. Others work 45 or 44 hours a week.

### Idea of the Cost

A change to a 40-hour week, for the Board of Transportation employees alone, is figured to cost at least \$30,000,000 a year, on the basis of no reduction in total pay if total hours worked are reduced to 40.

Besides the Transportation employees, including clerical help, city employees in general show an interest in a 40-hour week. No city department has a general 40-hour week, but many in practice come close to it, since only a half

day every sixth or eighth Saturday has to be worked, constituting excess over 40 hours of 3 or 3½ hours divided by six or eight, or about 40½ hours a week.

**Sanitation Men Interested, Too**  
The Sanitation Department's uniformed force is particularly interested in a 40-hour week.

Bills have been introduced in the Legislature in Albany on the subject, for Transportation and Sanitation employees, but aren't making headway.

The Board of Transportation has authority to institute a 40-hour week, while the Board of Estimate could do likewise for the other city employees.

## Police Sergeant Promotions In Order After March 29

The eligible list for promotion to Sergeant (P.D.) will be promulgated by the NYC Civil Service Commission on Tuesday, March 29, the same day that it is published, said President Joseph A. McNamara.

The list was published before, but court cases held up the promulgation. Now it has to be republished because of the changes in the list necessitated by three court decisions. The list, as originally published, had 1,852 names. It has shrunk to about 1,475, a reduction of about 377.

**Another Case Goes On**  
The Acting Sergeants, who have been receiving top grade Patrolman pay, instead of Sergeant pay, are extremely anxious to get permanent promotions, as already the court cases brought by others have

cost them, or saved them, about \$100,000.

Another case relating to Sergeant examination, also testing questions, was lost by the litigants in Special of the Supreme Court, but are appealing. No stay in Commission's hands in the which seeks the elimination of Questions 19 and 27. The held that the statute of limitations had run against the petition.

A meeting of some of the candidates was held yesterday to discuss starting another law suit one protesting the admission to the examination of Patrolmen who had less than five years service in the top grade. If a suit were successful, it would eliminate from the list, about 300 more names who would be sought.

## Firemen Plan Monster Rally

(Continued from Page 1)

only that the taxpayers pass upon our request at the polls next November. Frankly, the purpose of the referendum, as we see it, is to establish our salary by State law, approved by a vote of the people, so that such salary can be reduced only by State law.

"The method proposed is a matter of tradition in the fixing of salaries for members of the uniformed forces of the Police and Fire Departments, who, by virtue of the hazards of their occupations, are conceded certain added securities in the form of guaranteed salaries and adequate pensions. This was recognized in 1929 when the late Franklin D. Roosevelt, then Governor of the State of New York, signed a legislative measure making it possible for police and firemen of the city to go to the people for approval of a proposed permanent salary of \$3,000 a year; it is upon this precedent that we now base our re-

quest for a Message of Necessity to the State Legislature.

"The present compensation received by the city's firefighters is far short of the requirements of the present level of living costs.

"Even if the spiralling of living costs should be halted, our present \$3,400 base pay, plus cost-of-living bonus of \$750 per annum, will still fall far short of the general industrial scale. Our base pay and cost-of-living bonus represent a 39 per cent increase in income, while the cost of living has risen 70 per cent, leaving a disparity of 31 per cent against us.

"The actual take-home pay is considerably lower than our payroll scale due to the many deductions made from our salary.

"It has been argued that the legislation requested in the resolution would cost the city some \$3,400,000 in the 1950-51 budget, if every man eligible for retirement should file a pension application. Such argument is based on fallacy. Factually, few members of the law enforcement and firefighting professions take advantage of the minimum 20-year-service eligibility for pensions. Most men in the uniformed forces remain in service as long as they are physically able to carry on, because there is little if any way

of adding to their pension income. This is particularly true in cases where police or firemen have large families to support. And, I might add that most members of the uniformed forces of both departments are given to raising large families.

"Pensions now determined on the basis of \$3,400 do not take into consideration the \$750 paid as a cost-of-living bonus, penalizing of widows, disabled firemen and their dependents and tending to defeat the purpose and spirit of the pension law.

"Failure to obtain a determination would likely impair personal relationship in the Fire Department."

### Quayle to Make Five April 1 Promotions Of Fire Officers

Fire Commissioner Frank J. Quayle will make five promotions and appoint one Fireman, effective April 1. The promotions are one each to Lieutenant, Captain, Battalion Chief, Deputy Chief and Deputy Chief of Staff and Operations, the last-named for Deputy Chief George Carlen. Budget Director Thomas J. Patterson has approved the budget certificates.

Mr. Patterson has an oral request from the Commissioner for 28 promotions, so the Commissioner is looking forward to making 23 more, "definitely" attempting to get them through in for effect in April, which would normally would mean the 15th. The Budget Director's office is said to favor a May 1 date, without any commitment yet as to number.

### Bill Would Open to Public High-Pay Education Jobs

A bill to have examinations for higher jobs in the NYC Board of Education's Bureau of Attendance be opened to the public, instead of being restricted to employees of the bureau, has been introduced in the state Legislature by Senator MacNeil Mitchell and Assemblyman Philip J. Schulper.

Three exams for which restricted applications are being received are Director, \$13,000; Assistant Director, \$8,500 to \$10,000, and Chief Attendance Officer, \$8,500 to \$10,000.

### Regina Coeli Council To Receive Communion

The annual Communion and breakfast of Regina Coeli Council, K. of C. will be held on Sunday March 27. Mass will be heard at SSt. Vincent de Paul Church West 23rd Street and Sixth Avenue, NYC, at 9 a.m. The celebrant will be the council's Chaplain, Father Martin F. Reidy. Breakfast will follow at the Hotel McAlpin. The Council consists mostly of Post Office Clerks.

A study book entitled "Sanitation Man" that is ideal as preparation for this examination is available at The LEADER Bookstore, 97 Duane Street, NYC. If you want to order it by mail, please turn to the ad on page 15.



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# NEW YORK CITY NEWS

## NYC Fire 'Quota' Must Be Raised

WHEN an automobile worker gets promoted to foreman, he is accorded the higher salary which goes to the job. When a newspaper reporter is assigned to the job of editor, he gets a pay increase. In the NYC Fire Department, a system exists of "acting" officers, instead of giving promotions this way. When an additional Lieutenant is assigned, a Fireman is assigned to duty as an "acting" Lieutenant, with, of course, no increase in pay, such as would go to a regularly promoted man. When a Lieutenant is designated to "act" as a Captain—with, presumably, the responsibilities of a Captain—he nevertheless continues to be paid as a Lieutenant; a promotion would mean he would get regular Captain's pay for doing Captain's work. And so it is, all the way up the line. Nor is the "acting" title a temporary thing. Some officers have been "acting" for three years and longer. A condition which would never be tolerated in private industry has become perpetuated in the Fire Department regular personnel practice.

### Everybody Loses

The losers are not only the men and the administrators of the understaffed Fire Department. The loss is in many directions at once: to the people, because they get a standard of Fire Protection not in line with their needs; to the men in the department, because they are expected to do out-of-title work, at lower rates of pay. To the Fire Department, because its great prestige and tradition must be seriously suffer through the inferior supervision involved in such a practice. To the merit system, because the selection of men to fill positions is not in accordance with its provisions. To the City administration, because it is using an intolerable practice for budgetary reasons alone, while in every case can be made out to show that the over-all benefit to the community far outweighs the "savings" achieved through withholding promotions. The Fire Department quota must be increased. The "acting" designation must be reduced to the level for which it was intended—used only in rare and exceptional cases, for short periods of time.

### Best Possible Department

It is the opinion of this paper that Commissioner Frank Murphy wants the best possible Fire Department. He would obviously like to go down in history as a great Commissioner. This laudable ambition coincides with the needs of the city and of his men. We respectfully urge upon him that he give greater weight to the establishment of the world's finest Fire Department than to the blandishments of the budget. He has sufficient public prestige to stand up for such a department. His men would support him solidly. He would get strong backing from the citizenry, because the citizenry has a tremendous stake in adequate fire protection. Let's have promotions, Commissioner, to fill the places of the "acting" and therefore underpaid officers. Let's raise the quota from top to bottom, and meet the conditions realistically.

Next week, *The LEADER* will cite statements from Fire Department officials themselves to prove the necessity of a fully staffed agency; figures to prove how understaffed the agency is and facts to show how, while the City has grown, the Fire Department—alone of all major City departments—has shrank.

## Fire Workers Sue For Premium Pay

A case is before the Appellate Division, First department, in which John B. Smith, on behalf of himself and others, is seeking to obtain premium rates of pay, as obtained under collective bargaining agreements in private industry, for men who work for the Firemen, Oilers, and Station-

ary Engineers and others. Premium rates for Sunday and night work are involved, but not overtime. The case will be argued on Tuesday, April 12 by State Senator Sidney A. Fine, attorney for the petitioners, and Seymour B. Quell, chief of the Appeals Bureau of the Corporation Counsel's office, representing NYC, respondent.

## For Sanitation Man

The perfect book for Sanitation Man Test is the Arco Book Sanitation Man . . . . . \$2.00 NYC began issuing applications on Wednesday March 9. The written test will be held June 11. Be prepared! No time to lose! Here's your opportunity to gain some extra points. Order the book today!

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## 25-Yr. Pension Bill Passed

ALBANY, March 21—The Assembly passed the Conrad-Clancy bill to permit half pay retirement in 25 years to members of the NYC Employees Retirement System. The Senate was expected to follow suit. The bill was sponsored by the Civil Service Forum. Mayor William O'Dwyer strongly recommended to the Legislature that the bill be passed. Secretary Ralph L. Van Name, of the Retirement System, backed it at a NYC Council hearing and the Council sent the Legislature a

message, declaring enactment necessary, an action taken under the House Rule Law.

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NEW YORK CITY NEWS

Social Investigator Exam Heads List

The Social Investigator examination heads the list as the most popular of the NYC tests to be opened on Monday, April 4.

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popular of the NYC tests to be opened on Monday, April 4. The closing date for the series is Tuesday, April 19.

The appointment prospect for Social Investigator eligibles is one of the best in the city service. The present eligible list is practically exhausted. There are 587 provisionals in the jobs. Eligibles will replace them.

The position pays \$2,710. No college degree is required. Experience requirements had been liberalized, a benefit especially to veterans.

The Social Investigator applica-

tion period is a re-opening. Too many who previously filed for the new test did not possess the preliminary requirements. Those whose applications are in need not apply again. In January 3,081 applied; 426 didn't meet the preliminary requirements.

The April 30 date of the written test is off, because of the re-opening. Some date late in June or early in July, not set yet, will be substituted.

The experience requirement is three years within the past 10, instead of past six years, which constitutes the liberalization.

What candidates must possess, to qualify, is stated in the official notice as follows:

"Minimum requirements: Candidates must have graduated from a senior high school and in addition must have (a) a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York; or (b) two full years of education towards a baccalaureate degree plus three years of full-time paid experience, within the past 10 years, in social case work in a public or private social agency adhering to acceptable standards; or (c) a satisfactory equivalent. Persons who expect to graduate by June, 1949, will be admitted to this examination, but must present evidence to the Bureau of Investigation that they have complied with the foregoing requirements prior to certification."

The foregoing means that no college degree is required, but if possessed, substitutes for the experience requirement; two years at college reduces the experience requirement to the stated terms; no college attendance will be all

right, for those who can prove at least five years of experience.

At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. For appointment, eligibles must have been bona fide residents and dwellers of the City for at least three years immediately preceding appointment.

70 Per Cent Pass Mark

Training or experience of a character relevant to the duties of this position which was acquired while on military duty or while engaged in a veterans' training or rehabilitation program recognized by the federal government will receive due credit.

The written test will have a weight of 100: 70% required.

All candidates who passed the previous written tests were required to pass a qualifying oral test, but there will be no oral test this time.

Plumber Exam

Also on the April list is a test to fill Plumber positions. The pay is \$19.88 a day, 250 days a year. Age limits are 18 to 50, waived for veterans. Present vacancies total 21.

Five years of recent experience is required. The application fee is 50 cents.

There will be a written test, pass mark 70 per cent, the same as in the performance test. The written counts 40 per cent and the practical 60, or half again as much.

The only other open-competitive test on the list is for Crane Engineman (Electrical).

Six Promotion Tests

There will be six promotion tests open in the same period: Collection Agent—Transit System.

Plumber—All Departments. Foreman of Mechanics—Parks Department. Senior Sewage Treatment Work-

er—Public Works Department. Storekeeper—Hospital Administration. Senior Stationary Engineer—Various Departments.

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LEGAL NOTICE

BORLET, EUGENE.—Citation.—To Eric R. Couder, Jr., and Title and Trust Company, as executors under the last will and testament of Eugene Borlet, deceased; Louise Borlet, Marguerite Turmel Valligny, Marguerite Turmel Valligny, Bernard Valligny, Louise Leger, Lucie Daigle, Blouk, Marie Daigle Sawyer, Roger Daigle, Marie Daigle Richard, Martial Daigle, and Martin-Raimbault, Marcel Ernest bault, Maurice Jean Etienne bault, Madeleine Borlet, Andre Borlet, Michel Boulanger, Marie Jeanne Borlet and Eugene Boulanger; and Louise ard, Jacques Richard, Marguerite Jeanne Richard, Louis Daigle, Jean and Marguerite Daigle, infants under age of fourteen years, being the interested as creditors, distributees, devisees, beneficiaries or others of the estate of Eugene Borlet, deceased at the time of his death was a resident of 235 East 50th Street, New York, New York, send greeting: Upon the petition of Frederic R. Couder, Jr., residing at 988 Fifth Avenue, New York, New York, and Title and Trust Company, having its principal office at No. 176 Broadway, New York of Manhattan, New York, New York, and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Court of Records, Room 509, in the County of New York, on the 5th day of April 1949 at half-past ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased; You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Court of Records, Room 509, in the County of New York, on the 5th day of April 1949 at half-past ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the compensation of Joseph Haim as attorney-in-fact should not be fixed.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed, WITNESS, HONORABLE WILLIAM T. COLLINS, a Surrogate of our said County, at the County of New York, the 23rd day of February in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE, Clerk of the Surrogate's Court, No. 2 Rector Street, New York, New York.



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NEW YORK CITY NEWS

Sanitation Doings

District 62 members of District 62's base- team are rarin' to go, reports manager Timmie Adams...

Mangan, of Bayside... Never start talking about your operation to John Fritsch, Assistant Foreman, of Flushing...



He's raving about the party he went to at the Hotel St. George. The beautiful room, the wonderful dinner, the marvelous service made the affair a sensation!

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SANITATION MAN \$1.25 STUDY BOOK FREE! With each purchase of the study book, a copy of a specially prepared preview written test with answers.

New Exam for Clerk, Grade 2

Samuel H. Galston, Director of Examinations, NYC Civil Service Commission, has begun preparations for holding another examination to fill Clerk, Grade 2 vacancies...

are 5,883 eligibles on the list. The number of acceptances is not expected to be large enough to fill all vacancies that exist or would arise in a year or so.

visionals, 2,063 total. The pay is \$1,860. The new list has been published but the date of promulgation hasn't been set.

NYC Asks State Board to Extend June 30 Deadline on Provisionals

ALBANY, March 21—President Joseph A. McNamara and Examinations Director Samuel H. Galston, of the NYC Civil Service Commission, conferred with President J. Albert Conway and Commissioners Alexander A. Falk and Louise Gerry, of the State Civil Service Commission...

The standard rule, on which the Commission is working, limits such tenure to six months, with possibility of official renewal. What is sought now is official extension and it is expected that it will be granted, otherwise new hiring of some 26,000 would have to be

done, and the newcomers wouldn't be as experienced, the NYC Commission holds, and would still be provisionals. The State Commission will not specifically extend the date but will allow provisionals to be retained if a basis is shown in reports each two months.

It's Easy to Pass Any Civil Service Exam!

Says Editor of Arco Books

Mr. David Turner, editor of Arco's famous Civil Service Guides, revealed that the real secret behind getting a high mark on any exam is proper preparation.

"If an applicant knows the type of questions he will be asked; if he has some idea of the sort of test given before, his chances of passing high are tremendously increased," said Mr. Turner.

Perhaps the easiest and quickest way to prepare for any Civil Service test is with the help of Arco Civil Service Guides. Since 1938, these amazing books have helped thousands of men and women enter and advance in the Civil Service field.

"There's no mystery about the popularity of our books," continued Mr. Turner. "We've had years

of experience with Civil Service tests, so we know just what an applicant wants and needs. He wants a complete roundup of all the subjects he's expected to know on the test.

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# NEW YORK CITY NEWS

## Sharkey Bill Provides Merit Awards for NYC Employees

New York City employees were on their way this week toward a merit award system — payment in cash and in credits toward promotion for good ideas, suggestions, and exceptional service.

The plan is embodied in a bill introduced into the City Council last week by Joseph T. Sharkey, vice-chairman and majority leader. It followed upon an editorial campaign in the New York Daily Mirror and the Civil Service LEADER.

### New Incentives

Said Mr. Sharkey, on introducing the bill: "This will provide a new and important incentive to employees; and it will enable the City government to make the best use of the untapped reservoir of good thinking in our offices and shops."

New York State has had a Merit Award system since 1946, and it is working exceptionally well. The United States government has had such a plan in op-

eration since the war, with excellent results. Only last week it was announced that an invention of a dam driller by a Federal employee is worth \$10,000,000 to the Government. The employee received \$1,000 award for his mechanism.

### What the Bill Does

The bill introduced by Councilman Sharkey provides:

1. A three-man unpaid Merit Award Board is to be set up, its members appointed by the Mayor.

2. The Board will set up a plan "to encourage and reward unusual and meritorious suggestions and accomplishments by employees of the City promoting efficiency and economy in the performance of any function of the City government."

3. Each department will have its own "little" board to review suggestions and accomplishments of its employees, and to make recommendations to the Merit Award Board.

4. Awards will consist of cash, certificates, medals, or pay raises, and credits toward promotion.

The measure is expected to pass without difficulty. It is now in the Civil Employees Committee of the Council.

## Public Health Nurse Study Aid Offered

The Municipal Reference Library, 22d floor, Municipal Building, Center and Chambers Streets, NYC, has study material for the Public Health Nurse exam. The U. S. is also seeking Public Health Nurses and the material is useful for that test, too. The hours are 9 to 5 on weekdays and 9 to 12 on Saturdays.

**FOR THE STRAIGHT** civil service story, make sure you miss no issues of **The Civil Service LEADER**.



Joseph T. Sharkey, vice-chairman and majority leader of the NYC Council, has introduced a bill providing a system of merit awards for city employees, including cash, pay increases, certificates, and credit toward promotion.

## Four Ousted From PBA Start Suit

The four delegates expelled members of the Patrolmen's Benevolent Association have started a court proceeding against the officers and others to compel their reinstatement. They charged that the expulsion was illegal and an effort to suppress freedom of speech, that the accusers "prosecutor" participated in voting, that they were denied the right to representation by counsel, and that the whole proceeding was pre-arranged and rehearsed.

The four are Patrolmen Peter Schneider, Joel Weinberg, Irving Fendel and Jack Mark. Two other delegates were acquitted, Land Hamilton and Joseph Healy.

The court action is a mandamus proceeding under Article 1 of the Civil Practice Act. The petition is accompanied by supporting affidavits of other Patrolmen.

A circular distributed to Patrolmen by the ousted four stated that they were "railroaded out of the PBA after a kangaroo court trial."

## Two Civil Engineer Exams to Be Reopened

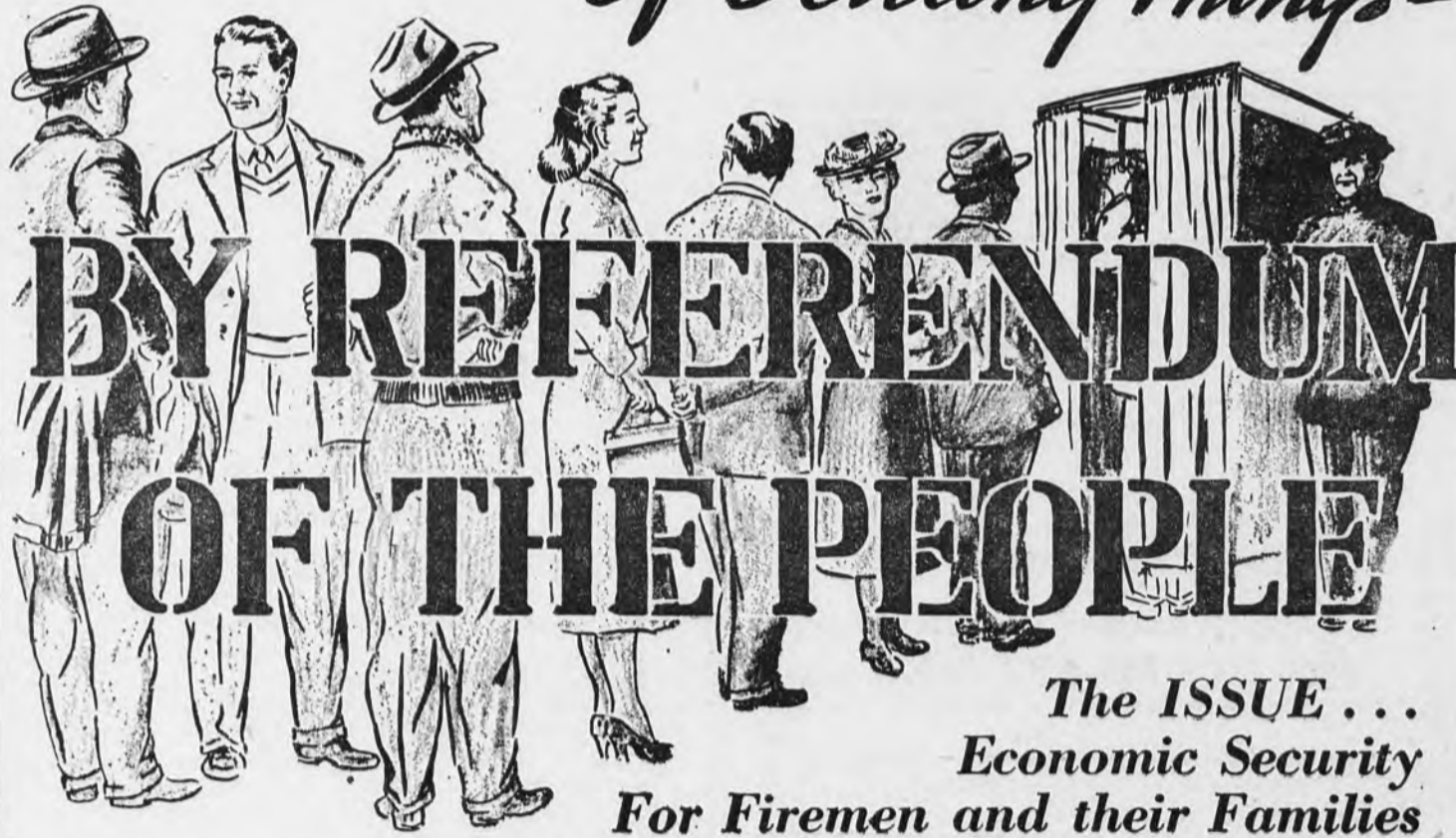
The NYC Civil Service Commission will reopen two open competitive examinations, from Friday, March 25, to Wednesday, March 30. The exams are:

5747. Civil Engineer (Building Construction). \$5,151 total. Fee \$4.

5748. Assistant Civil Engineer (Building Construction); \$4,000 total. Fee \$3.

Those who applied previously need not do so again, but may amend their papers during the reopened filing period.

*Mr. Mayor: Your Firemen Endorse The Democratic Way Of Settling Things-*



*The ISSUE . . . Economic Security For Firemen and their Families*

- Your Firemen are not looking for higher wages — we ask only that our present salary be fully protected and stabilized by Law.
- This can be settled easily through a Home Rule Request to the State Legislature for a Permanent Salary Referendum Bill.

**Let Us Put It Up To The Voters Next Fall**

**Uniformed Firemen's Association of Greater New York**

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John P. Crane, President

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