Civil Service

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A N ANVEST ee Page 8

YHARBIL ATE REQUIREM

ON'T REPEAT THIS

wyer Do

HE FANTASTIC political ts in New York City will settle n into one of the toughest, grueling contests the City ever witnessed. The only word describe it is: unpredictable. incredible happenings of the months will be eclipsed by campaign itself.

Yorkers are asking: Who behind O'Dwyer's reasoning? he flat, simple answer is: No was behind it but O'Dwyer

consider what a curious crissss has occurred in the past weeks.

Then - Virtually Invincible

hen, O'Dwyer was conceded all hands, all parties, to be ually invincible, were he but whisper that it was his desire in to be the candidate. At the when he appeared in sedate Board of Estimate hall, and 400 followers, labor men and lessmen, housewives and so-les, that he could not and (Continued on Page 6)

Tough, Hard Fights Facing **Employees**

the State Legislature provided un-

employment insurance coverage for city and county employees in

subdivision of the state has both-

ered to apply for such coverage for its employees to the State

Division of Placement and Unem-

By MAXWELL LEHMAN

ALBANY, July 18 — State and local employees face a formidable situation next fall and winter. All the evidence indicates that they will have to fight hard for all gains, against strong opposition; and that they will have to muster their forces as never muster their forces as never before.

In the State Legislature, it is contemplated that The Civil Service Employees Association will sponsor a battery of retirement bills, possibly combined into a single over-all measure. With the primacy of getting a 55-year retirement bill, other important objectives in this sphere will not be overlooked. It may be exoverlooked. It may be ex-

or county to obtain coverage be-fore June 1950, although a Div-ision spokesman said that two

groups, one city and one county. have been "exploring the possibility" of seeking the benefits.

"Unemployment insurance coverage was extended by the 1948 session of the Legislature to all political subdivisions of the State

Here is an official explanation:

Jobless Benefits for Local

Employees Lost Till

Civil Service Employees Association

asked to make certain additional contributions so that employee after a given number of years could retire under more advantageous conditions, possibly with full pay at age 65. 55-Year Bill

nile assurances have been (Continued on Page 4)

"Since the division operated on

a benefit year from June to June,

any subdivision desiring coverage for its employees from June 1949

to June 1950 would have had to

apply before June 1. 1949. "Having received no official ap-

plications up to the present time.

unemployment insurance benefits

Now it's too late for any city same basis as it is granted to

state employees.

ly pay is computed on the basis of 40 working hours.

Do not apply until Thursday.

(Continued on Page 10) THE NYC EMPLOYEE

ar job of Substitute Mail Handler in the post office will open on Thursday, July 21. The pay is \$1.24 an hour, or \$49.60 a week, and rises 5 cents an hour per year

of satisfactory service, to \$1.99 an hour, or \$79.60 a week. The week-

Single Tests For Multiple ${\sf JobsWeighed}$

BROADLY - BASED examina-tions, from which appointments would be made to various titles, are being considered seriously by the NYC Civil Service Commission. The number of examinations could

be reduced one-third or more, their size increased proportionately.

One of the requirements would be that the multiple jobs, to be filled from a single examination, hould now about the same salary. should pay about the same salary. If the pay is too divergent, no-body wants to take the lower-paying jobs. That's about what happened in the single examina-tion held for filling Transit Patrolman, Construction Officer and (Continued on Page 6)

political subdivisions of the State which elect to provide this coverage for their employees, on the 1950." ocial Investigator Test raws Furor of Protests

he Social Investigator exami-ion held by NYC on July 7 and a dud and the Civil Service mission is considering meth-of salvaging a sufficient num-

50 per cent in some units of the NYC Welfare Department, more in other units. As a result, and because of the large number of questions that did not test for the knowledge and skill of the job that studied for, did not relate sufficiently to the duties of the sufficiently to the duties of the duties of the sufficiently to the sufficiently to the sufficiently to the sufficiently to the sufficient sufficien ble list.

The number of failures among questions will be deleted in the provisionals, by their own adprovisionals, by their own adjusted and skill of the provisionals, by their own adjusted and skill of the provisionals, by their own adjusted and skill of the provisionals, by their own adjusted and skill of the provisionals, by their own adjusted and skill of the provisionals, and not relate to the duties of the NYC Civil job, ranged into sociological fields blocks north of City Hall.

Continued on Page 12)

The hearings were ordered.

NYC Career Plan Hearings to Start

By MORTON YARMON

299 Broadway, two

The hearings were ordered by

Mayor William O'Dwyer after a The preliminary hearings in connection with the proposed study of NYC jobs from which a Career and Salary Plan is to be evolved will begin on Wednesday, July 20 at 10:30 a.m. in the Board Room of the NYC Civil Service Commission. 299 Broadway, two sence of safeguards, at a Board of Estimate hearing when the appropriation for the study was ance against any employee salary being cut and the joint committee appointed by the May-or to hold the hearings has given additional assurances on pay and several other important matters. The committee consists of Budget Director Thomas J. Patterson and President Joseph A. Mcnamara, of the Civil Service

Commission.

The calendar has been arranged for the first three hearings. Succeeding calendars are being held up because of the sudden last-minute demands to be heard. (Other news of the Career and Salary Plan, P. 16).

ominating Committee Begins Work f Selecting Candidates for Top (secretary; treasurer; and executive committee members of each state department. Box 1740, Albany 1, N. Y. Final deadline for receipt of suggestions is July 28. mitted to the Association voters. This was discussed, but no final conclusion was reached at the conclusion was reached at the conclusion.

ALBANY, July 18.—With Dr. Md M. Schneider of the Social Hare Department as chairman, nominating committee of the Service Employees Associa-held a formal meeting in any on Thursday, July 14. is the function of this com-

tee to select candidates for Association offices. Candi-

Seek Suggestions

The nominating committee seeks suggestions from all Association members. Names of prospective candidates should be sent either or Association offices. Candities are to be presented for these is; the presidency; 1st, 2nd, 4th and 5th vice-presidencies; or (b) Dr. David M. Schneider.

The Committee will meet thereafter and consider all suggestions. It will then draw up a slate of official candidates. Dr. Schneider said this week that the committee would not necessarily confine itself to a single name for each office. In some cases, he stated, if candidates seem to warrant it. additional names might be sub-

committee meeting. Dr. Schneider also pointed out that after the official list of the nominating committee has been made public, it is possible under the Associa-tion's constitutional provisions for independent candidates to seek offices. (Details concerning the method of independent nomina-

(Continued on Page 3)

Study Books for Exams

Study books for Patrolman, Social Investigator, Sanitation Man, Assistant Interviewer, Stenographer, Typist, Clerk, Maintainer's Helper (all groups in one book) and books for other popular exams are on sale at LEADER bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway.

Game Protectors Beaten Up In Ogdensburg Fishing Feud

a Game Protector could never be is lowered into the swarming mass classified as "soft," but those Game Protectors who are stationed taken. in Northern New York have to be prepared to receive the sort of treatment you'd expect to see only in a blood-and-thunder movie. Recently one Protector was given the usual gangster treatment his face was clawed, his coat pulled over his head, he was beaten, kicked and left lying in the gutter. Another Game Protector recently had two ribs cracked.

Enforcing the Law

These State employees were merely trying to enforce the law, in this case the law against "gaf-fing" wall-eyed pike in the Oswe-gatchie River, says the State Conservation Department, which claims it has indisputable evidence that a "bad situation" exists and can back any of its state-ments with sworn proof. "Gaffing" is the term used to

describe the act of snatching the pike on their annual spring spawn-ing run. The fish come from the St. Lawrence River, and are blocked by the dam across the Oswegatchie River. A rope, to

The job of which many hooks are attached, persons in the City of Ogdensburg denever be is lowered into the swarming mass not only acquiesce in, but support

'Gaffing' Illegal

The Conservation Law states that season on wall-eyed pike is closed in the spring, that even when the season is not closed, gaffing is illegal and that wall-eyed pike taken from the Oswegatchie at any time may not be

sold.
The Conservation Department, however, claims that despite the law, "gaffing" has been going on, almost entirely in the open, day and night. It is during the night, however, that most of the violence occurs. According to the Department, cange and syndicates on ment, gangs and syndicates op-erate along the river and in the city of Ogdensburg, through which

the Oswegatchie flows.

Three Are Held

Three Ogdensburg citizens are now being held for Grand Jury action in connection with an attack on two Game Protectors. The LEADER has learned that the Conservation Department is plan-

directly and indirectly the gaffing

activities along the river."

The justification given by some of those involved in this illegal. of those involved in this illegal, practice is that the run provides the only opportunity to take the pike which, they say, return to the St. Lawrence and move into Canadian waters after spawning. The Department says that facts do not support this contention. It has conducted studies for the past three years which prove that

past three years which prove that only a minute portion of the spawned pike end up in Canadian waters and also that the Oswe-gatchie serves as a spawning ground for wall-eyed pike from at least a twenty-five mile section of the St. Lawrence River.

"So," a Conservation Depart-ment official claims, "in the interest of both fish and fishermen (including fishermen from Ogdensburg), the law will stand. And as long as the law is on the books it is the duty of this Department (and presumably of all peace offining a vigorous prosecution.

The Conservation Department that it is enforced. We will do states that all the evidence it has "indicates that certain responsible" the absence of local support."

STATE SALARY STANDARDIZATION BOARD

	New job allocation	1	Former location	49	A	New
1	Administrator of Apprentice					
1	Training	28,	\$5860-7120	G	32,	\$ 670
1	Assistant Civil Engineer					
1	(Highway Planning)				20,	424
	Associate Cancer Laryngologist	-		G	32,	670
	Associate Cancer Urologist	- 1		G	32,	670
1	Associate Local Assessment		- (4)	~		
	Examiner			G	24,	523
4	Associate Research Scientist			~	-	
1	(Immunology)			G	32,	670
1	Associate Statistician			~	-	4
1	(Biostatistics)		2760-3450		28,	586
	Corporal, Park PatrolG Director of Classification	2,	2700-3450	G	10,	289
1	and Compensation			0	50.	10.
1	Director of Health Statistics.				34.	-010
	Director of Highway Planning.				44,	722
	Director of Housing Publications			G	22,	985
1	and Public Relations			a	28.	200
1	Director of Personnel Research				39,	586 853
	Executive Secretary to the Water			4	00,	003
	Pollution Control Board			G	42,	932
1	Food Service Advisor				25.	523
	Forest Appraiser	18			20.	324
	Junior Civil Engineer (Highway			1	1 - 5 1	047
	Planning			G	14.	345
1.	Junior Planning Delineator				14.	345
	Park Patrolman	7.	2484-3174			
	Principal Civil Engineer				16	
	(Highway Planning)		0	G	39,	853
	Principal Local Assessment					
1	Examiner			G	32,	670
	Pulp and Paper Mill Foreman			G	19,	411
	Senior Civil Engineer					
	(Highway Planning)			G	25,	523
	Senior Civil Engineer				-	-
1	(Public Lands)				25,	523
	Supervising Forest Appraiser			G	25,	523
1	Supervising Public Health			-		
1.	Educator				25,	523
1	Puberculosis Claims Examiner.			G	17,	384

TERRIFIC

MacDonald and McDonough Laud Cohen, Warwick Chief

Cohen, now permanent superin-tendent at the State Training School for Boys, received a rousing welcome from 300 State employees and guests on Saturday,

The event, arranged by the local chapter of The Civil Service Employees Association, served as an index of the new director's popularity. Mr. Cohen, who had formerly been acting superintendent, comes into his position through channels of civil service, having passed an examination for the position in competition with other candidates.

Francis A. MacDonald, chairman of the Southern Conference and president of the Warwick parts of the United States, and

WARWICK, July 18—A. Alfred chapter, said of Mr. Cohen that we found the right man on the ohen, now permanent superin- "this young dynamic official has spot." a long record of superior social work and accomplishment in the difficult field of human rehabilita-

Rev. John Mierop, resident Protestant chaplain, acted as master of ceremonies. He cited instances of Mr. Cohen's cooperation with employees, and des-cribed the "splendid program he has set up for the Training School."

Representing Social Welfare Commissioner Robert T. Lans-dale, Willard F. Johnson told about the open-competitive exam which Mr. Cohen had passed. "There were candidates from all

William F. McDonough, executive representative of The Civil Service Employees Association, brought greetings from the organization.

Mr. Cohen was presented with a two-pen onyx desk set by the staff. In making the presentation,

Francis MacDonald said:
"We know Mr. Cohen will make mistakes. He knows we will make mistakes. We will forgive him his mistakes if he forgives us ours. There are two pens on this set. Mr. Cohen can use one pen to wipe out his set of mistakes, the other

to wipe out ours." The Guests

Other guests included: Mayor John F. Schoonmaker of Port Jervis

John M. Harris, vice-chairman of the Southern Conference and president of the Letchworth Village chapter;

Frederick S. Appleton, assistant

superintendent; Edward P. Monckton, Catholic chaplain of the Warwick institu-

Charles W. Wilson, director of home life at Warwick;

Henry L. Felch, County Engin-eer, West, Orange County. saxophone. Other entertainers were Mrs. Carl Heinle, Mrs. Ralph Welch.

Jacob Porter, school bandlead-er, furnished the music. Mrs. Francis A. MacDonald prepared the refreshments. Entertainment was provided by Mr. and Mrs. John Logan, employees at the School, and their son Charles (who, incidentally, is destined for a radio career). Mrs. Harriet Wilson, manager of the community store, and Mrs. Thelma Welch, provided songs. Ropert Powell, senior boys supervisor, performed tap dancing. And the corporation council of Port Jervis, a Mr. Silvers, played brilliantly on the saxophone.

Chapter Officers Officers of the Warwick chapter

are: Francis A. MacDonald, president;

John Wolek, vice-president; Michael J. Fitzgerald, treasurer; Susan Fry, secretary

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What Happens to Pension Checks When One Returns to Public Job

It makes a difference whether a former employee, who is receiving a retirement allowance from the New York State Employees Retirement System, and returns to work for the State or a political division of the State, assumes a new employment that is covered by the same retirement system.

If a retired member of this System accepts employment with system accepts employment sub-the State or any political sub-division thereof, his retirement state, but during the period of such employment his retirement such employment his retirement municipality which employs him ing the period of his appointment. with the approval of the Senate."

Questions about Federal and NYC cases were answered by State Deputy Comptroller H. Eliot Kap-

lan as follows: "A person retired from Federal

service may receive his allowance and also any salary that may be paid him for service rendered to the State of New York or any political subdivision thereof so far as any laws of New York State are concerned.

'A person retired from service comes a member of the Retire-ment System. However, if a son would not be permitted to beallowance is suspended. Such percome a member of the State Redoes not participate in the State tirement System during such serv-Retirement System, his retire- ice, except in the case of a perment allowance is suspended dur- son appointed by the Governor

Complete Guide To Your Civil Service Job

Get the only book that gives you (1) 26 pages of sample civil service exams, all subjects; (2) requirements for 500 government jobs; 13) information about how to get a "patronage" job-without taking a test and a complete listing of such jobs; (4) full informa-ion about veteran preference; (5) tells you how to transfer from one job to another, and 1,000 additional facts about government jobs, "Complete Guide to Your Civil Service Job" is written so you can understand it, by LEADER editor Maxwell Lehman and general manager Morton Yarmon. It's only \$1.

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Please send me immediately a copy of "Complete Guide to Your Civil Service Job" by Maxwell Lehman and Morton Yarmon. I enclose \$1 in payment, plus 10c for postage.

y Salaries Can Stand Lots Correction, Facts Show

Consultant, The Civil evel of the current salarg paid public employees ites the need for merging orary pay adjustments in anent wage scales.

published by the U. S. of the Census in its "City ment in 1948" give the cture in New York State

striking Variations

gons in salary payments different cities are striking m to bear little relation or reason. Average sal-id in 70 New York State fered by as much as \$152 h in October, 1948. The tabulation emphasizes tabulation emphasizes of uniformity or in current city payrolls.
difference between the
and lowest average salaries is shown in col-

Number Cities	of	Pay Differentia
7		\$ 86
4		88
6		49
6		46
12		93
18		122
17		137
	Cities 7 4 6 6 12 18	7 4 6 6 12 18

It's All Local

ntly the historical develof city salaries has follownatural bent of local polidegree of labor orpublic consciousness. st of government in differ-ed cities, living costs, and

ently, local salaries are on the grounds of local sts, to examine one of the s mentioned above. What facts? The nearest apmade to determining the expenses of living in difommunities in New York re annual studies under-by the New York State ent of Labor to measure of adequate maintenance otection of health for a woman living as a memfamily. According to the idies made by department a single woman liv-

tial needs in the average upstate community in 1948.

ommunity in 1948.

Difference Not Great

What does this study show of the different living costs between communities? There was a maximum difference of \$177 a year—\$3.40 a week— between the cost of goods and services in the highest-priced (Poughkeensie) and the est-priced (Poughkeepsie) and the lowest-priced (Cuba) community. The following figures summarize

the results:

	To	tal Cos
	1948	Sept.
Community	Population	1948
Upstate	6,024,147	\$2040
Buffalo	575,901	2046
Rochester	324,975	2050
Schenectady	87,549	2083
Poughkeepsie	40,478	2084
Cortland	15,881	2021
Norwich	8,694	2016
Carthage	4,207	1989
Gowanda	3,156	1948
Wayland	1,795	1962
Cuba	1,699	1907
The entire	subject of	city a
well as coun	ty salaries.	which

show many of the same charac-

teristics, deserves further study and correction.

Ground Must Be Laid

Civil service has been compul-sory in the municipalities since 1884 by amendment to the New York Civil Service Act of 1883. The ground should be well laid by now for equitable and standard-ized salary wage scales. The need to adjust and establish city sal-aries on sound principles is long overdue. Here, again, the State Civil Service Commission, which must approve the actions of the municipal commissions, and which has suggested salary scales for municipalities from time to time, is in a favored position to rec-ommend fairer and more adequate pay scales in the various com-

Merge Is Essential

As a first essential step in achieving an adequate and equitable wage level, the local employee and the public-spirited citizen must insist on the merging in all adjustments into basic pay scales.

John J. Kelly Jr., Added To Assn. Legal Staff

Another top-flight lawyer has national honorary legal society. been added to the legal staff of The Civil Service Employees Association. He is John J. Kelly, Jr., who has become associated with DeGraff and Foy, of Albany, in the practice of law. Mr. DeGraff is counsel to the Association and Mr. Kelly will be an Assistant Counsel. Mr. Kelly was formerly associated with the noted law firm of Chadbourne, Wallace, Parke and Whiteside, NYC.

Born in Albany nearly 29 years ago, the new appointee is the son of the Director of the Bureau of Office Audit, State Department of Audit and Control, Albany. He is a graduate of Christian Brothers Academy, got his B.A. degree at Cornell and is a veteran. After the war he completed his law course at Cornell, got his LL.B. degree, and was admitted to practice in 1947. At law school was editor-in-chief of the Cornell Law Quarterly, an honor that goes only to students of high her family, needed \$2,070 scholastic attainments, and was to provide for her essen-elected to the Order of Coif,

As for Mr. Kelly's war record, he joined the 1st Infantry Division as a 2nd Lieutenant in February, 1942. He served with the 1st Division in this country, England, Africa, Sicily and France. He was wounded on D-Day while serving as commander of F Company, 26th Infantry Regiment. He was hospitalized from June, 1944 until January, 1947, when he was retired with the rank of Major.

Survey Group To Examine Chapter Method

ALBANY, July 18 of facilities and procedures of the Civil Service Employees Association chapters is being conducted by a Survey Committee of the or-ganization. A field trip is being scheduled for the first week of August, to cover chapters in the western part of the State. Meetings will be called in Binghamton, Buffalo, Rochester, Syracuse, and



The Public **Employee**

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

EVERYBODY'S DOING IT

he favorite pastime for the Summer Dog Days is pro-L phecy of the American economic future, particularly the output of real wealth and its probable distribution in wages, salaries, inventories, plant expansion and profits.

It helps to look ahead if one looks clearly and avoids

hallucinations and mirages. No economic crime is more dastardly than to willfully betray our future hopes and potentialities for personal or political profit. To sell America short in these fateful days is beyond pardon. To think of a "Democratic" depression as good for Republicans is treason to the nation.

It must always be remembered that the people can make or control their future. The people are or can be masters of their fate. They can command prosperity or they can through inertia, suspicion and doubt create stagnation and depression.

Our free economic system is susceptible to every current of popular suspicion, distrust and even lack of understanding of the forces that make for maximum production and general prosperity.

To Overcome Crises by Wisdom

To overcome crises by wisdom and courage makes a state great. To surrender to difficulties is the mark of the little man or the puny state.

The Association has more than an academic interest in the economic policy of the nation and of the state. It often happens that the state itself is the deciding factor as between good times and bad. It often happens that politics make difficult a united front by all public agencies against catastrophies that might be averted. We must work for a greater, more efficient and more united Empire State, worthy of its great past and dedicated to the welfare of all, if we are to deserve better things for ourselves. We must produce much in service to earn much in pay.

It is my hope that every public employee may be in-formed of the economic health of the nation and of the state so that he may make his particular contribution to sound thinking on our difficult problems.

I would like him to realize that we have come to a new period of after-war adjustment. It is not yet certain just what policies and programs may be required to meet this new phase, but it is certain that panic and playing politics will make things worse rather than better.

Economy Sound

The experts generally agree that the American economy is essentially sound. It may need a little tonic and a little let-down from war-time tensions. Our economy does not need amputation or general wage-cuts or shut-downs. It can do more for America and for the world than it has ever done if it is given the chance. The fatal error is to needlessly tinker with the works that make the economy go.

n. Nominating Group ks Suggestions by July 28

ntinued from Page 1) ill be carried in later is-The LEADER.

The Committee

tee consists of the follow

Charlotte Clapper; Arnold Wise; Ivan S. Flood; Harry Fritz; John M. Harris; Clifford Shoro; Raymond Monroe; Sidney Alexander; the 14 nominating com-members, 13 were present week's meeting The full Charles Brind, Jr.; John Cromie. Charles Brind, Jr.; John Cromie.

David M. Schneider, chairman;

ALBANY, July 18 — The prodeding instituted by Irving J.
served.

Supreme Court. Decision was regated on August 6, 1947, and that
it contains the names of more ceeding instituted by Irving J. Riley, as president of the Assistant Unemployment Insurance Claims- Examiner Eligibles As-Insurance sociation, through their attorneys Martha Gibbell and Samuel Restored to be held by the State on July nicoff, of NYC, was argued in the 23. They maintain that there is

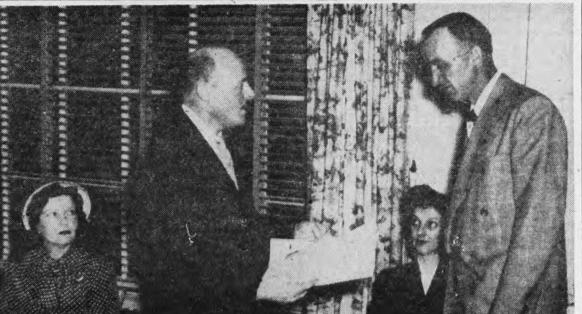
Court Hears

Argument Over DPUI Test

The petitioners seek to stop a promotional examination for the position of Assistant Unemployment Insurance Claims Examiner

than 150 qualified persons.

A new list shall be created only when there is no appropriate list existing from which appointments made, the petitioners



Fulton County employees ented The Civil Service Employees Asociation as a chapter, with the charter presentation. Reading from left to right: Mrs. Catherine W. Manzer, chapter secretary; J. Allyn Stearns, vice-president of the Association, presenting the charter; Mrs. Harry Van Steenburgh, and Harry Van Steenburgh, president, accepting the charter.



The Classification and Compensation Board, the combination successor of the State Salary Standardization Board and the State Classification Board is rolling along smoothly, reported J. Earl Kelly (above). He is chair-man of the new Board,



vid M. Schneider, of the Social Welfare Department. selected chairman of ating Committee of the Service Employees Associ-

Activities of Employees

Ogdensburg

At a meeting of the St. Lawrence chapter, The Civil Service Employees Association, held in the Andrews Street Park at Massena, Mrs. Mary C. Manning, attendance officer for the Ogdensburg schools, was elected delegate for the comsuperintendent for the town of Hermon, was elected the alternate

The following nominating committee was appointed to present a slate of officers for the chapter at the July meeting: Welthia Kip, chairman, county social welfare department; Kenneth Rogers Potsdam, department of public works; Alton Charter, highway superintendent, Hermon; Jean Magee, Gouverneur, department of public works; James Kane, Canton county highway depart-ment; Mary C. Manning, attend-ance officer, Ogdensburg schools, Kenneth R. Whited, tie vote;

in Gouverneur at a date to be announced, according to the chap-ter president, Philip L. White, of Ogdensburg.

Elmira

-Elwin H. Mosher was recently elected President of the Elmira Reformatory and Reception Center Chapter, Civil Service Employees Association. Other of-ficers elected include: Vice President, Herman E. Cassidy, Treasurer, Thomas A. Jones; Secretary, Ross G. Lewis, Sr.; Executive Representative, Francis W. Crowley.

The Executive Council of the Chapter is composed of: James A. O'Dea; Earl L. Platt, Edwin B. Pickney, Wilbur J. Holt; Leo T. Hanrahan, Marie T. Burns;

- you prepare for it right

and Pierre Malterner, Canton, chief of police.

The July meeting will be held

Richard C. Savey, Eugene Morrell and Alvie R. Haskins.

Ithaca Chapter

The Ithaca Chapter of the Civil Service Employees Association recently held its annual meeting and election of officers. The tol-lowing were elected: President, Mary Anne Zmek; Vice President, Mary Anne Zmek; Vice President, Dr. Kenneth Wright; Treasurer, Frances Argus; Secretary, Mrs. Ruth Burt; Delegates, Mrs. Veda Lawson and Miss Millicent Stev-ens; Alternates, Miss Bertha Rosecrans and Mrs. Ruth Burt.

The following are the other officers of the Ithaca chapter: Vice-president, Dr. Kenneth Wright; treasurer, Miss Frances Argus; secretary, Mrs. Ruth Burt; delegates, Mrs. Veda Lawson; Millicent Stevens, alternates, Bertha Rossegraps and Mrs. Ruth Burt tha Rosecrans and Mrs. Ruth Burt.

Wantagh

A regular meeting of the Long Island Inter-County State Park Chapter of The Civil Service Employees Association, was held on Monday evening, July 18th, at 8:00 p.m. at the Fire Hall in Wantagh.

During the meeting various prizes were announced: first, a floor model television-radio phonograph; 2nd prize, basket of cheer; 3rd prize, two bottles of Bourbon. Proceeds after the payment of expenses will be turned over to the Welfare Committee.

Farrell to Be Released From Hospital Soon

William Farrell, president of the William Farrell, president of the Brooklyn State Hospital chapter of The Civil Service Employees Association who was badly hurt at maneuvers at Camp Smith, is expected to be out of Fort Jay Hospital, on Governors Island, in the transport of the state o about two weeks.

A Sergeant First class in the National Guard, he was riding in a jeep when the driver lost control and both were thrown to the ground. Mr. Farrell suffered a broken shoulder and collar bone and rib injuries. He was removed to the army hospital at West Point and six days later trans-ferred to the hospital at Governors Island, where his many friends in the Association may address him.

Four Lists Issued

Lists of eligibles in the following titles were recently established by the State. The number of eligibles is given.

Public Works Assistant Hydro-Electric Operator.-No Names State Insurance Fund

Sr. Compensation Claims Ex-aminer, Upstate Offices.-6

Head Dictating Machine Trancriber.-3

Workmen's Compensation Board Assistant Self-Insurance aminer-7.

全部的1.50mm (1.60mm) (

Hard Fights Ahea For Employees

given that the 55-year bill will become law, such an assurance can only be affectuated with the can be difficult, costly—one the part of the employées, as the total economic picture begins to tighten up. This is the observation of responsible employee leaders.

It is also considered that the employees may ask for certain options to be made permissible to municipalities and counties on re-tirement, so that State members of the Retirement System should not be held back by local units of government.

It may even be suggested that State aid be extended for this purpose to municipalities.

Mitchell Bill

Another formidable fight facing public employees is the Mitchell vet preference bill. While this measure has successfully been guided through two legislatures, it now comes before the people as constitutional amendment. is recognized that a mighty Statewide campaign must be organized to assure that the measure will

Files Aids NYC Chapter

John L. Files, recreational director of the NYC chapter of The Civil Service Employees Association, has brought to the attention of members the travel club vacation services offered by the New York Journal-American and the Albany Times-Union. Members of the Association have already availed themselves of this service, he said.

Address Mr. Files for further particulars on vacation planning at Civil Service Employees As-sociation, 80 Center Street, NYC.

Ruth Lazarus Passed

The name of Ruth Lazarus was inadvertently omitted from the list of 80 State employees who successfully completed the State Civil Service Department's training institute in administrative analysis, published in The LEAD-ER of June 28. Miss Lazarus is employed in the Rochester office of the Workmen's Compensation Board. Department Labor.



be difficult, costly — one toughest battles yet engaby civil service workers.

Training The concept of training taken hold — and now em want more of it. They training that will enable it perform their jobs better, promotion examinations, a them more knowledge. The lature will have to provide for a training job. The pa the people of the State estimable, as employees better workers. But this will have to be gotten ac the general public.

Salaries
Salaries in public services
yet on a parity, except in
instances, with those in
industry. Against increas
forts to cut the pay of
workers, they will have to
staunchly and refuse to "te
The Civil Service Emp Salaries

roc'ation will try to go eral salary adjustments the State Compensation and it may be possible to de in this manner. It is als sidered in many quarter the Board should have the to make its adjustments to get an OK from the I Director The whole salar ture is such that employe have to fight to maintain and obtain increases, and obtain increases, against fraudulent argumentch are frequently raised the cost of living index

Merit System The maintenance and ext of the merit system again slaughts will also occupy energy. Civil service has s many blows in recent year the strongest bulwark s continued attempts to t down are the employees

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STATE AND COUNTY NEWS

ree Clerical Lists ve 6,425 E

lists in three clerical ontaining a total of 6,425 were published last week State Civil Service Com-- Clerk, File The jobs nd Mail and Supply Clerk open in departments and ons throughout the State. ran highest on the 7,000, as compared number includes 44 disand 453 non-disabled vet-Highest score was a cool schieved by Lorraine Ros-Buffalo.

were 1,821 on the Mail ipply Clerk list, of whom disabled and 260 nonveterans. No failures all who took the exam Top score, 98.800, went ris Goldstein of Brooklyn,

File Clerk list totalled 971, disabled and 73 non-diseterans. Some 2,300 failed. Schwartz of Alpany came hest with 98.730.

ucky fellow who's sure of is William Britt of disabled veteran, he in both the File and nd Supply Clerk tests, on he placed first and third ively, with scores way up

al hundred appointments e lists are expected in the

AND SUPPLY CLERK institutions & State Depts. Disabled Veterans

cormick, W., Spgfld 92440 crmick, W., Spgfld 92440 crschenbaum, A, Bklyn 92260 lech, R., Buffalo ... 90280 leming, W., Troy ... 88120 onlon, W. Bklyn ... 88120 (Quade, J., Bronx ... 86680 otherm, W., Bklyn ... 86620 ..85420 rlin, S., Bklyn . pegiani J., Bronx ..84700 gan, D., Brenx83140 ebraio, A., Albany ..83020 eck, R., Bklyn82960 ...84580 rker, M., Bronx antos, G., Hornell . 81880 farchello, C., Buffalo . 81520 homas N., Voorhesvle 81220 honson, L., Albany . . 80920 ohnson, L., Albany 80920 oky, F., Jamaica ... 80920 okrner, J., Queens Vig 80800 aybusher, E., Bklyn 80680 town, R., Troy 80380 osking, A., Buffalo ... 78820 hto, J., Tuckahoe ... 78820 ay, R., Richmnd H1 78460 oyer, F., Niagara F1 77980 addi, M., Corona ... 77320 layary, H., Tarrytyn 76840

n-disabled Veterans ertzoff, B., Bklyn97900 wans, R., NYC ... ackson, C., Bklyn chweiger, E., NYC95860 skudder, F., NYC Sudder, T., NYC Suller, T., Troy Stan, J., Bronx Shieber, S., Bronx Schneid, N., NYC ..94600 93100 chneid, N., NYC 92920 92860 Irnside, R., Jamaica . . 92680 eckel, C., Bklyn 92680 H., Bklyn ..91960 derfeld, S., NYC ... 90940 derfeld, S., NYC ... 90940 deeder, W., NYC ... 90940 dender, W., NYC ... 90940 dtoff, P., Bklyn ... 90880 lickerman, I., Bklyn 90820 lidge, T., Albany ... 90520 lien, B., NYC ... 90520

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TUESDAY, JULY 19, 1949

Hilliard Comes Up With A Surplus

The ineffable Mr. Raymond M. Hilliard, NYC Welfare Commissioner, has proudly come up with a surplus nearly \$10,000,000 from its 1948-49 budget. Nice?

No - it isn't nice at all. It isn't nice when one considers what has happened to relief budgets in this period during which the surplus accumulated. It isn't nice when one considers the pay - often miserable pay - of the trained workers in that department. Mr. Hilliard reports that his payroll saving alone in this period reached \$2,342,552. That money came out of the hides of overworked, driven, tense, underpaid, employees. Raymond M. Hilliard unwittingly provides the strongest argument to prove that salaries in the Welfare Department could be, should be, can be, and must be brought up to decent levels.

Mr. Hilliard has a record of accumulating surpluses in his former Illinois job. It seems to us that a relief administrator requires larger motivations than to show how big a surplus he can accumulate. That surplus can come from

only two sources - the poor and the employees.

These Are the Facts, Mr. Gerlach!

I is not a proud achievement that among all the com-nunities in the United States, Westchester County — probably the wealthiest - has with undue haste and acclaim

rushed to cut the salaries of its employees. The publicly-cited reason is an "agreement" with the employees that their salaries would be tied to the cost of living index — going up when the index rises, down when it falls. But the fact is that no public record exists of such an agreement, and the employee representatives deny unequivocally they ever made it; and in direct negotiation with these representatives, the administration carefully re-

frains from referring to any agreement. However, leave aside the whole question of an "agreement;" there are some aspects of the situation which Westchester officials should

weigh more carefully than they have.

First, during a time when other units of government -City, State and Federal - merged all or substantial parts of recent pay adjustments into base salary, Westchester has bumbled along without providing this essential protection.

Low Salary Base, As It Is

Second, the Westchester salary base is unusually low. On simple economic grounds, it can be demonstrated that

the base requires sharp upward revision.

Third, while it is true that total Westchester pay may have in recent years approached a parity with pay in other comparable jurisdictions, it is equally true that the present slash cuts the average below that of other comparable juris-

Summing up: Little attempt has been made to consider whether the basic pay structure is fair; but a \$75 yearly pay cut is ordered on the basis of an adjusting formula which has become outmoded and rendered obsolete by the action of other units of government in stabilizing employee

It would seem that County Executive Herbert C. Gerlach has here a responsibility to come forward with a progressive wage policy to assure the County employees and their families of security against pay cuts of this nature. May we remind Mr. Gerlach of a speech, made only a year ago, in which he said:

"I recall the days of salary cuts, when employees still remained loyal to the County-and continued to render loyal and faithful service. I remember the war years when many positions were not filled, and those who remained took over additional duties and responsibilities.'

Surely Mr. Gerlach has not already forgotten?

The Westchester action will bring sorrow upon the employees, and from it the County can expect to garner no State-wide good will, no national encomiums.

The NYC **Employee**

(Continued from Page 1)

Bridge and Tunnel Officer jobs. The BTO jobs paid the very least, and if anybody accepted it while Correction Officer or Transit Patrolman vacancies ere still open, that'd be news.

One examination, in the opinion of Samuel H. Galston, Director of Examinations, would suffice for filling such jobs as Social Investi-gator, Court Attendant, License Inspector, Investigator, Inspector of Markets, Weights and Measures, Probation Officer and others. Even the Patrolman (P.D.) and Fireman (F.D.) examinations could be combined, he feels. That was done during the war when the non-competitive examinations for Temporary Patroiman and Temporary Fireman were held.
The requirements would then be

the same for both jobs. Now they're somewhat different, especially as to height (5'8" for Police, 5'61/2" for Fireman).

All that would be for the future, if at all, and wouldn't affect the published Fireman list nor the Patrolman application period that opens December 1.

Training is the key
"The key to satisfactory performance is the training period,"
said Mr. Galston. "When we hold said Mr. Galston. "When we hold a Patrolman examination, for instance, we do not certify to the Police Department that the eligibles are ready to work a beat, only that they possess every requirement for being trained to be capable Patrolmen. Since the entrance pay is the same, and the rise to the top of the grade is accomplished in the same period of three years, the two tests, which are for similar skills, could be combined."

One advantage of common examinations for filling multiple titles, which he didn't mention, would be total absence of even a semblance of a grievance because a list already established is declared appropriate for filling jobs in another title, or in multiple other titles. Under the proposed plan the "appropriate" use of a

list would become unnecessary.

Practice Growing

The practice of using one list The practice of using one list for several purposes is growing in NYC, an indication that Mr. Galston's combination idea may thrive. The Commission recently adopted an amendment to its regulations, to put not only all future candidates, but everybody else, on notice that the broadening of eligibility is the vogue. Grievof eligibility is the vogue. Grievances arise when persons say that they'd been waiting a long time for a particular examination to be held, only to discover that some other list is to be used for filling the job they want.

"Had I only known," is the tenor

of the gripe.

In examinations for technical, scientific and professional jobs the present confinement of the list to filling positions in the single title would be followed, as in hiring doctors, lawyers and dentists Even the nursing specialties would still retain their individuality for filling vacancies, with no trans-

positions. The question would arise, in the broadened examinations, whether or not the minimum requirements would be raised. There is no present intention of raising them. In the Police, Fire, clerical and some other examinations, no formal experience or training is necessary to entitle one to compete. In other examinations, including those of Investigator of one type or anthere are minimum experience requirements, and such minima would be retained. However, one departure would be that a college degree, while not required, would be acceptable in lieu of some, if not all, of the required experience.

Human Side of Test

One woman who showed up at Julia Richman High School to take the NYC Social Investigator examination brought her year-old child with her. She'd intended to let her husband take care of their darling, but he took sick. The Civil Service Commission had the woman take the test in a room all by herself, except for a special monitor for her alone, and the presence of the child to watch mamma. It was a new experience for the child, the mother and the Commission

Commission. Women

on Repeat T

(Continued from Page 1) would not run - then, no man could have stood against him.

Why This Way?

Why has it happened this way, when his re-election could have been so cleanly in the bag? Why has he gotten involved in the Frank Hogan fracas, affronting a sensitive man? Why has he given to many political leaders, and other prospective candidates, cause other prospective candidates, cause for personal bitterness, by permitting hopes to soar, only to become shrivelled and soured? Why has he permitted himself the luxury of so many different positions, so that the City was never truly aware of what he sought? Why has he taken a giltedged "insurance-policy" election and run it into a dogfight?

These are duestions which not

These are questions which not his enemies, but O'Dwyer's friends and objective observers of the political scene are asking.

Why It Will Be a Hard Fight

It will be hard campaign. Up to the last minute, the Mayor's intimates tried to get Liberal Party support for him, but failed. Six weeks ago he could have had that support; and he could have had it, too, if he had preferred to run for the U. S. Senate on the basis of his campaign against the

Taft-Hartley Act. In 1945, O'Dwyer's total vote was 1,125,359. Of this total, the American Labor Party contributed 257,-929. If you eliminate those ALP votes, O'Dwyer's total is only some 20,000 more than the total garnered by his opponents. And that was an election which neither of his opponents could win, and every-body knew it. His GOP opponent, Jonah Goldstein, was a former Democrat who didn't fool any Re-publicans and didn't drag any Democrats with him. Newbold Morris, his No-Deal opponent, was a stalking horse put up by La-Guardia for the deliberate purpose of helping O'Dwyer win.

Fusion Win Possible

Today, there is a feeling in anti-O'Dwyer ranks that victory could be possible. It is of record that Newbold Morris is a good vote-getter. It is important to Tom Dewey to win. The Liberal Party, now in fusion with the GOP, wants to roll up an impressive record. There is a feeling among many Democrats, which cannot be described as warm to O'Dwyer; and these Democrats can't be expected to plunge in with warm beart to get him rewith warm heart to get him re-elected. As the Newbold Morris group senses the remote possibility of victory, more money, more effort will go into the campaign.

How Far Has He Slipped?

Six weeks ago O'Dwyer was invincible. A deep political query is this: How far has O'Dwyer it will be unpredictable.

slipped? It is now July, election isn't until Nover O'Dwyer, with his ch facility for doing thin like, for always landifeet, plus his reputation an industrious and for ing Mayor— can the make the public forget make the public lorget is ling pre-campaign perf. He may have had reason for doing it w come out in the cours campaign.

The ALP

The ALP is deeply a the bounds of probabi O'Dwyer will accept supp so-called right-wing of wing political party. darkly hinted that the struggle between Ewar and Eugene Connolly has and Eugene Connolly has pecially promoted with succlusion in prospect.

a substantial portion of openly for O'Dwyer; and segment of AFL and Cluster in his corner, as it been in the past; such a might even units to give might even unite to give an additional line on machines.

machines.

The Senate Picture
Another question: We politically embarrassing
Mayor if the Democrate torial candidate is also the Liberal Party ling
O'Dwyer is not? Herbert man may decide to run, probability now (anyth the proper than the time to the proper to the time to the proper to the time probability now (anyth happen betwen the time in written and the time in press) is that he will not this, let it be added, is a itself — a story of first magnitude. (For that ma worthwhile to digress and the political history of several months in New will make interesting interesting — historical They Want Pecor

Supreme Court Judge I Pecora has been besieged the race for the U. S. Ser O'Dwyer not told Bosses and John Cashmore that ant night at Gracie Man he was going to run again would certainly have final choice as the I Mayoral candidate, with of Liberal Party support chieftains have already Pecora begging him to Senate run. With Lehrunning, O'Dwyer-Pecora strong ticket from a little boss ricket from a little bo litical boss viewpoint is Irish Catholic, Pecora Protestant. But Pecora telling those closest to not too sure he wants to the relatively easy life preme Court judge in make the difficult Set But neither has he said.

It will be a tense, exc

of the three schools, noted that the failure mark of 69. at the two "co-ed" exams there 62 questions right woll was a generous male representation, of which he was glad, but counted only 3,143, although 4,580 68.82).

were notified to appear.

NYC needs the eligibles badly, NYC needs the eligibles badly, and it doesn't appear as if there'll be many more than 1,110 on the list, finally, unless the final key changes the tentative one. The might be used if the number of the maximum one may get wrong, and 27, but wait for the answers! Things will be the company of key answers have to be finally adopted before anything can be said officially about the prospec-tive number of eligibles. Yet Mr. Galston himself will take some papers selectively this week, and use them as samples on which to base a ratio, assuming the tentative key answers won't be changed. He will come up with an activate of the number of cardi estimate of the number of candidates who passed. If it's more than 1,000 he'll certainly be glad, as he'd like to avoid having to hold another Social Investigator ex-amination in the fall, particularly as rapid sequence of examinations in one title tends to attract mostly those who failed previous tests for the same job.

Weights May Be Different

The Commission reserved the right to weight the questions so that some answers would count more than others. Under the equal Take Test took the test in that high school and some of them were pregnant. Men and women took it in Stuyvesant and Seward High Schools.

Mr. Galston made the rounds the fraction puts one higher than the stand theres, one theretoes, there than others, one theretoes, there than others, one theretoes, there than others, one of there are the subject than one would have to get 63 questions right, to attain the pass mark. The literal passmark is 70 per cent, but 69 and a fraction is accepted as the subject than one would have to get 63 questions right, to attain the pass mark. The literal passmark is 70 per cent, but 69 and a fraction is accepted as the subject than one would have to get 63 questions right, to attain the pass mark. The literal passmark is 70 per cent, but 69 and a fraction is accepted as the subject of 70, since

Therefore the maximum

would pass, on the equ basis, proves too small, mission is after as large possible.

THUMBNAL SAMUEL H. GALSTON

of Examinations, began reer with NYC as an Ins Weights and Measures, out No. 5 in an exami which 3,000 competed. members bristling Clem former Evening Journal as head of the Bureau and Measures, piling up of scales, seized in raids ab in the City Hall plaza f Gaynor to behold. After ment, young Galston, in CCNY ('10'), was given test on scales, which he the other appointees faile Gaynor asked the boss, late Jim Walsh, if the had been trained. "No, answer. "Then train em months and let me knowlt" the Margard sult," the Mayor ordered guess the result and also Galston thinks so highly on-the-job-training.

service application you been annoyed at the details were required. If you were tentious, you searched your and memory to present ract information asked for. her of these failed you, you have supplied rough approxons only. This is especially acteristic of that portion of application calling for your record of experience. Yet, st civil service examinathis work experience is ex-

the first place, most examannouncements call for on announcements call for in minimum training and exnce. If you sell yourself by failing to specify all qualifying experience, you an. It is, therefore, very imience fully on the applica-

of the things to guard is a common tendency to that certain experience you had is either not significant besn't have to be reported se you have already set enough qualifying exper-This attempt at interprete requirements is dangerbecause what you consider fying may not be so con-ed by the civil service ers and vice versa.

Work Experience Rated

ur work experience may also iven a rating and thereby your final average mark rank on the eligible lists. ember that civil service exers cannot give you credit experience which you do not ie in your papers. They can you on the record only. in employment are not conin your favor. So make the record is complete.

e only time the examiner beyond the record is when through the eyes of an ligator. But it is not custofor civil service agencies to se ratings on experience as esult of investigations. The se is more often the case. don't overdo it. ration may be construed as review.

BY THEODORE BECKER an attempt to defraud and may result in disqualification.

What You Can Do Here are some of the things you can do to avoid the difficult-ies involved in filling out your application and making sure that what you claim as experience can

be verified:

1. Read the announcement care fully, including the general in-structions to candidates, if any. 2. If you believe you are qual-ified, fill out the application and cite all your experience, even that portion which you may not con-

sider qualifying.
3. Maintain a file containing documents, such as letters of reference, letters of appointment, service record ratings, reports, etc., showing the length and quality of your service.

4. Maintain a copy of your application for reference. This will make it much easier to fill out future applications.

Understating and Overreaching The affect of failure to describe experience fully on an applica-tion is illustrated by a recent court case involving salary credits for a teacher in the New York City public school system.

The Court denied the teacher salary credit for experience which he had failed to mention previously in connection with fixing his initial salary. Furthermore, the Court deprived him of some other salary credits when it dis-covered that the Board of Education had improperly allowed the same. Pointing out that the Board may not have been able to reduce the credits, if the teacher hadn't raised the issue of salary credits himself the Court stated:

"In view, however, of plaintiff's assertion of a claim of ad-ditional credit, it would seem that he has opened up the entire question as to the proper amount of credit to be allowed him, and thus permitted the court to compute the proper credit de novo, which it has done." (Strum v. Board of Education, 3-28-49. N.Y.L.J. 1106

This is comparable to the procedures of some civil service agencies which provide that when a candidate appeals from a rating. Ex- his entire paper is opened up for

hat Employees Should Know Civil Service Reform Report Asks Grievance Review Board

Reform Association.

The Association again urged re-organizing the State Civil Service Commission by vesting administra-tion in a qualified personnel direc-tor, with a commission appointed without regard to political affiliations whose function would be confined to determining policies, conducting investigations of op-eration of the law, and similar broad responsibilities. A similar

Public Service Chapter, NYC, **Begins Meetings**

The Metropolitan Public Service Chapter, Civil Service Employees Association met Friday evening, July 15 in the hearing room of the Public Service Com-mission at 233 Broadway, NYC. The newly-formed group elected Kenneth A. Valentine as temporary chairman and Edith Fruch-thendler as acting secretary.

A constitutional committee was also elected to draw up a con-stitution that will be presented at the chapter's next meeting for ratification. On the committee are Joseph Holt, Mark Jackson, Edward Block, Amadeo Carmina and Miss Fruchthendler

A nominating committee was also chosen to draw up a slate of officers. Serving are Joseph Wigman, Mr. Jackson, Sadie Hirsch, George Wagner and Philip

TEACHER LOYALTY TEST

ALBANY, July 18 — Teachers and public school employees in New York State must be investi-gated annually by the boards of education to determine if they have committed disloyal acts or are members of subversive or-

Declaring that "short-sighted attempts to use the civil service as work relief for political work-ers in whatever political party may be dominant are still made al-most daily," the report deplores the tendency to except positions from competitive tests, stating: "Aside from limiting career op-portunities, the existence of ex-cepted positions occupied by per-sons who have not had to meet competition on their own merits establishes a partisan political atmosphere which cannot fail to affect their co-workers and sub-ordinates." The Association again recommends that all civil service commissions in the State be di-vested of authority to except positions from competition.

NYC a Generation Behind

"In most phases of civil service administration, New York City the world's synonym for modern-ity — is a generation behind the times," states the report.
 Criticizing the Municipal Com-

mission of NYC as well as the State Commission for too many exceptions from competition and too many provisional appointments, the Association deplores the City's penny-wise, pound-foolish policy of paying permanent, competitively appointed employees on certification from pivil ployees, on certification from civil

A call for public employee grievance machinery highighted the
annual report of the Civil Service Declaring that "short-sighted thousand provisionals, often politically sponsored employees, it will have to revise its policy either by denying increments to all but permanent personnel or by permitting provisionals to stay at the salary levels they have attained in provisional status when they accept permanent appointments."

Seeks Wide Survey

The report urges, as a first step

toward putting the New York City civil service on a sound basis that a comprehensive scientific survey of the salary schedules, duties and responsibilities of all City positions be made. Pointing out that no real classification study has been made since before World War I, that the present classifi-cation system is outdated and the pay plan inadequate, arbitrary and inequitable, the Association advises "that the City obtain the services of outside, technically equipped experts in this field on an advisory, consultative basis, working in constant, close contact with the City's own staff. A reasonable sum appropriated for such a survey would be a sound invest-ment which would pay huge divi-dends in ultimate savings and improved morale in the service." The Association hails the passage by the 1949 legislature of the Mitchell-Van Duzer proposal, making fundamental changes in the service eligible lists, less than it had paid the provisional incumbents of the same positions, stat- by the voters on November 8. veteran preference provision of the State Constitution, if approved

entral Conference Field Day Be Conducted on Grand Scale

LEGAL NOTICE

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any of them be dead to their huswives, if any, distributees, heirs
and next of kin, Executors, Adflors or assigns and/or Successors
test and all other persons entitled
diation herein, whose names, resiand cannot after dilligent inquiry be
used; the next of kin and heirs at
Marie Melford Blanc, generally
Marie B. Charlier, deceased.
GREETING:

REAS Gerald J. Dunworth, who re-

Marie B. Charlier, deceased.

GREFTING:

GREAS Gerald J. Dunworth, who re
GREAS GERALD FIFTH STATES

GREAT STATE

general committee on arthe chairman of the Conference, should a member or friends buy tickets to both the Saturday night and Sunday affairs, they may obmember of the committee would exert the utmost possible effort exert the utmost possible effort to make the affair an outstanding success. Albert E. Launt, chair-man of the committee and presi-dent of the Empire State Civil Service Club which is sponsoring the event, presided at the meet-ing, which was held at Saxon's Restaurant, near Binghamton Restaurant, near Binghamton.

As if to give earnest to this pledge, the State employees of the Binghamton area are already responding to the efforts of the committee with the most gratifying enthusiasm according to a statement from Mr. Launt. The day before the field day, which will take place on August 14, a regular meeting of the Conference regular meeting of the Conference will be held at Saxon's Restaurant in the afternoon. A buffet supper will be held in the evening, followed by an entertainment consisting of a "German band," a musical trio (electric guitar, accordion and drum), two dance numbers by the talented Yvonne Goundrey and a barber shop quartet. Dancing and a social hour will ensue. conterence

hour will ensue.

The field day, to be held at Pine Plains at the Chenango Valley County of New York, at the Abow cause before the Surrogate's tour County of New York, at the Secords in the County of New And the 10th day of August, One at the 11th day, to be held day, to be the Chenango Valley State Park, will begin at 11 a.m. Mr. Launt announced that guests will have an opportunity of enjoying the facilities of the State Park, will begin at 11 a.m. Mr. Launt announced that guests will have an opportunity of enjoying the facilities of the State Park, will begin at 11 a.m. Mr. Launt announced that guests will have an opportunity of enjoying the facilities of the State Park, such as swimming, boating, golfing, horse back riding and many other features. He atted that the general committee nas one obligation; to offer to offer The field day, to be held at Pine Plains at the Chenango Val-

tain them for \$3.75, whereas the printed price for the supper is \$1.50 and the dinner next day is

2.50 or a total of \$4.

Mr. and Mrs. Curtis Gardner,
1216 Chenango Street, Binghamton, represent the subcommittee on housing and transportation. It is recommended that those who desire such accommodations write to them. Stuart H. Anderson is the treasurer of the two-day event. When mailing money day event. When mailing money orders or checks, make them payable to Stuart H. Anderson. He lives at 71 Frederick Street, Binghamton. All requests for information should be directed to Mr. Launt at the Binghamton State Hospital or Mr. Stott, R. D. No. 3, Binghamton. Binghamton.

Members of the general committee who were present were Mr. and Mrs. Launt, Edward Strong, Mr. and Mrs. Anderson, Mrs. Maroa Jenkins, Mr. and Mrs. Frank Bell, Mr. and Mrs. Gerald Reilly, Mr. and Mrs. Stott, Mr. and Mrs. Curtis Gardner, Mr. and Mrs. C. Albion Kenworthy, Paul H. Swartwood, Stanley Pot-ter, Mrs. Minnie Parker and Mr. and Mrs. Harold E. Boyce.

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public employees, aid in their civil service problems.

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Christopher Street st

.77800 260. Judge, W., Elm

262. O'Neill, P., NYO

265. Barber, S., Schtdy 266. Milicich, P., NYO 267. Perlmutter, J., Bk

268. Klein. M., Bklyn

269. Degnan, G., Que

This ends the list abled veterans. Next

State Departmer

Disabled Vett

Mallue, B., Buffal

2 Reidy, J., Syracus 3 Britt, W., NYC

McCormick, W.,

Kirschenbaum,

7 Utech, R., Buffs

B Edsall, A., NYC

10 Fleming, W., Tro

11 Conlon, W., Bkly

Cohen, J., Bklyn

6 Goldfiein, J., Br

Pisano, R., Elmi

Pugsley, E., NYC

263. Bonk. A., Buff

The NYC and

dress above).

Clerk-Carrier Test EXAMS FORUBLIC JOBS Sanitation Man Set for This Month EXAMS FORUBLIC JOBS Physical Rules

stitute Carrier written examina- apply to persons entitled to vettion to fill post office positions eran preference. Age limits will in New York, N. Y., (Manhattan be waived for war service in and The Bronx), where there are definite employees who on the 600 vacancies, and Brooklyn, Long closing date of this examination Island City, Jamaica, Far Rock-away and Staten Island, where would be filled iron the eligible the total vacancies are consider- register resulting from this exably fewer, will begin this month. anination, and who could norm-There will be multiple examina- ally be expected to have comtion dates, as the candidates are pleted 15 years of Federal service expected to number 20,000. This by their seventieth birthday. imposes a heavy load on the Sec- These age limits will also be ond Regional Office of the U.S. waived for war service indefinite Civil Service Commission, but employees who on the closing Director James E. Rossell has date of this examination are serv- Fee \$1. massed his forces to cope with ing in positions which would be the largest examination that will filled from the eligible register be held this year.

test only until 5 p.m. today (Tues- birthday. However, the names of day). The application blank must eligible war service indefinite emat the Regional Office, 641 Washington Street, Manhattan. Take which will be used only after all Seventh Avenue subway local to other eligibles have been given

Three Year List Life

It is expected that many who apply for the Clerk-Carrier test also will compete in the Mail Handler examination, to open July 21. The announcement of the Clerk-Carrier examination consisted of the printed form used throughout the United States for this examination, and included the statement that mail handlers are appoined from the Clerk-Carrier register, which is true only of small post offices, where there are not as many as three Mail Handler jobs, but does not apply in NYC, where a separate examination for Mail Handler is held. But the duties of newly-appointed Carriers may be the same as those of newly-appointed Clerks.

The register of eligibles resulting from the Clerk-Carrier examination will have at least as long a life as the lists that are about to be supplanted by the new lists, probably more, or three years. Those on the present Clerk-Carrier lists, of whom there are many, will have to take the new Clerk-Carrier examination, and pass it, to remain eligible.

Old Lists to Be Killed

examination notice set forth:

(1948). Eligibles on the old regis- each ear, with or without a hearter who wish to receive further ing aid. ter who wish to receive further consideration for appointment to this position must file application under the terms of Announce-tion under the terms of Announce-ment No. 2-50 (1949)."

AUBURN, July 18 — The first annual dinner and charter presentation of Cayuga Chapter was held irremediable or incurable defect recently at Sunnyside Inn, Auburn.

The first 253. Quinn, J., Albany77860 259. McCaffrey annual dinner and charter presentation of Cayuga Chapter was held irremediable or incurable defect recently at Sunnyside Inn, Auburn.

The first 253. Quinn, J., Albany77860 259. McCaffrey annual dinner and charter presentation of Cayuga Chapter was held irremediable or incurable defect recently at Sunnyside Inn, Auburn.

The first 253. Quinn, J., Albany77860 259. McCaffrey annual dinner and charter presentation of Cayuga Chapter was held irremediable or incurable defect recently at Sunnyside Inn, Auburn. ment No. 2-50 (1949)."

is increased 5 cents an hour each succeeding year to \$1.79, or \$71.60 disqualified may be considered for

Requirements Listed Requirements follow:

to the United States.

reached their eighteenth birthday efficiently the full duties required congratulate your officers and but must not have passed their of probational appointees and committee on this splendid showfiftieth birthday on the closing without undue hazard to them- ing." date for acceptance of applica- selves, fellow employees, or others.

resulting from this examination The examination is open to men and who could not be expected to have completed 15 years of There is time to apply for this Federal service by their seventieth ployees in the latter group will bonus. Fee \$2. be entered on supplemental lists appropriate consideration. An eligible on the supplemental list may be accorded a competitive status only in the position he held on the closing date or one of County, \$2,633.85 to \$2,922.15. lower grade for which the list is Fee \$2.

appropriate. Height and Weight. - Male and emale applicants must be at least 5 feet 4 inches in height without weigh at least 125 pounds.

Wayver. - The height, weight, and age requirements are waived for honorably discharge veterans. These requirements may also be waived for non-veterans who are presently, or who have been employed in the position of Substitute Clerk-Carrier and who have demonstrated their abilities to discharge efficiently the full duties

required of probational employees. Physical Requirements. - Arms, hands, legs, and feet must be sufficiently intact and functioning in order that applicants may perform the duties satisfactorily. The distant vision of applicants for the position of Substitute Clerk must test at least 20/30 (Snellen) in one eye, eyeglasses permitted.

Distant vision of applicants for the position of Substitute Carrier must test at least 20/30 (Snellen) A note contained in the official in one eye and 20/50 (Snellen) in the other eye, glasses permitted. "The registers to be established from this examination announce- must be able to read Jaeger type ment will cancel and supersede No. 4 at 14 inches. They must the registers established as a re- be able to hear ordinary conversult of the announcement No. 2-17 sation at a distance of 12 feet,

The last-named announcement performance of duty or which than 100 members and guests of The last-named announcement performance of duty or which than 100 members and guests of number is that of the current renders them a hazard to themselves, fellow employees, or others. Service Employees Association. Remedial defects or curable dis- Alyce Bogart acted as Chairman The pay is \$1.29 an hour to Remedial defects or curable disstart. For a 40-hour week that eases will not exclude a person of the Committee in charge, assisted by Chester Nodine and Stave totals \$51.60. After a year of from examination, but proof that sisted by Chester Nodine and Steve satisfactory substitute service, in- such conditions have been remcluding time served as special edied or cured must be received delivery messenger, the basic rate during the life of the eligible register before persons otherwise

stated: "I believe in the right of appointment.

Waiver. — Certain physical requirements are waived for honorably discharged veterans proposed by the come members of organizations of civil Service Commission, has announced salary increases for 89 278. Bergen, J., L.I. employees of the State Division of 279. Sealy, L., Bkly Military and Naval Affairs, re- 280. Reineck, H., All Military and Naval Affairs, re- 280. Reineck, H., All Military and Naval Affairs, re- 280. Reineck, H., All Military and Naval Affairs, re- 280. public employees to form and be-Residence. — Applicants must actually reside within the delivery of the post office named or be bona fide patrons of such office. Persons employed in the post office will be considered bona fide patrons of the office.

Persons of the office.

Oradly discharged veterals provided such veterans are physically able to discharge efficiently the duties of the position without any undue hazard to themselves, fellow workers, or others. These requirements may also be waived patrons of the office.

Oradly discharged veterals provided such veterans are physically able to discharge efficiently the duties of the position without any undue hazard to themselves, fellow workers, or others. These requirements may also be waived patrons of the office.

Oradly discharged veterals provided such veterans are physically able to discharge efficiently the duties of the position without any undue hazard to themselves, fellow workers, or others. These requirements may also be waived patrons of the office.

Oradly discharged veterals provided such veterans are physically able to discharge efficiently the duties of the position without any undue hazard to themselves, fellow workers, or others. These requirements may also be waived for position without any undue hazard to themselves, fellow workers, or others. These requirements may also be waived the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to persons employed in the post of a classification survey. The survey, made at the requirements may also be waived to prove the city of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gathered to parts of Cayuga County, including the City of Auburn, gat for non-veterans who are pres- Association. I know from my ac-Citizenship. — Applicants must ently or who have been, employed to titizens of or owe allegiance in the position of Substitute Clerk- there tonight that this chapter will here tonight that the same th Carrier and who have demon- do a good job in representing civil Age. - Applicants must have strated their abilities to discharge employees and their problems. I

Open-Competitive Lists

Public Library, Erie County

Non-veterans
1. Bratt, T., Clarence Ctr 88800
2. Vogel, D., Tonawanda ..82900
3. Breen, M., Buffalo82600
4. Townsend, J., Orchrd Pk 82300
Non-disabled Veteran
Non-veteran

Non-veter

(O.C.), Education Department

CIVIL SERVICE LEADER

Open-Competitive

Last date to file on all the follow-ing State exams is Friday, August 12. Written tests will be held on Sep-0287. Senior Psychologist. West-

chester County, \$2,910 to \$3,970 plus bonus of \$720. Fee \$2. 0169. Housekeeper (reissued) Tompkins County, \$.71 per hour.

9195. Case Worker, Erie County, \$1,700 plus \$500 bonus for 1949.

0196. Draftsman, Cheektowaga, Erie County, \$2,700. Fee \$2. \$0197. Laboratory Erie County, \$2.100 plus \$500

Supervising Tabulating Machine Operator (Remington Rand), Erie County, \$2,700 plus \$500 bonus for 1949. Fee \$2. 0199. Case Worker, Essex Coun-

ty, \$2,160 to \$2,520. Fee \$2.,

0209. Case Worker, Rockland Assistant Director of Nursing (Psychiatry), Westchester

\$240 per year. Fee \$3. 0290. Junior Librarian, Scarsdale, Westchester County, \$2,500 to \$3,400, plus 10% cost-of-living bonus. Fee \$2. This exam open Fee \$1. to residents and non-residents of

New York State. 0291. Library Assistant, Tuckahoe, Westchester County, \$2,000 adjustment. Fee \$1. Open to residents and non-residents of New

cost-of-living adjustment. Fee \$2. compensation. Fee \$1. 9307. Fire Driver, Fredonia,

0308. Tax Account Clerk, \$252. Fee \$2.
Chautauqua County, \$1,620 to 0249. Senior Special Tax In- 0266. Associate

Assn. Charter

Cusick Chief Speaker

The principal speaker was As-

semblyman Charles Cusick who

0309. Case Worker, Tompkins county, \$2,200 to \$2,500. Fee \$2.

to \$2,300 plus emergency compensation of \$200. Fee \$1.

for county jobs. County, \$1.18 per hour. Fee \$2. 0313. Assistant - Director of COrtlandt 7-8880. Or Nursing, Grasslands Hospital Westchester County, \$3,180 to

0314. Assistant Director of Nursing, Tuberculosis Division, Grasslands Hospital, Westchester County, \$3,180 to \$3,900, plus emergency compensation of \$720

of Purchase and Supplies, West- that applications be chester County, \$1,950 to \$2,250 applying for an applying semergency compensation of but a 6-cent stamped

0317. Junior Social Case Work- Sundays and holidays er, Westchester County, \$1,950 9 a. m. to noon. T County, \$3,180 to \$3,900 plus \$720 to \$2,250 plus emergency com-

> County, \$1,800 to \$2,300 plus emergency compensation of \$500.

Clerk, Mount Pleasant, Westchester County, \$1,800 to \$2,400. Fee \$1. 0320. Information Clerk, Grass to \$2,700 plus \$300 cost-of-living lands Hospital, Westchester County, \$1,440 to \$1,820 plus emergency nsation of \$720. Fee \$1. 0321. Junior Librarian, Tarry- five annual increase

0306. Case Worker, Chautauqua town, Westchester County, \$1,740 Preferred maximum County, \$2,340 to \$2,760, plus \$252 to \$2,400 plus 30% emergency years. Certification

\$1,920 plus \$252 cost-of-living ad- vestigator, Department of Tax- alyst, \$6,700, plus five

U. S .- 641 Washin Tel. WAtkins 4-1000. State—Room 230 BArclay 7-1616. State y Same applies to exams creases to \$4,176. Fee \$3.

NYC—96 Duane N. Y. (Manhattan). -Tel. rtlandt 7-8880. Option LEADER office. y -110 Livingston Street

State House, Trenton;

s, as specified. ations by mail. New York by mail and requires that dnight of the closing date. ostage is required when State. Civil Service Commission application blanks from the Albany office (ad-

p.m. and on Saturday from is open every day from avs and holidays. nes that may be used for

How to Get Then Street: IRT Lexington IND trains A, C, D, A

Fourth Avenue local or Seventh Avenue local

annual increases to \$5 s to \$6,406. Fee \$5.

0270. Senior Economics Re-Editor, Department of search Labor, \$4,242, plus five annual Rochester outside of New York, N. Y. (Manhattan) labor, \$4,242, plus live silituda increases to \$5,232. Fee \$4. New York 7, N. Y., Tel. erans' Affairs), Executive Departbany 1, N. Y., and Room ment, \$3,450, plus five annual in-

> 0272. Insurance Research Assistant. Department of Insurance, \$3,174, plus five annual increases to \$3.846. Fee \$3. of the Rochester Chapter of The

0273. Senior Planning Tech nician, Department of Commerce, Camden; personnel officers \$4,110, plus five annual increases to \$5,100. Fee \$4. Open to resalready in government idents and non-residents of New York State. 0274. Planning Technician, De-

partment of Commerce, \$3,450, plus five annual increases to tions by mail, but requires \$4,176. Fee \$3. Open to residents to the writer of the Rochester losing date; a post-mark and non-residents of New York Column — such willingness makes 0275. Senior Building Construc- porter.

tion Engineer, Executive Department, \$5,232, plus five annual increases to \$6,406. Fee \$5. 0276. Junior Civil Engineer,

\$3,450, plus five annual increases to \$4,176. Fee \$3. 0277. Mine and Tunnel Inspector, Department of Labor, \$3,174,

plus five annual increases to \$3,846. 0278. Radio Technician, \$3,174, plus five annual increases to

Assistant Locomotive Inspector, Conservation Department, \$3,484, plus five annual increases to \$3,174. Fee \$2. 0280. Junior Engineering Aide,

\$2,070, plus five annual increases to \$2,760. Fee \$2. \$0281. Highway General Maintenance Foreman, Department of Public Works, \$7.56 to \$9.76 per

15%. Fee \$.50. Senior Research Analyst 0282. Principal, School of Nurs-'Affairs), Executive De- ing, Department of Mental Hy-\$5,232, plus five annual giene, \$4,242, plus five annual in-

him very popular with this re-So he says: he and William

Taylor are spending the summer covering the migrant Labor situ- tests nor between trials in a test. in 8 counties of the Rochester area. . . . Herbert Tar-rington was recently appointed continue to conclusion at same Supervisor of the Rochester Office of the Bureau of Industrial Safety to do so, regardless of accident, Service. . . . Joan Fitzgerald, injury, sickness, or any misforchapter, has resigned, also Harry withdrawal and elimination from Pease. . . . Frank Darling and the competition.

Morris Pal are temporarily trans
4. Candidates ferred to Mountain areas for the simple responsibility of carry-seasonal work, Frank to Albany, ing their own cards. Any candi-

Hrere are some of the activities

Dept. of Labor

Bill Gaffney of the Industria

Relations Department not only

seems to know all that's going

operative in submitting something

interesting at a moment's notice

following a recent illness. . . And the Compensation Board moved to the B & O Building on still has 0 per cent after three June 1st where District Admin- trials, fourth chance shall be al istrator is said to be lonesome Dept.

Chapter President Bill Hardies is preparing for his new duties Past President Ray Monroe has already spent part of his vacation

On June 4, the entire staff atended the wedding of Joyce Leege and Norman Muir in the Rochester Chapter, Melba Binn, attended the annual meeting of the Buffalo chapter recently. Melba also plans to change her marital status later this year. More anon.

Employment Sincere sympathy is extended to John Burke of the Commercial Division in the loss of his father.

Guy Slover, Interviewer,

Cuba, N. Y. He isn't expected to Bell, manager, is a proud grand-pa. . . . The annual office picnic 15 Capece, N., Bronx92320 was held in June at the St Paul Exempt's club, with James Baldwin in charge. A similar picnic was given by Vivian Shafer of the the beautiful garden of her Brockport home to a few of her office associates. The interviewing staff has been depleted by ten people who have been loaned to the Unemployment Insurance office to ease the load in handling the thousands of insurance claimants. About 50 are taking the training course for the pending Assistant was instigated by Hugh Lee and Turner and Anne Weiser of the Service Division went to the Iapes Convention in New Orleans. Helen Speidel of the Commercial Division took a five-week cruise to South America. Antoniette

> Lake, Billy Wilson at Oak Point on the St. Lawrence River, Mike Baldwin week-ending at Le Roy-So goes the hottest summer in 98 years with Bill Fitzpatrick griping because he can't do as much farm placement work as usual what burned up intead of frozen.

Unemployment Insurance ney's ranch on picnics. Roberta Kiefer climbs up behind her husband on his motorcycle and flies

and Teresa Izzo are at Conesus

(Criminology), \$5,232, plus five Nursing (Cancer), Department of annual increases to \$6,406. Fee Health, \$3,450, plus five annual increases to \$4,176. Fee \$3.

Two Questions Deleted mission, 299 Broadway. Three hundred candidates will be ex- In Sanitation Man Key amined between 8 a.m. and 12:30 p.m., and 600 more each day The tentative key answers in through Friday of this week. A the Sanitation Man examination similar schedule will be followed have been made final by the NYC until August 17. Then, after a Civil Service Commission with five-day breather the physicals two changes. Questions 12 and will start on August 22. The exams will be under super-

vision of Paul M. Brennan, head Physical Bureau, who will call candidates as he receives written ratings from Director of Examinations Samuel H. Galston, in batches of 1,000.

The following are the official physical regulations and standards of the physical part of the Sanitation Man examination:

PHYSICAL REGULATIONS 1. The physical examination is competitive and therefore under no circumstances are reexamin- in a supine position, candidate ations ever granted regardless of must assume a sitting position, accidents, injuries, sickness, or carrying up a barbell behind his

2. No resting is allowed between session of examination. Failure local tune, must result in complete

4. Candidates are charged with Morris to Binghamton. . . . Marie date found with the card of another competitor is subject to disqualification 5. Agility-3 trials. If candidate

lowed with no credit exceeding 40 per cent, which mark shall be given for any successful jump on the fourth trial of 5'6" or better. 6. Abdominals. Three trials. I

no weight has been lifted, fourth trial shall be allowed with the 330 pound barbell only. 7. Dumbbells. Three trials. If no weight has been lifted, fourth trial shall be allowed with the

40 pound only. 0 per cent shall be given for a trial to candidate (1) who employs the quick drop-8. General. The regulations applying to these examinations are not limited by the above enumera tion. Any usual or reasonable rule or decision to insure fair

competition is deemed to be part of these regulations. 9. The dumbbells assigned for se in the Dumbbells Test weigh

40, 50, 60, 70 and 80 lbs. 10. Any candidate who, having a score of at least 20 points, cannot pass the physical examination. the other tests. He has therefore failed and is eliminaed from com-

The tentative key answers in 21 were stricken out.

petition at this point. Any candidate who, having completed Test I and Test II, who has not accumupoints, is for the same reason failed and eliminated from the competition at this point. PHYSICAL STANDARDS

Competitve Physical Examination -70 per cent Average Required

Strength (Abdominals)

With his feet held down, while

Pounds Per Cent 70 100 ********** No weight TEST II

Strength (Dumbells) A candidate by sheer muscular effort, one arm at a time, must raise dumbbells from a stop position at shoulder to full arm

vertical extension. Both Hands Combined Pounds 150 140 130 120 110 100 90

No weight lifted by either or both hands

TEST III (Agility) Candidates must toe line with feet and take off with both feet

Distance 8/2 or better 100 or better 7/10 or better 7/8 or better 7/6 or better or better or better or better 6/10 or better 6/8 or better 5/10 or better

5/8 or better

5/6 or better

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Analogies Spelling

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Please send me copy P. O. Clerk-Carrier Study Book. I enclose \$2. plus 15c postage.

Study Book \$2.00

(Opp. Federal Bldg.)

ADDRESS

Issued by New York State the importance of organization and membership at all levels of employment in Cavuga Country

5. Swyers, A., Buffalo 76300 1. Wegener, A., Staten Isl 77950 member of the chapter, sang. position.

a short talk Mr. Culyer stressed MUSEUM EXHIBITS DESIGNER with the idea of giving full and of regular State salary standards complete service to the members. resulted in pay increases for 14 Entertainment was furnished by employees

Culyer Presents Charter

The charter for Cayuga Chap-ter was presented by Field Repre-

sentative, Charles R. Culyer, rep-

resenting the Association, and in

0310. Junior Laboratory Technician, Tompkins County, \$2,000 nician, Tompkins County, \$2,400 to \$2,709, plus emergency com-

0312. Senior Nurse, Tompkins \$3,900 plus emergency compensa

tion of \$720. Fee \$3. of State agencies. employ, usually in pa NYC does not rec and salary differential of \$240 State both issues and per year. Fee \$3. all applications be p 0315. Bookbinder, Department The U. S. also issues all applications be po

0316. Bookkeeping Machine Operator, \$1,800 to \$2,280 plus em- the State and should ergency compensation of \$720.

bonus and salary differential of pensation of \$720. Fee \$1 0318. Intermediate Account Clerk, Eastchester, Westchester in NYC, follow:

0319. Intermediate Account Brighton local to City
Clerk, Mount Pleasant, Westchest- U. S. Civil Service

0322. Probation Officer, Chau-Chautauqua County, \$200 per tauqua County, \$2,340 to \$2,760 plus cost-of-living adjustment of ing Department, \$4,2

Win Pay Rise

ice and defining them in terms

Some Increases \$500

The survey revealed that

number of employees were re-

ceiving salaries lower than those

paid for similar work in other

State departments. Application

Service Commission.

ALBANY, July 18 — J. Earl 274. Faso, S., Jksn B

Kelly, Director of Classification 275. Healy, J., NYC

employees of the State Division of 279. Sealy, L., Bklyn Military and Naval Affairs, re- 280. Reineck, H., Alt

result of a classification survey. 282. Rosenthal, J. The survey, made at the re- 283. Stoutenburgh

covered the State Arsenal in 285, Asta, J., Bklyn

and The Adjutant General's Of- 288, Woods, A.

ision of Military Affairs is not veterans. under the jurisdiction of the Civil

fice in Albany. It was undertaken 289. Feinstein, M.

for the purpose of comparing the 290. Taylor, E., NYC jobs with others in the State serv- 291. Corbett, C., Bro

ation and Finance, ing eligible list may 0257. Bank Exam

Assistant Director of La-

search and Statistics, De-

im, W., Bklyn84390

lli, L., Elmhurst ...

auck. W. N. Rochelle. 83550

lin, S., Bklyn82990

rker M. Bronx82010

nen W., Bklyn81240

abhaio, A., Albany80190 eck, R., Bklyn80120

phy, M., Bklyn80050

ner. G., Corona ... 79070

os, G., Hornell 7886

gan, D., Bronx

veterans.]

FILE CLERK

Institutions

Disabled Veterans

T., Buffalo84040

ani, J., Bronx ...82150

ual increases to \$8,144. day, plus cost-of-living bonus of creases to \$5,232. Fee \$4.

nt of Labor, \$6,700 plus

Senior Research Analyst 0283. Assistant Director of Cayuga County Employees Win Clerical Listsued by State

> 4 Day, R., Richmnd Hl .. 84640 5 Heizmann, L., L I City. 82530 6 Keil, R., Lancaster....77940 7 Jasphy, M., Bklyn.....77230 8 Bleiberg, J., Bklyn 75680 Non-disabled Veterans 9 Altrowitz, T., Bklyn 96050 10 Graiser, S., Bklyn94720 ill in the Memorial Hospital 11 Kahn, L., Bklyn94550 12 O'Bhien, J., Utica 92830

13 Ciora E., Bklyn92600

14 Roeckel, C., Bklyn92530

(Continued next week) ro, S., Bklyn79630 Bonis, V., NYC 78650 'Pool' to Fill hello, C., Buffalo. . 78440 mas, N., Vorhesvle. . 78090 nnson, L., Albany 77740 ley, F., Jamaica77740

ins, W., Clayville. 76760 E., Buffalo76620 anent positions in State depart- Interviewer Exam. This action

completes the list of dis- in the Department of Taxation veterans. Next week, non-State Departments &

, J., NYC74520 tion held last February. F., Niagara Fl...74310 Also scheduled for the Assem-R., Lancaster74310 bly Chamber is a pool for placento, M., Bklyn ...74240 ment of file clerks on July 26 and Placement pools provide a means

> tral meeting place, Mr. Conway said. Eligibles are interviewed appointment forms are filled out, and 90 per cent of the paper work

650 Clerical wn, R., Troy77110 lano, J., Saranac...76680 kins, W. Clayville 76763

E., Coeymans...75570 ments will be filled at placement ng, A., Buffalo....75290 pools to be held July 19 and 21 carried out by the local chapter. J., Tuckahoe 75290 in the Assembly Chamber in the And now to Vacations: Connie s, J., Rochester ... 75150 State Capitol, President J. Ednberg, E., NYC ... 75150 ward Conway of the State Civil ond, J. NYC74940 Service Commission announced. R., Richmnd Hl. .74870 The names will be drawn from a o, R., Albany74660 recently established list of elikel, S., Bklyn74590 gibles who passed an examina-

erg, J., Bklyn.....74240 28. An estimated 409 vacancies and Finance are to be filled, of bringing together both eligibles and appointing officers at a cen-

enbaum, A., Bkyn 90690 is accomplished on the spot.

FEDERAL NEWS

UNAPOC Asks Wires To Congressmen on Pay

"No delay," was the watchword | of the United National Association of Post Office Clerks, of which William C. Ambrust is president.

'Prolonged hearings will impair action during the present session. said Mr. Ambrust. "We hope for continuous hearings with no delays. Wire and write the mem-bers of the House Post Office and Civil Service Committee for immediate action on H.R. 4395, H.R. 4495 and H.R. 4595. Wire and write the members of the Senate Post Office and Civil Service Committee for immediate action on S. 1772.

"The House Rules Committee has granted a Rule on H.R. 3191, the Lesinski Bill, granting an in-crease in benefits to Federal employees injured on duty and provided further benefits in amend-ing the Federal Employees Compensation Act. Minimum benefits of \$112.50 per month are pro-vided in the bill and additional benefits to widows and children. Two hours of debate has been allotted. Wire and write your Congressman for his active support of H.R. 3191."

The progress report on legislation in the Senate was published in The LEADER recently. The report on legislation in the House follows:

H. R. 87. The Miller bill grants credit to veterans in the postal service for time spent in the military service toward salary promotion. It was favorably reported by the Miller Subcommittee and reported by the full committee. An amendment was included that would grant credit to all veterans entering the postal service on or before July 1, 1950. S. 689, re-ported on May 31 by the Senate Committee, is the companion bill

to H. R. 87.

H. R. 3383. Introduced by Chairman Murray at the request of UNAPOC, this bill was reported out unanimously by the House. An amendment was offered and accepted to make the provisions of H. R. 3383 applicable throughout the entire Federal service. There was no opposition to the bill. The bill provides that either standard or day. vides that either standard or daylight saving time shall be used, depending upon whichever time is observed where night work is performed.

U. S. to Fill Jobs in NYC As Information Specialist

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Enroll now at

Information Specialist positions to \$10,305.

will be filled in the U. S. Department of State's office in NYC administra from the new Administrative Officer Register. Information Specialist was one of the 16 specialties.

same register will be used for filling Information Specialist positions, Grades CAF-13, 14 and 15, for departmental positions in Washington.

Of the 1,397 applicants, the U. S. Civil Service Commission stated that 786, including 331 veterans, passed so far. The exam is continuously open.

The examination was for writers, editors, producers and broad-casters. Pay ranges from \$7,432 14, N. Y.

Applicants must have extensive administrative experience significant to the position for which they are applying. In the case of Information Specialist, where, for example, responsible work was done in advising an agency head on informational policy and planning public relations, the appli-cant must also show wide use of communication, radio, press, magazine, motion picture, etc.

Additional information is obtainable at first- and second-class post offices and at the regional office of the Commission at 641 Washington Street, New York

Mail Handler Test to Open

(Continued from Page 1) At 8:30 a.m. applications will be ready at the Second Regional Office of the U. S. Civil Service Commission, 641 Washington Street, Manhattan. The Seventh Avenue subway local takes you near to the regional office, at the Christopher Street station. The Varick Street bus gets you there even closer. The office closes at 5 p.m. It is closed on Saturday and Sunday. The application period is expected to end on Tuesday, July 26. Applications would have to be in the Commission's office by that date.

Apply by Mail, Too

It is possible to get an application blank by mail by addressing the Commission at the Washington Street address. The postal zone number is 14, New York, N. Y. Do not enclose return postage. Do not mail your request for a blank before Wednesday, July 20.

The examination will include a written test for the first time.

written test for the first time.

Jobs are in the same post offices for the Clerk-Carrier exfices for the Clerk-Carrier examination, applications for which close today (Tuesday). These post offices are New York, N. Y. (Manhattan and The Bronx), where most of the vacancies are), Brooklyn, Long Island City, Jamaica, Far Rockaway, Flushing and Staten Island.

18 to 62 Age Limits

Age limits are 18 to 62, waived for veterans and also for incumbent employees in the title who don't have status and meet prospective service rules. The jobs will be for men only, in practice, as the appointing officer would have the right to designate sex, and the

work involves heavy physical tasks. Residence in the post office of that post office, if one lives in the delivery zone of some other post office. Patronage includes having a business that uses the post office for which the applicant seeks a job, but doesn't include his employees.

Industrial and Contract Specialist Tests to Open

Examinations for positions of Industrial Specialist, CAF-6 through CAF-15, and for Contract Negotiator and Administrator, CAF-7 through CAF-15, will be announced soon, the U. S. Civil Service Commission stated.

Service Commission stated.

Written tests will not be required. Applications will be accepted for about three weeks. Pay ranges from \$3,727 to \$6,235. Applications for the higher grade positions will be accepted until further notice.

Positions to be filled from the examinations will be located in the Washington area. Among the jobs to be filled are: Industrial Specialist, Commodity Specialist, Industrial Survey Specialist, Industrial Survey Specialist, Equipment Specialist and Contract Assistant.

tract Assistant.
Applicants for CAF-13 through CAF-15 must show broad, progresin commerce or industry. tions in the lower grades also require experience; however, it may be of a less responsible nature. Education at college level may be substituted for experience in the lower grades.

Additional information will be obtainable, after the examination announcement is issued, at firstand second-class post offices, and at regional office of the Commission at 641 Washington Street, New York 14, N. Y., in person or by mail. Do not apply until the opening of the exam is announced.

ENGINEERING TEST TO CLOSE

The Engineering Draftsman examination announced in 1947 by the Board of U. S. Civil Service Examiners, Potomac River
Naval Command, will close July
20 after having been open continuously for two years. Positions to be filled from the examination ments in Washington, D. C., Maryland, and Virginia, and pay from are located in 14 Naval establish-\$2,152 to \$3,727 a year.

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

WASHINGTON BUSINESS INST., 2105—7th Ave. (cor. 125th St.) M.Y.C. Secretarial and civil service training. Moderate cost, MO 2-5086.

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LATIN AMERICAN INSTITUTE—11 West 42nd St. N.Y.C. All secretarial and business subjects in English, Spanish. Portugese. Special course in international administration and foreign servic. LA 4-2835.

COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet, 6th & 7th Aves., M.Y.C. drafts-man training for careers is the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-eves. WA 9-6625.

NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimatins is Manhattan, 55 W. 42nd Street LA 4-2929, in Brooklyn, 60 Clinton St., (Boss Hall), TE 5-1011, Is New Jersey, 115 Newark Ave., BErgen 4-2250.

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PHE BOLAN ACADEMY, Empire State Bidg., N.Y.O.—JAMES S. BOLAN, FORMER POLICE COMMISSIONER OF N. Y. offers men and women an attractive opportunity to prepare for a future in Investigation and Criminology by Comprehensive Home Study Course. Free placement service assists graduates to obtain jobs. Approved under G.I. Bill of Rights. Send for Booklet L.

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BUCGENI SCHOOL OF LANGUAGES (Est. 1900) — 524 W. 123, Vocal Students shorten your studies by developing attractive singing through the long known Miss Buccini's expressive Italian, Also English, (RI 9-3294).

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Votorans, Radio, Television. F.H. Day-evenings. Immediate enreliment. BOW
log Green 9-1130.

RADIO-THE-EVISION INSTRUCTIL, 490 Louington Avo. (40th St.), M. Y. G. Day off evening. PL 8-4505.

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DRAKES, 154 NASSAU STREET, N.Y.C. Secretarial, Accounting, Bratting, Journalis Day-Hight. Write for catalog. BB 3-4840.

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Byo. classes. Demostic & commercial, finitalistion and servicing. Our 20th past
Request catalogue L. Officiaes 2-6550.

NYC civil service, expert analysis flight NYC Employee column is of court cases and sharn evalua-

Arco Career School Inc. 480 Lexington Ave., N. Y. C.

EL. 5-6542

FEDERAL NEWS

NFPOC Broadcast Cites Need of Postal Pay Raise

J. Fitzgerald, president of that Locar that \$20 today buys no more than it did a year ago, in answering questions asked by Mr. Fitzgerald in an interview over

"If there has been any drop in living costs, it hasn't filtered down to our level," she said. "In fact, the price of meat has gone up recently and most women in the Auxiliary tell me that their rents either have gone up or are about to go up. The price drop headlines have not reached our pocket-books." have not reached our pocket-books

She spoke in favor of a postal

pay rise.
Mr. Fitzgerald brought out that post office employees receive less vacation and sick leave than do other Federal workers. This, Mrs. Handman agreed, was a gross

injustice.
"It is the opinion," said Mrs.

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C. A. A. EXAMINATION

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Atlantic Merchant

Marine Academy

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LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO JOHAN AXELSSON; ERNST AXELSSON; ALFRIDA KARLSSON; CONSUL GENERAL OF SWEDEN; being the persons interested as creditors, next of kin or otherwise in the estate of EMILY AUGUSTA AXELSON, also known as AUGUSTA E. AXELSON and EMILY AXELSON, deceased, who at the time of her death was a resident of 19 East 88th Street, New York City, Send Greeting:

Upon the petition of The Public Administrator of the County of New York having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased;

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 Hall of Records, in the County of New York, on the 23rd day of September 1940, at half-past ten o'clock in the forence 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. 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 [Seal.] GEORGE FRANKENTHALER a Surrogate of our said County, at the County of New York the 27 day of June in the year of our Lord ong thousand nine hundred and forty-nine.

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

NOW, on motion of LAWRENCE N. FARIELLO, attorney for the petitioner, it

ORDERED, that FABIOLA FEBRES be

ORDERED, that FABIOLA FEBRES be and he hereby is authorized to assume the name of FABIOLA ARROYO MALDONADO, on and after the 22nd day of August, 1949, above conditioned, however, that the petitioner shall comply with the further provisions of this order, and it is further, ORDERED, that this order and the aforementioned petition and consent be filed within ten days after the date hereof in the Office of the Clerk of this Court and that a copy of this order shall within ten days from the entry thereof be published once in the Civil Service Leader and within forty days after the making of this order, proof of such publication be filed in the Office of the Clerk of this Court, and it is further,
ORDERED, that upon compliance with the provisions of this order as hereinabove directed, FABIOLA FEBRES shall, on and after the 22nd day of August, 1949, be known as and by the name of FABIOLA ARROYO MALDONODO.

ENTER.

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

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At a Special Term, Part II of the City Court of the City of New York, County of New York, 52 Chambers Street, Borough of Manhattan, City of New York, 52 Chambers Street, Borough of Manhattan, City of New York, On the 13th day of July, 1949.

PRESENT: Hon. Francis E. Rivers: In the Matter of the Application of GENARO ARROYO MALDONADO for leave to change the name of FABIOLA FEBRES to FABIOLA ARROYO MALDONADO.

Upon the petition of GENARO ARROYO MALDONADO, verified the 11th day of July, 1949, and upon the annexed affidavit of MARIA IRIZARRY FEBRES, sworn to the 11th day of July, 1949, and the Court being satisfied that there is no reasonable objection to the change of name proposed.

NOW, on motion of LAWRENCE N. FARIELLO, attorney for the Court of Business

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Mrs. Anne Handman, president of the Women's Auxiliary of Loproduction authorities that proper authorities that proper why start with the little fellow who does the work?" she said. "The economy bloc should not confuse necessary spending with unnecessary."

Representative Walter A. Lynch, of the 23d District, NYC, in an address over WMCA said people are aware of the inadequacy of the compensation paid to postal employees. The New York Federation of Post Office Clerks sponsored the radio talk. The Con-

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NYC NEWS

Social Investigator Test Protested by Candidates

(Continued from Page 1)

of candidates for a \$2,710 job, and the tentative key contained so-called "best" answers which by no stretch of the imagination could be termed best, since alternative answers were equally valid and sound, if not more so.

Although the Commission had been tripped up on a notice ap-pearing on previous examinations which required the candidate to give the "best" answer of the five alternates presented in the multiple choice questions, where the final key gave prohibited altern-ative answers to some questions, the same troublesome old notice somehow slipped into the Social Grycetigator examination. This Investigator examination. This upset Commissioners, because the idea was that never again was a "best" answer to be required and the Commission thus deprived of an opportunity to give alternate correct answers. The denial is inflicted on the Commission now, by the terms of the Social Investigator examination paper it-self, although admittedly there are some questions to which there is no "best" answer, but two or even three alternatives are equally correct. That poses a dilemma for the Commission and affords one of the reasons why questions are planned to be eliminated.

The Commission is hard up to get a good-size eligible list. About 3,100 persons took the test. On the basis of samplings made by The LEADER among selected candidates, more than half failed. The Social Investigator lists in the recent past have produced a large percentage of declinations. Quite a few cardidates take the examination to test their academic training, with no thought of ac-

cepting a job.
One candidate, who got only three questions wrong, according to the tentative key answers, was among those who took the test just as an experiment. He tele-phoned The LEADER that the examination was illogical, that the questions were clumsily and inappropriately chosen and that in certain instances the tentative

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key answers were wide of being the "best" answers. This candidate has a degree of Doctor of Philoso-phy in Social Science.

Ray of Hope
Another candidate, a college
graduate who majored in social sciences, took a course in a private school in earnest preparation for school in earnest preparation for the test, and got 18 questions wrong. One could get 27 wrong and still pass, so he was safely in, but he said that 45 out of 90 in his unit in the Welfare Depart-ment, where he's a provisional Social Investigator, flunked badly. All that was on the basis of the tentative key answers, but as these are to be subject to drastic reare to be subject to drastic revision, plus deletions of questions, the news to the competitors isn't too bad.

On the basis of the test. The LEADER estimated that an eli-gible list of only 1,100 would result, which forecast was made before the protests began to pour in against the subjective nature and the impracticability of the exam, as well as the off-side ten-Samuel H. Galston, Director of Examinations, who, however, expected a larger list, but said that a sampling would be made of question papers, as batches of a thousand at a time were rated, and a reliable index could then be obtained. This sampling is to be performed.

Conflict With Authority One subscriber wrote to The LEADER that he had prepared for the test by studying from a book published by Arco. He cited Question 22 in the test, which described unemployment insurance as (A) financial aid administered by the federal government from contributions of employers and general tax funds, or (D) financed by employer and employee and administered by the individual States according to their respective

laws, plus other alternatives.
"The Commission's tentative
answer in The Civil LEADER is (D), although the employee does not finance unemployment insur ance," he wrote. "I had answered (A), and the Arco book supports that

"Also, page 4 of the Arco book states the best picture of family composition and relations is obtained through home visits. Question 69 was: 'Interviews usually take place in the client's home because (A) the worker can get a better understanding of the situ-ation by seeing the client in his own home surroundings and (C) most public welfare offices do not sufficient interviewing space to accomodate all the workers and their respective clients.' Remembering what I had studied in the Arco book, I selected (A), although (C) is announced as

Tough Examining Field The field is admittedly a difficult one in which to conduct a satis-factory test, because the examination tends toward subjective questions, answers to which can't be definitely proved to be right, so that somebody's say-so has to accepted, but a person who disagrees with a reputed expert may show more common sense and deeper understanding of the realities. No answer is opinion solely.
The Commission admits weakness in such types of tests arising rom opinionat ed ques expected to delete any questions that it considers subjective, rather

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WILLIAM BECKER CO. 9-4485 (daily); UN. 8-1476 (Eves.) than unfairly insisting on any one answer as being the "best," when in fact nobody alive can prove

that it's the best.

Thursday, July 21 is the last date to receive protests. They are being received every working day by the Commission since the test was held and their number is increasing. It is expected that the exam will set a record for the percentage of protests including candidates who passed, on the basis of the tentative key answers.

Board Will Weigh Protests

The protests will be weighed by the Board of Manifest Errors. In the past the Board has shown a strong tendency, in doubtful cases, to uphold the examiner, even where there was not much room for doubt. This operation of a closed corporation in the handling of protests against key ans-wers has been called to the atten-tion of the Commission by The LEADER and the suggestion made that in specialised examinations the Commission should broaden its hiring of outside experts, as its inside examiners have been play-ing dukes and drakes with key answers on subjects with which they are not sufficiently familiar, in a manner that menaces the prestige of the Commission.

The Commission has been admittedly overburdened with examination work, and some inexpert results testify to the fact, it admits, but now, with the load being reduced, it expects to do and besides put all examination papers through an official inspection sieve before they are approved for printing. This are approved for printing. might involve some reorganization of the examinating function, by instituting a supervisory control at the Commissioner level. A. F. of L. Group Protests

Sidney Bengeldorf, president of Local 1193, American Federation of State, County and Municipal Employees, A. F. of L. said the examination was the most unfair, ever given by the Commission.

He complained that the questions did not concern welfare work and did not constitute an intelligence test, either.

"Thus a department," he said, referring to Welfare, "with an acute shortage of help, finds it is without the means of staffing itself because of a competitive examination which has eliminated 80 to 90 per cent of its applicants."



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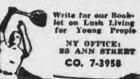
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Harry R. Langdon, Administraor of the Department of Sanitation reached a milestone in his civil service career on July 14, when, after 37 years in the gervice, he celebrated his 55th

The large staff of clerks under his supervision, many of whom have served with him throughout the 20 years of his tenure with the Sanitation Department, ar-ranged to have Deputy Commisdoner of Sanitation Harry Serper present Mr. Langdon with an inscribed wrist watch, at a cere-mony attended by the staff at the main office.

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The NYC Board of Transportation last week created a position of Deputy Commissioner, at \$15,-000 per annum, to head its labor relations organization.

John J. Woods, labor relations advisor to the Department of Sanitation, will be appointed by the Board to the new position. He had formerly handled labor relations for the Department of Sanitation.

The Board of Transportation is requesting Mr. Woods as his first assignment, to survey the Board's existing labor relations organization and make whatever recommendations he deems advisable to the Board with respect thereto.

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at the hearings which were held by the Board during the month Transportation have under con-

the Civil Service Law. "The term

of eligibility shall be fixed for

each eligible list at not less than

one year and not more than four years." In practice, since the term

of eligibility is not usually "fixed" by the Commission, it becomes the maximum, or four years. The

question whether or not a Com-

mission could decide on a maximum list life of less than four years, although more than one year, after the list has been officially established, and especially

after appointments or promotions

have been made from it, has not

been decided by the courts, al-

though the State Civil Service Commission last year seemed to think that it could be done. The

effort, however, applicable to pro-

motion tests, was abandoned. The NYC amendment doesn't change

this aspect. It is unquestioned that

upon establishment or promulga-tion a list's life could be limited

below four years, though not be-

low one year. Fairness, though not law would make it advisable to in-

clude any warning of a short-life list in the examination notice it-

The more important consideration in the insertion entitled Eli-

gible Lists, made by the NYC Commission, refers to the right to certify one list for filling vacan-

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NYC Amends Regulations; Seeks Wider Use of Lists

In its efforts to reduce the num- list is covered by Section 14 of ber of provisionals, and also the number of examinations, NYC has embodied right in its General Examination Regulations the reservation that eligibles in one title may be appointed to positions in other titles. This latitude has al-ways existed. In NYC Civil Service Commission has regularly ex-ercised it simply by declaring the one list appropriate for filling jobs in the other title or titles. However, at least one law suit has resulted, and, lest there be more, the Commission is putting all future candidates on notice.

An addition voted recently by

the Commission reads:

"Eligible lists: The term of eligibility of each list is fixed by law at not less than one year and not more than four years.
"The Commission reserves the

right to certify any eligible list as appropriate for positions other than that for which the examina-tion was held."

President Joseph A. McNamara of the Commission, said that the addition was "clarifying" and added nothing new.

Life of List

The one-to-four-year life of the

Higher Age Limits

the age limit of 45 established by the NYC Civil Service Commis-sion in the Carpenter test are trying to have their disqualification for over-age set aside by the Supreme Court. One of them, Pattype of work in the Parks Department, was three months over age, as of the filing date, while Dennis Twomey, a Structure Maintainer, was six months over age. Their attorney, Samuel Resnicoff, says that the Commission exceeded its powers under Section 25-a of the Civlimit because the work was not of such a strenuous and vigorous nature as to constitute an exception to the rule that if a candidate is be held against him.

The Twomey case was decided against the petitioner by Supreme Court Justice Hammer. The other one is yet to be argued.

Earliest Candidates Get the Best Marks

The practical maximum age limit of 70 years for NYC examinations in which no specific maximum age is specified imposes some exactions. Suppose a candidate is 65 years old and there are medical and physical tests to pass. Even if the heart, lungs and eyes check satisfactorily in the medical, is it easy for a person 65 years old, seeking a Railroad Clerk job, for instance, to jump do a threefoot broadjump or lift a 20-lb. barbell in one hand and a 25-lb. one in the other? You should have seen the struggle of some of the jumping grandmas in the recent Railroad Clerk physicals. . . . In general, the group in the lowestscore bracket in written tests consists of persons who applied at the last minute.

Supposedly candidates keenest about getting jobs apply early and study hard. The late comers just take a chance that they'll get by.

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ally Advertised Famous Products

The John Stanley Howard Corp. 25 COENTIES SLIP (So. Ferry) New York City BO. 9-0668 stantial improvements may be made in the existing sick leave allowance. Plans have been considered to eliminate much of the absenteeism now present among its employees, and the Commissions look to Mr. Woods for a solution to this problem.

It is understood that Mr. Woods will have full power to act on labor matters. The Board of Transportation now deals with some twelve

Under the Rapid Transit Law of New York State, the employees of the Board of Transportation are under civil service.

A release from the Board this

week stated:

"No one group of civil service employees can be granted sole and exclusive bargaining rights since the Constitution of the State of New York provides that all appointments and promotions in the civil service of the City shall be made according to merit and fitness, to be determined wherever practicable by open competitive examination. The Board of Transportation must comply with the state law, which fixes the rights of civil service employees as well as the powers of the heads of governmental agencies. How-ever, the Board is pleased to consider all labor problems and attempt to bring about solutions for the best interests of all. It hopes the appointment of Mr. Woods will bring his about."

Study Books for the Post Office Clerk-Carrier test are available at The LEADER Bookstore, 97 Duane Street, New York City. You can also obtain here 'Complete Guide to Your Government Job,' with a chapter on P.O. jobs and sample tests, at \$1.

Older Men Want

cies in another title, and the usual resolution would be adopted authorizing the specific extension of scope of eligibility. Two men who were little beyond rick C. Clune, who does the same il Service Law in setting the age otherwise qualified age shall not

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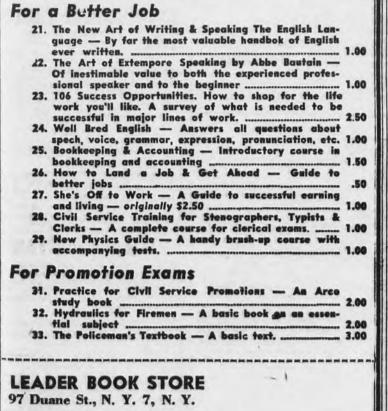
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tores occording the same of court ores and share evaluary the fixed in every week.

liam Casper, Philip Reilly, Jr., John Blancuzzi, Albert Jaccard, Jr., Frank Crimi, Anthony Gar-

zina, Carmine Nasta, Thomas Bul-

etti, Edward Cavanagh, Raymond

Severin, James Zeickert, Edward

Morton, Peter Billek, Charles Mes-

robian, Thomas Burke, John Reid,

James Donnelly, Anthony Buck-owsky, Henry Dunne, Richard

Wheaton, Matthew Straus, Alex-

ander Sider, Francis O'Sullivan,

Arthur Dunn, Jr., Gordon Har-rington, George Fitting, Ronald Ellison, Joseph Bongiorno, James

Forrest, Thomas Collier, Eddie Cyran, Donald Brandon, George Wesley, Charles Carey, Ernest

Esposito, William Moody, Walter Hanseen, Albert Lundquist, Bern-

1,351, Robert Radtke, Harold Sloan, Francis Walsh, Anthony Slawinski, Thomas Horenburg, William Krolick, Thomas Tinnerello, Andrew Alongi, Joseph Carney, Jr. William Butcher, Vernon Thompson, James Tulley, Labo Gimmler, Edward Spadiker

John Gimmler, Edward Snediker

Louis Manzi, Louis Dagnese, Thomas King, William Hayes, Jr.,

Bruno Adamowicz, John Rogan, Joseph Kuron, Jr., Anthony Cord-

aro, Thomas Callahan, Theodore

Marangas, James Dwyer, Edmund Sweeten, James Thompson, Thom-

as Doyle, Harold Schroer, John

Cioffi, Robert Mahl, Robert Mc-

Nerney, Joseph Albanese, Vincent Brady, Carl Denobrega, Warren Tabbott, Thomas McGoldrick,

Leonard Allen, Frank Jurs, George

(Continued Next Week)

Sanitation Holy Name

Society Assists at Mass

The Holy Name Society of the

Department of Sanitation, Brook-

lyn and Queens, held its 18th an-

nual corporate Communion Mass

and breakfast. Members of the or-

Church of St. Stephen - Sacred

Hearts of Jesus and Mary, in

by Monsignor Leo A. Arcese, Spiri-

tual director of the Society, and

Monsignor Alphonso Arcese, pastor

After Mass, William F. McGuirk,

divisions,

grand marshal, and Eugene T.
Price, president, led the procession
to the Hotel St. George for breakfast. The Department Band led

while the Drum and Bugle Corps led the third and fourth divisions.

of St. Stephen's Church-

first and second

The Mass was celebrated by

Brooklyn.

ard Augello.

ist of Fireman Eligibles

The LEADER continues this week the serial publication of the NYC Fireman (F.D.) eligible list, in the order of probable appoint- Werner, John Smith, Louis NYC Fireman (F.D.) eligible list, in the order of probable appointment. This listing, prepared by The LEADER, is the only one published that indicates where a candidate actually stands on the list. The arrangement of names, in order of percentages, as supplied by the Civil Service Commission, does not take into consideration the effect of veteran preference because veteran preference claims have not been cleared.

The list below assumes all veteran preference claims granted, and other investigation satisfactorily passed. Count down from the number at the head of a paragraph to ascertain probable appointment order not specifically enumerated. The order of standing as sent to the candidate by the Commission is to be ignored.

Non-disabled Veterans

1,101, Nicholas Breen, Frank Manuel, Frank Tortorella, Charles Bartkus, Albert Young, Amato Fierro, William MaGuire, Harry Pierro, William Macunte, Dietz, Harry Vercy, Harry Gaff-ney, Alan Kearney, Theodore Alan Kearney, Theodore Fiorillo, Edward Riedel, Carmine Laurino, Peter Gillespie, James Toohey, Walter O'Connor, Daniel Castagnolo, John Jacobs, George Fox, Jr., John Fitzpatrick, Clyde Brennan, Michael Caifa, William Schuck, Francis McMahon, Carl Swanson, John Wasylow, William Kaufmann, Eugene Russell, John Martin, Robert Settle, Michael Geraci, Alfred Elbe, Thomas Carlo, John Paulella, Edwin Cleaver, Garofalo, James Hatrick, Joseph Warren, Francis Brannigan, John Maus, Anthony Pappa, Douglas Olsen, Joseph Jenkusky, Edward Nowak, James Hattum, Gilbert Ospovat, Thomas Brown.

1,151, Edward Fenk, Henry Delpercio, James Ronayne, Christo-pher Fox, Gerard Ecker, Alfred Matthews, John Tedesco, Peter Salvaggi, James O'Neill, Harry Salvaggi, James O'Neill, Kogan, Stanley Greene, Frank Noe, Paul McGrath, Jacob Gold-James John Mulligan, berg. Davies, Francis Murray, Rudol-Gonzalez, Edward Banks,

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Haworth, William Sangirardi, Anthony Mastroberti, Weston Watts, John Hughes, John Devaney, Eugen Challing, Robert Cabilly, Rob gene O'Reilly, Robert Cahill, George Gillespie, Thomas Joyce, Paul Troiano, Trmand Emanuel, Thomas Kilkenny, Francis Grus-chow, Thomas McNamara, Jr., George Fletcher, Henry Hahn, John Dirscherl, Bernard Jacobs, Joseph Caggiano, Cylde Williams, Alvin Goldstein, Kenneth Hartbrout.

1,201, Anthony Krizel, Gilbert Sussek, Peter Lachat, Donald Otten, Harry Franke, Andrew Mullady, Raymond Mills, Vincent Flaherty, Leonard Fusco, Arthur Cody, William Murphy, Lawrence Casson, William Lanigan, George Ferris, Bernard Geller, Walter Fourness, Arthur Binninger, Howard Grohman, Richard Mertins, Gerald Staats, Anthony Libasci Neil Davino, Murray Stavchansky, Peter Dumiak, George Brunks, John Duffy, John Deevy, Joseph Byrne, Raymond Gunther, Mat-thew Hennessy, John Schurr, Henry Fisher, Alfred Drayton, Henry Fisher, Alfred Drayton, Stanley Ruchalski, Joseph Tetonic, Philip Morelli, Isidore Gottlieb, Joseph Kobloth, Thomas Sun-worth, Abraham Rantzer, Bernard Curran, John Orr, James O'-Malley, Edwin Callen, Stanley Allahand, Theodore Kurz, James Fontone, Edward Weiss, John Fontone, Edward Weis Bergin, Charles Tugano.

1,251, Robert Curley, John Galligan, William Walsh, Edward Arnott, James Nielsen, Frank Hauber, Jack Burke, Charles Vanvort, Carl Greco, Gerard Cash, Alan Smith, Patrick Callahan, Roland Gorton, Jr., Daniel McCarthy, Charles Fenot, William Kelly, John Wilson, Anthony Gordon, Edward Whalen, John Butchko-vitz Eugene Fullam, Leo Siesfield vitz, Eugene Fullam, Leo Siesfield, Philip Wisnewski, George Prinz, Stephen Ferraro, Edward Wetzel Anthony Hans, Allan Goldman, Bernard McArdle, Charles Shea, Edward Buczdwski, William Westerberg, Stanley Siegel, Joseph Brennan, Jr., Raymond Gallagher, James Fitzpatrick, Harold Harris, Donald Schoenfeld, Patrick La-Russo, William Bernhard, James Maine, Salvatore Spinicchia, Rudolph Ciganek, Joseph Mastrella, Thomas Howe, Joseph Kaplan, Frank Cicha, Edward O'Neol, Ed-

ward Szalay, James Duffy. 1301, Joseph Hanley, Warren

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Health Nurse Test Closes August 31 sen, Robert McDermott, Frank Brunner, Charles Hoyler, John Skelly, Charles Griego, Donald Duffin, Charles DeMartin, Jr., Wil-

The final date to file for Public, up wherever necessary Health Nurse has been extended to Wednesday, August 31, by the NYC Civil Service Commission. As the Department of Health is urgently in need of nurses, residence and apply-in-person rules have been dropped. Qualified citizens living in any part of the country will be accepted, and applications may both be obtained and filed by mail.

There are 500 jobs in the De-

partment of Health.
The job pays \$2,400 to start, with opportunities for promotion to Assistant Supervising Public Health Nurse. Written tests will be held some time in the middle of September. If enough non-City residents apply, exams will be set

Applicants must have graduated from an accredited school of nursing, and must have, or be eligible for, a New York State Registered Nurse license. Maximum age is 36, but time spent in military service may be dein military service may be de-ducted from his age. Minimum requirement completion by Sept.

ember is acceptable.

To apply by mail, send a selfaddressed, 6-cent stamped No. 10
envelope to the New York City
Civil Service Commission, 96 Duane Street, New York 7, N. Y.
Send the filled-in form to the
same address. Be sure to enclose
the \$1 filing fee when returning
the application.

the application.
The exam is No. 5775.

Welfare St. George Society Holds Meeting

The final meeting for the summer of the St. George Association, Department of Welfare, was held

Mary J. Harrar, president of the chapter, paid tribute to the late Rev. A. Hamilton Nesbitt, executive secretary of the National

the Rev. John Shade Franklin, gave the invocation and acted as master of ceremonies. He introduced Mrs. Ruth Whitehead Whaley, Director of Staff and Community Relations, Daniel Green, Administrator of Social Services of the Red Cross, the guest speaker of the evening; the Rev. Kermit J. Nord, First Presbyterian Church, Mineola, and Mrs. Ida Wicht, Assistant to Manhattan Borough Director.

ters, who attended with delega-tions, were Dorothy Fraga, Consolidated Edison; Edward A. Groh, U. S. Post Office; Harry Hauser and Walter Davidson, Telephone Employees, NYC.; Theodore W. Lebath, Nassau County Employganization assisted at Mass at the ees, and Ludwig H. Finke, Nicholas DiRicco, Department of Hospitals, and Gustav Mayburg, Marine and Bishop Thomas E. Molloy, assisted

tion, and Edmay Dilday, past president were welcomed.

A play was presented by the Chelsea Players, entitled "The Dickey Bird." It was written by Harvey O'Higgins and Harriet Ford, directed by William Horgan, with Florence Aster as Stage Manager. The cast included Ann Valerie, Rita Tessely, Frank Wood-

at the McBurney YMCA.

St. George Association.

The chapter's spiritual advisor,

The presidents of other Chap-

Aviation.
Sam Gilchrist, 1st vice-president of the St. George Associa-

ruff and Rosemarie Kallack.

LEGAL NOTICE

TEGAL NOTICE

STATE OF NEW YORK — INSURANCE DEPARTMENT, ALBANY, I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Hardware Indemnity Insurance Company of Minnesota, Minneapolis, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$4.771,779.68; Total Liabilities (except Capital) \$3.557,347.49; Capital Paidup, \$500,000.00; Surplus and Voluntary reserve, \$714,432.19; Surplus as regards policyholders, \$1,214,432.19; Income for the year, \$3.458.114.10; Disbursements for the year, \$2.570,335.85.

the year, \$2.570.335.89.

STATE OF NEW YORK — INSURANCE DEPARTMENT, ALBANY, I, Robert E, Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Druggists Fire Insurance Company, Cincinnati, Ohio, is duly licensed to transact the business of insurance in this State and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$2,742.623.85; Total Liabilities (except Capital) \$511.238.65; Capital paid-up, \$750.000.00; Surplus as regards Policyholders, \$2.231.285.20; Income for the year, \$807.631.28; Disbursements for the year, \$651.760.63.

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Reforms Are Asked In Hospital Dept.

The American Federation of State County and Municipal Em. ployees, AFL, has submitted to the Board of Estimate requests it said were for necessary improvements in the Department of Hospitals, They follow:

1. 40-hour week for all employees.

2. Extension of contagious bonus to all employees in con-3. Competitive civil service stat-

us for all employees. 4. Extra compensation for night work.

5. Free uniforms for all employees.
"The department," says the AFL

union, 'is plagued with the caste system. Certain groups of employees receive better treatment than do others, the result being a continuous discord in the ranks of many employees."

Joseph Cannon, president, Joint Board of Hospitals, made the plea.

John C. Laffan Retires From Transit Personnel Job

John C. Laffan, of Flushing, has retired on pension yesterday from the position of clerk in charge of personnel of the Board of Transportation. He will be 57 years of age next Sunday. Starting as an office boy at \$300 a year in 1906 with the Municipal Civil Service Commission, Mr. Laffan had never worked at anything other than civil service personnel in which he is a recognized authority.

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LEGAL NOTICE

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DEPARTMENT, ALBANY, I, Rôbert E, Dineen, Supérintendent of Insurance of the State of New York, herely certify pursuant to law, that the Hardware Mutual Insurance Company of Minnesota Minneapolis, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$12,212,036,23; Total Liabilities (except Capital) \$8,821,337.01; Surplus as regards policyholders, \$3,390,699,22; Income for the year, \$9,733,743.43; Disbursements for the year, \$7,523,666.09.

bursements for the year, \$7,523,686,09.

STATE OF NEW YORK — INSURANCE
DEPARTMENT, ALBANY I, Robert E,
Dineen, Superintendent of Insurance of
the State of New York, hereby certify
pursuant to law, that the Mutual Implement and Hardware Insurance Company,
Owatonna, Minnesota, is duly licensed to
transact the business of insurance in
this state and that its statement filed for
the year ended Dec. 31, 1948, shows the
following condition: Total Admitted Assets, \$15,704,462,39: Total Liabilities (except Capital) \$11,317,483,81: Surplus as
regards policyholders, \$4,386,978.58: Income for the year, \$11,911,479,78; Disbursements for the year, \$5,762,616,614

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FIRE LINES

Lieutenant and 164 appointments of Fireman, but the effective dates will depend on how successful Fire commissioner Frank J. Quayle is in getting the budget certifica-tions expedited and how soon pireman veteran claims can be

The Civil Service Commission is waiting to hear from the Bud-get Director Thomas J. Patterson but hasn't as much advance in-formation on it as has the Fire pepartment, which has no doubt about budget certificates for the full 190, including the Lieutenant expenditions

promotions. The Commission is endeavoring

to clear enough preference claims through the U.S. Veterans Administration to certify 200 names from the new list, which has been published but not yet promul-gated. As soon as the 200 are in the clear it will be promulgated. As soon as promulgated the department will be notified. As soon as notified the department will request the certifica-

It is expected that the Fireman ertifications will be made be-tween August 10 and 15, which would enable appointment effect-

There will be 26 promotions to ive on September 1. If the certifications come on or after September 1, then the appointments will be effective as of August 15. The promotions to Lieutenant are expected to be made effective as of August 1; if that can't be accomplished, then August 15 would be the date for those eligibles, too.

There is an existing list, with 30-odd names, for Fireman appointments, and it would be possible to make these appointments right away, but not practical, since any group of appointments requires many shifts of assignments, and the whole operation will be performed for the 164 at one stroke.

one stroke.

Chief of Department Peter Loftus was granted a leave of absence, with pay, for 64 days, from last Thursday, his leave to include his vacation, to study the organization of the fire departments of the principal cities in Ireland and the British Isles, and familiarizing himself with their methods and technique while operating at fires. During his absence, Deputy Chief of Staff and Operations Edward G. Conway, Headquarters Staff, will be Acting Chief of Department.

Promotions Before Demise Of Eligible Lists Are Closer After Feinstein Sees Mayor

Following conferences between Mayor William O'Dwyer, Budget Director Thomas Patterson and Henry Feinstein, president of New York City District Council No.

action to the Board, and Mayor O'Dwyer has indicated his approval.

Eligible Lists Ending

Mr. Feinstein stressed the need 37, American Federation of State, County and Municipal Employees, (AFL), efforts to make promotions from eligible lists before they expire are gaining momentum.

An immediate result of these

conferences is the probability that all existing eligibles for promo-tion of Masonry and Carpentry Inspectors in the NYC Depart-ment of Housing and Buildings from Grade 3 to Grade 4, will be promoted by action of the Board of Estimate at its meeting on of Estimate at its meeting on July 21. Budget Director Patterson has agreed to recommend this

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in Manhattan. State education, experience and salary.

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LEGAL NOTICE

Mr. Feinstein stressed the need for removing the proposal from the District Council's general list of requests now being studied be-cause of the approaching expira-tion of these eligible lists. This is the second group of Inspectors in the Department of Housing and Buildings that will have obtained promotions in the making of which the entire promotional lists are used. Early this month the whole list of Housing Inspectors, Grade 4, was used as a result of the efforts of the District Council.

Pending in this same department and now before the Budget Diagram.

and now before the Budget Di-rector, after conference with the Mayor, is the promotion to Clerk,

forthcoming.

effected a change of policy con-cerning promotional opportunities for Inspector of Masonry and Car-pentry, Grade 4. Hitherto only those Inspectors whose duties included supervisory work could be promoted. Under the new plan all Inspectors are promoted to the next higher grade, whether or not their duties cover supervisory work. This is in line with the Council's efforts toward reclassifi-cation of the entire inspectorial next higher grade without exami-nation, thus eliminating the title

Mr. Feinstein pointed out to the

Endorse Career Plan

Pay study and will participate in hearings on the plan beginning July 20, to be held in the Civil Service Commission Board Room, 299 Broadway.

Grade 5. Policy as to the extent of other promotions soon will be

The District Council has also service, in this department, to the Inspector Grade 2. Inspector Pay

Board of Estimate at the budget hearings the inadequacy of salaries paid to Grade 2 Inspectors whose duties and performance safeguard life, health and property throughout the City. They are charged with the responsibility of inspect-ing all construction from foundation to roof.

Department of Housing and Buildings Local No. 824 has en-dorsed the District Council's sup-port of Mayor O'Dwyer's Career-

Fire Officers Sponsor Bills To Aid Retired Men; Call Sharkey 'Friend of Labor

sociation has sponsored, and Councilman Sharkey has introduced two bills which would have wide effect on City employees. One of these measures assures any employee in the uniformed forces that if he is injured in line of duty, he will receive the same medical and other protections and benefits after retiremment as before. The bill affects six departments.

The second measure is for ad-ditional pension credits, in line with present salaries. In the Fire Department, for example, men who stay longer than 20 years now get \$50 for each additional year. This is based on 1/60 of the fireman's pay of \$3,000. But, the UFOA contends, where a man is now paying into the retirement fund on the basis of \$3,800 a year, he should get 1/60 of that. The bill was proposed by Fire Chief R. A. Denehan.

The executive board of the UFOA lauded Council Majority Leader Sharkey for his staunch support, calling him "a friend of labor and of the civil service employee." It is expected that both bill will obtain a sympathetic hearing in the Council. The text of the two measures

Injured in Line of Duty

Sec. 1, Chapter 40, title B, sec-tion B40-10.0 of the administrative code of the city of New York is hereby amended by adding thereto a new subdivision (c) to read as follows; (c) Any mem-ber of the uniformed forces of the fire, police or sanitation de-partments or any employee of the department of parks, water supply, gas & electricity, docks or public works who shall retire and who while a member of the uniformed forces of the fire, police or sanitation departments or an employee of the departments of parks, water supply, gas and electricity, docks or public works, was entitled to the protection and benefits provided for by subdivisions (a) and (b) of this section, shall continue to receive the protection and benefits therein provided for after retirement. (2) This local law shall take effect

immediately.

Referred to the Committee on

Pension Bill

Section 1. Section B19-5.0 of the administrative code of the City of New York, as last amended

Fire Dept. Legion Post Protests Loss of Vote

New York Fire Department Post 930, American Legion, protested the disfranchisement of its 2,829 members at the New York County Convention of the American Legion, because of the refusal of the New York County Board of Tellers to count the 114 votes of this Post in the election of delegates election of some county officers.

Post 930 has appealed to the State Department of the American

68-Year Old Sweeper Wins Courtesy Award

Edward O'Donnell, of Tottenville, a 68-year-old Sweeper won the third \$25 cash prize to be awarded in the Sanitation Department's courtesy contest, Com-missioner William J. Powell an-





by local law number fourteen for the year ninteen hundred fortyone, hereby is amended to read as

B19-5.0 EXTRA SERVICE PENSION CREDIT—a. Except as provided in subdivisions a and b of section B-19-4.0:

1. A member after twenty years of service, upon completing such period of service, may continue in the service. In such event and upon retirement for service, there shall be added to his annual service pension (the sum of 50 dollars) AN ANNUAL INCREMENT IN AN AMOUNT EQUAL TO ONE SIXTIETH OF THE ANNUAL Finance.

OF SUCH MEMBER for each completed additional year of service, during which years such de-ductions shall have been made. Any such member upon com-pleting 25 years of service, shall have such deductions made at the rate of 5 per cent, in which event and upon retirement for service, such additional amounts also shall be added to his annual service pension for the years during which deductions shall have been made at the rate of five per cent.

(2) A member who shall have elected to contribute on the basis of retirement after 25 years of service, upon completing such period of service, may continue in the service. In such event there shall be added to his annual service pension upon retirement for service the sum of 50 dollars) AN ANNUAL INCRE-MENT IN AN AMOUNT EQUAL TO ONE SIXTIETH OF THE ANNUAL BASE PAY OR COM-PENSATION OF SUCH MEMBER for each completed additional year of service, during which years such deductions shall have been made at the rate of 5%. (b) The annual service pension (increment) IN-CREMENTS which may be granted or paid to any member under the provisions of this section shall in no event exceed (five hundred dollars) TEN.

2. This local law shall take effect pursuant to the provisions of section 16 and 17 of the City Home Rule Law.

Note—New matter in capitals, old matter in () brackets.

Referred to the Committee on

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NYC Career Plan-Community, Simple Explanation Groups Back Of What It Will Do

What will the proposed NYC Career and Salary Plan do? A simple explanation was issued last week by Thomas J. Patterson, Budget Director, and Joseph A. McNamara. President of the Civil Service Commission:

sident of the Civil Service Commission.

The proposed objectives of the study for a Career and Salary iffication are:

The Citizens Committee on Children of New York City, Charpresident: Plan are:

- 1. The salary of no employee will be reduced.
- 2. The cooperation of all municipal agencies, employee and civic organizations will be invited.
- 3. To study the present Career and Pay Plan in order to evaluate its worth as such, with the express aim of establishing one that is real, appropriate and as vital as any such plan now in existence based on the principle of equal pay for equal work.
- 4. To establish a uniform standard of specifications for the measurement of work performance by a complete statement of all requirements of every position.
- 5. To outline each position in terms of monetary value and promotional opportunity.
- 6. To publish job specifications for the information and guidance of administrators of all city agencies and for a proper employee comprehension of work to be performed. Such publication will also assist prospective city employees or employees seeking promotion so that they may direct their training and preparation along specific lines.
- 7. To establish a future machinery for an adequate continuing study of the Career and Pay Plan especially in connection with the problem of out of title work.
- 8. To suggest corrective or necessary legislation.
- 9. To weigh the necessity of and to make recommendations thereof relative to revisions in the present pay plan.
- 10. To weigh all recommendations in the light of the necessity for proper City management, the welfare of municipal employees and efficient and adequate job performance.

Child Aid Career Plan

In addition to most of the civil service employee organizations, the important civic groups throughout the City have joined the plea for a thoroughgoing NYC Career and Salary Plan, as pro-posed by Mayor William O'Dwyer.

lottee Carr, president;
The United Neighborhood
Houses, Helen M. Harris, executive director. Seek Improved Services

Both organizations point to the need for reclassification as a basis for the improvement of public services in the City. In her letter to Mayor O'Dwyer, Miss Harris wrote:

"The United Neighborhood Houses is heartily in favor of your proposal that the Board of Estimate appropriate \$150,000 in order to have a study made which may lead to a revision of the classification system in the civil service of the City of New York. We feel that reclassification on a sound basis will greatly implement the improvement of the City's services to its citizens. This is especially true, we think, as it would affect the social service staff of the Department of Welfare. You may recall that I spoke to you about our concern with regard to the situation in this Depart-

ment a few weeks ago.
"I hope that the Board of Estimate will take favorable action on this matter in the near future.

EDITORIAL

Safeguards in NYC Career-Salary Plan

This week, hearings start before a 2-man committee pointed by Mayor William O'Dwyer, to determine wh safeguards the employees seek in the forthcoming Care and Salary Plan.

The inclusion of such safeguards is entirely proper, a The LEADER is pleased that from the outset both to Mayor himself and John T. DeGraff, appointed to condu the study, appreciate and urge the necessity of safeguard

For one thing, the employees have the personal guarant of the Mayor that not a single salary will be cut as a resi of the survey. This is the broadest guarantee, to T LEADER's knowledge, ever made prior to such a stud and it assures that the basic principles of the Career an Pay Plan can result only in good for City workers.

The LEADER firmly believes that an employee committee should work closely with Mr. DeGraff from the very ginning, and that this committee's views be consulted co stantly on policy matters. Mr. DeGraff was the first suggest such a committee.

Thirdly, the pay standards of per diem employees mu be protected.

The survey will be the greatest forward movement the direction of improved government that this City h seen in many, many years. And with the protections guaran teed employees, it will, proceeding as its sponsors envision it - become the most enlightened action of its kind ev taken in the United States.

The Career and Pay Plan deserves the wholehearte support of every New York City employee. It will do task that has needed to be done for 40 years, provide a ditional securities and incentives on the job; and for the first time, give to the City of New York a mature, moder personnel system.

AFL Council President Stresses Sincerity of Career-Salary Study

Editor, The LEADER:

Your advocacy of the study on which a NYC Career and Salary Plan is to be based, as expressed in your editorials, succinctly and honestly states the realities and properly implies the benefits that could result.

It is implicit that any reclassification of titles and equitable grading would establish promotion ladders of inestimable benefit to City employees and the public at large through better services induced by encouraged

and contented personnel.

Such a vast complexity as the

NYC job structure, the necessity of defining the duties of the positions closely and evaluating the fair salary scales for each grade, is nothing that can be accomplished overnight. As you state, it requires study. Anything less than a thorough job would you defeat the high objectives held that are solidly backing Mayor by those forward-looking groups William O'Dwyer in his determin-



HENRY PEINSTEIN

DeGraff to Take Over After Preliminary Hearings On Career Plan

The calendar of hearings on em-ployee safeguards in a study from which is to emerge a Career and Salary Plan has been arranged on the basis of waiting until the end to hear spokesmen of the largest groups, said President Joseph A. McNamara, of the NYC Civil Service Commission. In general, Service Commission. In general, one spokesman would be expected to tell all that any organization has to say, he revealed after receiving requests from seven applicants to address the hearing on behalf of a single union local. There will be at least eight

sessions, to wind up in four weeks. The deadline for requesting permission to speak was last Friday.

DeGraff to Get Report The hearings will be conducted jointly by Budget Director Thomas J. Patterson and President McNamara. The civic associations and other non-city employee groups and individuals who sought permission to speak received polite letters of refusal. Mayor O'Dwyer had been consulted on whether or not the non-employee individuals and groups should be heard and the result is said to reflect his preference. The opportunity to speak will be afforded to the others at hearings on the nature others at hearings on the nature of reclassification of City titles and modernization of the salary structure, to be held finally by the Board of Estimate.

After the preliminary hearings are completed by Messrs. Patterson and McNamara a report will be prepared, containing recom-mendations. A copy of the min-utes of the hearings, and of the report will be supplied to John T. DeGraff, the Mayor's choice to head the study from which the Career and Salary Plan is to emerge. Mr. DeGraff would de-cide whether or not others than City employees and their rep-resentatives would be heard at any further hearings he would conduct on the substantive aspects. Civic Groups Welcome to Attend "The civic groups are welcome

to attend, and everybody will be admitted, up to the capacity of the Board Room," said President McNamara, in discussing the pre-liminaries. "The hearings will liminaries. eration of State. be conducted on a high plane. County and Municipal No demonstrations will be permitted. Every accepted speaker will be given full opportunity be heard, up to a maximum 20 minutes.

The schedule calls for speake every 15 minutes, but non-a pearances and failure to take the full allotted time would provi the extra five minutes, the Con mission believes.

The preliminary hearings, then fore, are preparatory to Mr. D Graff stepping in to perform f NYC the same kind of work has with the classification of a Career Salary Plan und former Governor Lehman. I drafted the Feld-Hamilton la which improved and stabiliz State salaries through promotion al grades and has been close connected with all improvement in classification and pay in t State for years.

Gets Batch of Form Telegram

"If we get through the hea ings in four weeks we'll hold on two a week, otherwise we'll stup the frequency of hearings, as not to overrun that time," d clared President McNamara. We

nesday and Friday mornings a the present plan for hearings. One question that arose des with employees who wanted the hearings to start at 4 p.m., instead of 10:30 a.m., so that they coul attend them after they we attend them after they we through with their day's wor President McNamara got about taining that request, bearing different senders' names and identifying each sender as an employee of the Comptroller's office. President McNamara said the since appearance at the hearli would take little time, any dispersion of the said t partment head would be glad let the employee off long enouge to address the hearing, even it were a charge against annu "If an employee is designate

to represent a group, and scheduled to speak, I'll get his off" promised President Me promised President Namara.

Human interest aspects of NYC civil service, expert analys of court cases and sharp evaluation of trends highlight the tof flight NYC Employee column The LEADER, every week.

Schedule of Speakers

Here is the calendar of speakbefore the reclassification hearings, as prepared by the Municipal Civil Service Commission. Later calendars will include other groups which have applied to the Commission for the priv-ilege of giving their views. July 20

David A. Owens, President, Civil Service Watchmen's Council No.

Thomas J. Bannon

John E. Adams R. Alvin Albarino, Bus. Mgr.-Sec'y-Treas. Upholsterers, Decora-

tors and Allied Crafts Union James V. Barry, Business Representative, Pavers and Builders District Council. Pavers and Road

Jacob L. Goldberg
William J. Marino
July 22
Milford M. Stern, president,
Uniformed Pilots and Marine Engineers Association.

Chairman, Benjamin Janer, Chairman, Committee or Classification and Salaries, Association of Municipal Chemists of City of New York.

Dr. Milton Kover, president,

Society of Dentists, Department of Health.

William P. Mulligan, president Associated Court Clerks of the City of New York.

Edwin Beer, chairman, Courts Chapter, UPW-CIO. Michael Gregg

Alfred Ayvazian, president, Society of Municipal Radiographers, Bellevue Hospital X-ray Dept,

July 27

Abraham Sinorofsky, Bureau of Excise Taxes, Investigation Unit.

Albert Schor, Official Court In.

Albert Schor, Official Court Interpreter, Uptown Magistrates

William Lyons, Bridge Tenders' and Operators Mutual Aid Society, Dept. of Pub-Service Forum Council No. 31.
Adam C. Smith, president,
Queens Auto Engineman Council
No. 194.

Gerard Coughlan, president, Greater New York Park Employ-ees Association (Forum). Ernest Zundel, NYC Park De-

partment Employees Local 924. Philip F. Carolan.

ation to institute an equitable and comprehensive Career and Salary Plan, one that should be a model, as former Governor Herbert H. Lehman has said, for other cities, as well as States, and thus become a nation-wide yard-

As against the extensiveness of the undertaking, and the time needed for a real achievement, there is narrow-minded and illadvised criticism, based on the folly of supposing that the work can be accomplished in a jiffy, and capitalizing on employee eagerness for overnight improve-ments. The scope of the work is the measure of the time required.

It is well that the Mayor has selected John T. DeGraff to head the study, for he's well exper-ienced in State classification and salary problems. It is a compli-ment to the Mayor that he has selected Mr. DeGraff and recog-nized the necessity of a conscientious and expert solution of the problem and staunchly resisted being stampeded by agitation. The Salary and Career Plan is the objective, the end to be achieved. It doesn't exist, naturally, except as an objective. To accuse the employee proponents of the study of approving something in advance of its existence is sheer demagogy. What the sup-porters of Mayor O'Dwyer's undertaking are enthusiastic about is his determination to achieve a model Plan. To say or insinuate that it will result in wage cuts is to doubt the veracity of the Mayor, who promised that there would be none, and who has granted more and larger salary increases, and promoted many more thousands of employees, than any other Mayor in NYC history. No responsible employee organization would join in an at-tack on the Mayor's motives and integrity and brand as yes-men those who have confidence in the Mayor and Mr. De Graff.

> HENRY FEINSTEIN. President, NYC District Council, American Fed-