

For Men and Women of All Ages:

NYC SUBWAY CLERK EXAM OPENS FEB. 10; 4,000 STEADY JOBS

Analysis of State Salary Report Reveals Grave Weaknesses

By MAXWELL LEHMAN

The LEADER was wrong!

In rushing into print with the first information about the Survey Report of the State Salary Standardization Board, The LEADER recorded its quick conclusion that the report is an impressive job. The fact that the survey was made at all is a forward step.

But a more detailed examination of its contents reveals that it is less complete than it seems to be, less accurate than its weighty 301 pages indicate, less factual than its imposing lists of tables appear at first impression, less scientific than it should have been.

The legislation which flows from this report provides little comfort for the employees, little cash in their purses. In fact, cases are already coming to light in which certain groups of employees actually face a salary cut in the maximums now established.

These over-all statements must be made about the report:

1 While the staff which prepared it did a notable job in getting it out in so short a time, the hurry and rush with which it was prepared have seriously impaired the validity of its contents.

2 There is a curious connection between the findings of the report and the salaries which are now being paid by the State. One cannot avoid the feeling that the Salary Standardization Board set out in advance to reach certain conclusions, then found the facts to sustain these conclusions. It is inconceivable otherwise that the "proposals," which allegedly come out of the data gathered by the board, should so closely approximate the salary "status quo."

Moreover, even on the affirmative side, administration policy is reflected in the report. Example: On page 56 this statement appears: "... emergency compensation now being paid to New York State employees is justified and should be incorporated in the basic salary levels." The question may reasonably be asked: If this were not administration policy this year, would such a statement have appeared in the report? And much other material leads to the same

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Dewey Says No to State Pay Raise At Present

Special to The LEADER

ALBANY, Feb. 3.—No further increases for State employees beyond those recommended in the report of the Salary Standardization Board will be authorized at this time, Governor Dewey said in his budget message, but recommended increases for commissioners.

He said flatly:

"On the broad grounds of the merits and public policy, I cannot recommend another blanket rise in pay at this time. But should the general cost of living continue to be maintained over a period of time at the present levels, I shall be constrained to recommend further rises in the future."

Cites Wages and Living Costs

The Governor added:

"I have studied all of the arguments supporting this request for

(Continued on Page 4)

Social Investigator Exam June 14

June 14 is the tentative date set by the NYC Civil Service Commission for the open-competitive examination for Social Investigator, Department of Welfare. The examination notice is now before Budget Director Thomas J. Patterson for approval. As soon as approved it will be published in The LEADER, with dates for the period during which applications will be received.

More State News

Pp. 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 15.

Requirements Are Simple for Transit Job

WRITTEN TEST SET FOR APRIL 19

The popular open-competitive examination for Railroad Clerk, NYC Transit System, will open for issue and receipt of applications on Monday, February 10, and close on Friday, February 28. The current pay is 90 cents to \$1 an hour. There are no age limits. Both men and women may apply.

Applications are obtainable at and filled-in forms should be filed with the City Collector's offices (listed below) in the borough of residence. Do not apply for blanks or file them with the NYC Civil Service Commission.

There are more than 1,000 vacancies; 3,000 more are expected to arise before the end of the resultant eligible list's life.

Promotion Opportunities

There is no charge for applications, but there is a filing fee of \$2.

Veteran preference will apply.

All who pass the test will be grouped on such preference basis—disabled veterans first, non-disabled veterans next, non-veterans last, to establish the appointment order. No extra point credits are given to veterans; preference applies only after passing the tests, under the same conditions as non-veterans.

Promotion opportunities are excellent.

U. S. citizenship and N. Y.

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March 15 Is Date Of Police Test

The written examination for Patrolman (P.D.) will be conducted on Saturday, March 15, the NYC Civil Service Commission announced in releasing a list of tentative dates for 100 or more exams. This is the date that was

foretold in The LEADER each week for the past three weeks.

The 20,000 candidates will be examined in various schoolhouses. The tentative key answers will be published in The LEADER on Tuesday, March 18.

NYC Sets Record With 28 Exams

Twenty-eight examinations—six open-competitive and 22 promotion—were announced by the NYC Civil Service Commission, the largest number at any one time in its history. Applications for the record series open on Thurs-

day, February 6 and close on Monday, February 24, except for Railroad Clerk, for which candidates may file from Monday, February 10, to Friday, February 28.

Details of new exams on Pages 8, 9 and 16.

Salary Board Report Is Called Rush Job

(Continued from Page 1)

disturbing suspicion . . . that the report is not really the objective performance its prim, clean tables make it appear.

Kills Feld-Hamilton

The report suggests a single wage schedule in place of the great protections inherent in the present Feld-Hamilton schedules. But there is nothing to take the place of the protections in promotion which now exist.

The report makes several minor adjustments in salary, takes the kinks out of certain present unfair wage differentials. This is all to the good. But at the same time, the increment levels are not always fair, and in many cases employees will find—if the legislation based on this report should be enacted into law—that they are in worse financial condition than before.

There can be no question that sustaining the essential features of the Feld-Hamilton law is of prime importance. It is this law above all civil service declarations which gives to State employees their dignity as wage-earners. No one will say that the administration is averse to working out something. Why, then, the unseemly haste with which the report and subsequent legislation were prepared? Why, then, the reluctance to provide sufficient time to employee organizations for advance study—instead of providing them with a last-minute fait accompli, a take-it-or-leave-it business?

One of the Salary Board proposals which will promote furious opposition is a recommendation to end the present policy of equal pay for equal work. This recommendation is the so-called "geographical differential." Under this unique scheme, one employee working (let us say) as a hospital attendant in a county where there are plenty of available workers might earn less money than a hospital attendant in the next county where no such plenitude of workers prevails. Salary by geographical distribution is inherently a dangerous proposal.

Major Defects

Summarizing some of the major defects of the report:

1. It lowers the minimums in some positions. Attendants in State hospitals, for example, go down from a present minimum of \$1,690 to a proposed minimum of \$1,600.
2. The maximums are reduced in at least 12 grades.
3. Increments are reduced from

existing figures in all but one instance. The relationship between increment and salary base is destroyed.

4. No protections are provided in promotion series.

5. The principle of equal pay for equal work is destroyed.

6. Protections of salary minimums now written into the law are eliminated. While this would not affect employees in 1947, the report gives to the Salary Board discretion to lower pay minimums after 1948.

There can be no question that the authors of the report sincerely sought to reduce existing salary inequities. But to do this while at the same time creating other inequities is hardly wise. Here is an example, in an excerpt from a letter received by The LEADER:

"I protest against the Salary Standardization Board. Old salary schedule 12-1; title Prison Guard. New salary schedule G-10; title Prison Guard.

"12-1 pays \$2,000 to \$2,600, plus 22 per cent, equals \$3,172.

"G-10 pays \$2,000 to \$3,120.

"We are losing \$104—that is, \$52 cut from our present salary maximum plus \$52 granted overall to other grades under the new schedule.

"Under the present schedule there is a difference of \$500 between the Guard and the Sergeant. Under the new schedule there is a difference of \$660. Why?"

Case of Statisticians

Statisticians in the State service point out a serious deficiency in

the comparison of their jobs with those in the Federal service. Here is how they are paired in the report:

State	Federal
10-E 2	P-1
10-E 3	P-2
10-E 4	P-3
10-E 5	P-4
10-E 6	P-5
	P-7
	P-6

This is a comparison "straight across the board." It in no sense reflects the actual situation, the statisticians maintain. It will be noted that the Federal service has two grades additional to those maintained by the State. (And, let it be said in passing, Federal salaries run substantially higher than State salaries.) Now, to one who doesn't have the facts, it would appear that Federal statisticians do work two grades higher than that performed by State statisticians, and therefore deserve the higher income. This erroneous interpretation comes from the subtle linking of grades, in the above figures, without regard to the actual duties. The truth is that a New York State 10-E 6 Statistician performs work of a quality and responsibility similar to that performed by a Federal P-7 Statistician. It is simply that, in general, the Federal service has more grades for the same performance than does the State service.

It is amazing that the tech-

nicians working on the Salary Standardization Report should have fallen into so elementary an error. Yet an examination of the job descriptions and the statistical data reveals many such misleading comparisons.

Factual Weaknesses

Without deprecating the remarkable job done in the report, nor the great quantity of facts assembled, it must nevertheless be recorded that the job isn't remarkable enough, nor the quantity of facts sufficient.

Item: A survey of only 15 jobs in private industry sufficed to draw a conclusion about the proper salaries to be paid statisticians on the junior level. At higher levels, no survey of salaries paid in private industry to statisticians was undertaken at all. Was this, perhaps, because those salaries in private industry might make it appear that State salaries paid statisticians are too low?

Item: Salaries for Junior Attorneys were based on a survey of 10 jobs. It would clearly be impossible to draw so sweeping a conclusion on the basis of 10 cases.

Item: In making up the schedules of Clerical salaries, the pay and duties of New York City clerks were not considered. Yet it is obvious that this is the closest comparison that could be made.

Item: For Mechanical Store Clerks, 40 cases from private in-

dustry sufficed to draw a conclusion.

Item: For Personnel Administrator, 12 cases from private industry were cited.

Item: For Senior Social Worker, only 9 cases of salaries paid in private companies and agencies were cited.

Item: In the State service, Launderers mainly supervise patient help. In the report, State-employed Launderers are compared with unskilled launderers in private industry.

Union Pay Scales

Yet perhaps none of these weaknesses approaches in magnitude the failure of the Board to consider, in construction, maintenance and mechanical work, the prevailing rates of union pay. Throughout the entire report, union scales of pay—which one would consider vital in making comparisons—are oddly absent. One is disposed to inquire: Why

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CIVIL SERVICE LEADER

Published every Tuesday by LEADER ENTERPRISES, Inc.

87 Duane St., New York 7 N. Y.

Telephone: BEekman 3-6010

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

Subscription Price \$2 Per Year Individual Copies 5c

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THIS CHART IS FALLACIOUS

PRESENT LEVELS			PROPOSED LEVELS				
Minimum	Maximum	Increment	Service and Grade	Grade	Minimum	Maximum	Increment
1,200	1,700	100	1-2aa	G-1	1,500	2,100	120
1,300	1,700	100	2-1b, 3-1b, 4-1b, 5-1a, 8d-1a, 9b-1b, 8c-1a	G-2	1,600	2,200	120
1,300	1,700	100	1-2b	G-2	1,600	2,200	120
1,300	1,800	100	2-1c, 12-a	G-3	1,700	2,300	120
1,350	1,850	100	4-1c	G-4	1,800	2,400	120
1,400	1,900	100	2-2a, 6-1	G-4	1,800	2,400	120
1,500	1,950	100	1-3a	G-4	1,800	2,400	120
1,500	2,000	100	4-2, 5-1b, 8c-1b, 8d-1b, 9a-1a, 9b-2a, 10e-1	G-5	1,900	2,500	120
1,600	2,100	100	2-2a, 3-2, 8b-1, 12-b	G-6	2,000	2,600	120
1,700	2,100	100	1-3b	G-6	2,000	2,600	120
1,650	2,150	100	2-2b, 4-2a, 9a-1b	G-7	2,100	2,700	120
1,800	2,300	100	2-2c, 4-2b, 5-2a, 6-2, 7-1, 8a-1, 8c-2a, 8d-2a, 9a-1c, 9b-2b, 10a-1, 10c-1a, 12-c	G-8	2,200	2,800	120
1,850	2,250	100	1-3c	G-8	2,200	2,800	120
1,950	2,450	100	4-2c	G-9	2,400	3,000	120
2,000	2,400	100	1-4	G-9	2,400	3,000	120
2,000	2,500	100	2-3, 3-3, 11-1	G-10	2,500	3,100	120
2,000	2,600	120	12-1	G-10	2,500	3,100	120
2,100	2,600	100	4-3, 5-2b, 8b-2, 9a-2, 9a-3a, 10c-1b, 10c-2	G-11	2,600	3,200	120
2,200	2,700	100	2-3a, 6-3, 8c-2b, 8d-2b	G-12	2,700	3,300	120
2,250	2,750	100	4-3a	G-12	2,700	3,300	120
2,400	2,800	100	1-5	G-13	2,800	3,400	120
2,400	3,000	120	2-4, 4-3b, 5-3a, 7-2, 8a-2, 9b-3b, 10b-2, 10c-2	G-14	3,000	3,600	132
2,500	3,100	120	3-4, 11-2, 12-2	G-15	3,120	3,780	132
2,500	3,125	125	9b-3	G-15	3,120	3,780	132
2,600	3,225	125	4-4, 8b-3	G-16	3,240	3,900	132
2,800	3,280	120	1-6	G-16	3,240	3,900	132
2,700	3,300	120	2-4c, 9b-3c, 10c-2a, 10d-1	G-17	3,360	4,020	132
2,700	3,325	125	8c-3, 8d-3, 10c-3	G-17	3,360	4,020	132
2,700	3,300	120	5-3b, 7-2a	G-17	3,360	4,020	132
2,800	3,550	150	6-4	G-18	3,480	4,230	150
3,000	3,600	120	10c-2b	G-18	3,480	4,230	150
3,000	3,750	150	2-5, 9a-4, 12-3	G-19	3,600	4,500	180
3,120	3,720	120	9b-4	G-19	3,600	4,500	180
3,100	3,650	150	3-5, 12-3	G-20	3,720	4,620	180
3,120	3,675	150	5-4, 7-3, 10b-3, 10c-3	G-20	3,720	4,620	180
3,225	3,975	150	4-5, 8b-4	G-20	3,720	4,620	180
\$10 per diem	\$13 per diem	\$60 per diem	10a-1	G-20	3,720	4,620	180
3,200	4,200	200	8a-3	G-21	3,900	4,800	180
3,300	4,650	150	10c-3a, 10d-2	G-21	3,900	4,800	180
3,400	—	—	1-7	G-22	4,080	4,980	180
3,450	4,200	150	8c-4, 8d-4	G-22	4,080	4,980	180
3,500	4,250	150	12-4	G-22	4,080	4,980	180
3,500	4,375	175	5-5, 6-5, 10c-4, 11-3a	G-22	4,080	4,980	180

*The minimum proposed salaries for these grades do not apply to present incumbents. See explanation on page 57.

The Survey Report of the State Salary Standardization Board carries this chart on page 61. To the casual reader, it gives a totally erroneous impression. It makes it appear that the State now proposes substantial raises in the salary of employees. However, the "Present Levels" listed in the chart, aren't "present levels" of pay at all. They're the pre-war levels of pay—and do not include emergency compensation and bonuses won by the employees since then. Actually, the "proposed salaries" are much closer to the real pay which employees are now getting. So the reader—or the legislator—who deduces from the chart that employees are in for substantial pay raises is under a serious misapprehension.

Insurance Bill Is Reported Out

Special to The LEADER

ALBANY, Feb. 3—The Barrett bill (A.I. 203) to provide unemployment insurance for State employees was reported out by the Assembly Ways and Means Committee and is scheduled to pass

the Assembly this week. Senator Halpern introduced the bill in that branch of the Legislature. It is a Civil Service Employees Association measure and is in line with Governor Dewey's recommendations in his annual message. It is slated to be enacted.

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NEW SALARY PLAN IS FOUND 'INADEQUATE, UNSCIENTIFIC'

Special to The LEADER

ALBANY, Feb. 3—State employees are taking a sour view of the proposed plan to revise the salary setup now in existence. All last week, as details of the plan became better understood, employees expressed themselves as dissatisfied with its provisions, and fearful at the power it vests in the Salary Standardization Board rather than, as at present, in the law itself.

The dissatisfaction came not only from individual employees, but from all employee organizations.

Dr. Frank L. Tolman, President of The Civil Service Employees Association, voiced powerful objection, calling the plan "inadequate and unscientific." Dr. Tolman continued:

"The State employees looked forward to the Salary Study with the confident hope that wage levels in public and private employment would be accurately compared, and that underpaid State jobs would be raised to the level of the most efficient private business. Now that the veil of secrecy has been lifted, many serious defects are apparent:

"1. The report is not up-to-date. The data relating to salaries was gathered during July and August, 1946, and therefore

is not representative of present salaries paid outside of State service. Since that time many industries have made substantial wage adjustments and such adjustments are daily becoming more common. In these rapidly moving economic times, last summer is ancient history. The inflation has destroyed any balance between private wages and public salaries claimed in the report.

"2. The statistical methods employed are inadequate and the data entirely insufficient to support the conclusions reached. It turns out to be a typical 'Literary Digest' sampling of limited areas of employment. It seems to be at least as wrong as that political forecast of blessed memory.

"3. The report and the accompanying legislation will cut the heart and soul out of the best salary law ever enacted. The proposal sanctions unequal pay for equal work. It will undoubtedly discourage persons of unusual merit and fitness from entering State service. It will reduce efficiency and destroy morale. It will lower the quality of service to the people of the State, to the mentally ill, to the aged, the poor and the needy.

"4. The Legislature is asked to sign away its birthright. It will take from the Legislature the responsibility of establishing and

changing the essential pay policy of the State, for it puts in the hands of the Salary Board and the Budget Director an instrument so flexible and subtle that the Board can make any fundamental change they desire, without recourse to the Legislature.

"5. The employees had no opportunity to participate in this study or to check facts and figures. Such opportunities would have been accorded in private industry as a matter of course.

"6. Even the brief examination of the report that has been possible discloses such limitations and discrepancies that there is evident need for a more complete study before any conclusions can be accepted as reliable.

"Entirely apart from the study and the proposed legislation, there remains the crucial and bitter truth that State salaries have been and are being reduced far below decent living standards by the inflationary rise of prices. Measures must be taken to maintain the real salaries and living standards of the servants of the people.

"The Association insists that an immediate salary increase is essential to enable employees to meet the sharp rise in the cost of living that has occurred since the last emergency increase became effective."

Salary Levels in Report Criticized

(Continued from Page 2)

didn't the Salary Standardization Board get from the Carpenters Union the scales of pay being paid carpenters? From the Steamfitters Union the scales of pay being paid steamfitters? Or welders, blacksmiths, sheet metal workers, general mechanics, machinists, and foremen? Is it, again, because such a comparison would have shown how out-of-line is the State pay for such jobs?

It even appears that the Salary Standardization Board might have deliberately sidestepped union pay scales. Thus, in getting information from unionized factories, the Board excluded production people—who most frequently work under union contracts. In Revere Copper and Brass, which the Board covered, all skilled workers were excluded. "What the Board tried to do," said one official who examined the report, "was to bring all State workers down to the salary level paid on white-collar jobs."

The men who worked on the report might have a defense. They could say that carpenters on the

State payrolls do work that's similar to handyman jobs in private industry. This is palpably incorrect. Construction men on the State payroll put up buildings and do all the other things which construction men in private industry do. For construction work, the State itself pays the "going" salary scales to private contractors—but not to its own employees.

"Proper" Salaries

In finding the "proper" salaries for barbers, shoemakers, seamstresses, tailors, the comparison wasn't with the earnings of privately-employed barbers, shoemakers, seamstresses and tailors . . . but with those employed in other civil service jurisdictions. This gives a lower result.

In finding the "proper" salaries for laboratory jobs, the Board examined none of the big drug manufacturers.

Such methods were hardly conducive to a truly effective report—one that could withstand challenge. Nor are these criticisms the only challenge. Already subjected

to serious question are the statistical methods employed in the report. (These methods will be examined in next week's LEADER.)

Wage Rise Needed

But the over-riding weakness of the entire performance by the Salary Standardization Board is its Olympian neglect of the precipitous changes in price-and-wage structure. State employees need an over-all wage increase. But the report gives no consideration to current rises in salaries paid by private industry. Its figures, no more recent than August, 1946, are already woefully behind the times.

Having made these criticisms, it remains to be said, however, that the appearance of the report is a valuable thing. For the first time, the public is apprised of the methods used by the Salary Standardization Board to arrive at its conclusions. For the first time it is possible to argue from the facts—either by refutation or by the presentation of other facts. And the groundwork is laid for a system of salary-reporting which should be effective in the future.

CRAIG COLONY CHAPTER HOLDS DINNER MEETING

Special to The LEADER

SONYEA, Feb. 3.—The Craig Colony Chapter of the Civil Service Employees Association held a dinner meeting at the Hotel Dansville. Eighty members were present. The guests included Gerry Zugelder, President of the Rochester State Hospital Chapter; Edward Long, President of the Mount Morris Hospital Chapter; John McDonald, Rochester State Hospital, Vice-President of the Mental Hygiene Association; Fred Walters, Middletown State Hospital, President of the Mental Hygiene Association, and William F. McDonough, Executive Representative of the Association who was the principal speaker.

Following the dinner President J. Walter Manniv of the local chapter, was toastmaster.

In his address as principal speaker Mr. McDonough praised Dr. Frank L. Tolman, Association President, for his merits and achievements. He pointed out that

to date this year there are 27,000 civil service workers signed up with the Association. He spoke of the various bills presented to the legislature.

Mr. McDonough praised the local chapter for full support of the Association and urged the members to keep up the good work.

This was Mr. McDonough's second visit to the Craig Colony Chapter and his interest in the State workers has made him one of the most popular officers in the State association that he helped to organize.

Mr. Walters told of the activities of the Mental Hygiene Association, past and present.

GOLDSTEIN RULES ON BARBERS' AND BEAUTICIANS' LICENSES

Special to The LEADER

ALBANY, Feb. 3.—Inquiries from barbers and beauticians in State institutional service as to their need for licenses under Chapters 801 and 802 of last year, are answered by advice of Attorney General Nathaniel L. Goldstein to the Department of Mental Hygiene, which reads:

"It is my opinion that the Legislature did not intend by Chapters 801 and 802 of the Laws of 1946 in any way to regulate the operation of State institutions or to interfere with the activities of State employees controlled by civil service regulations, and it is not necessary for such employees to be licensed."

Bill Would Change Removal Procedure

Special to The LEADER

ALBANY, Feb. 3.—Mrs. Mary A. Gillen (D., Kings), has introduced a bill to repeal a section of the Civil Service Law relating to removal of civil service officers and employees.

"This measure would afford competitive civil service employees the same privileges upon removal on charges as those granted to veterans; the democratic process of a full hearing, upon written charges, limited to incompetency and misconduct, should apply equally to all civil service employees," she said.

The bill was sponsored by the Civil Service Forum.

RAY BROOK VOTES CHANGE IN MEMBERSHIP RULES

Special to The LEADER

RAY BROOK, Feb. 3.—The Ray Brook Chapter of The Civil

Service Employees Association, at the regular meeting, voted to change the Chapter's Constitution to admit other State employees of the vicinity into the Chapter. This now awaits the approval of the Executive Committee of the Association.

Our best wishes to Ellen Carey and George Rotner, who were recently married. Ellen is a Nurse at the hospital and George is with the Conservation Department.

Ernie Collella's bowling "demons," Vinny Grieco, Jack Mynor, John O'Garro and Zip shellacked Al Helak's "Windies," Al Bersch, Al McClay, Roy Perry and Wee Willie Wigger last week at the Saranac Lake Bowling Academy.

The State Employee

By Dr. Frank L. Tolman

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



THE LABORER IS WORTHY OF HIS HIRE

Your President is one of those who seeks peace and if necessary pursues peace. He is not easily led into a controversy or a fight but the pursuit of peace sometimes leads through troubled ways.

I wish the Administration and the Association could have seen eye-to-eye in a number of matters relating to the needs of employees for a living wage and an emergency bonus for 1947-48. The Administration built its case in the findings of the Salary Study of the Salary Standardization Board. The employee built his case from the hard facts of life.

In a full-page ad in the New York Times, the President of a large Corporation writes "The real income of the average American family in 1947 won't be the dollars they receive. It will be the goods and services those dollars will buy. \$3,000, for instance, may sound like a substantial income, but at present prices it will buy less food, clothing and housing than \$2,000 would a few years ago."

Employees Forced to Live on Savings

Our low-paid employees have had their salaries reduced more than one-third, or to a point where they cannot live on their salaries, and have been forced in many instances to use their savings, sell their war bonds and take outside work to supplement State pay. You can't tell a person who holds two jobs, one in the State service, and the other in a private industry, that the State pay for skilled tradesmen is as high as in organized industry. He knows better.

You can't tell a statistician or other employee who has served both in the Federal and in the State service, that the Federal salaries in the survey are correctly reported and interpreted. He knows you can't compare 3, 4 and 5 point scales with 5, 6 and 7 point scales by using only the lower points in the larger scale.

You can't tell a State employee who holds a union card that average wages for carpenters, truckmen, machinists, etc., are as reported in the survey. He knows better.

You can't tell a leading specialist in any field in the State Service, who has received many offers of similar jobs at much higher salaries, that his salary is too high. He knows better.

You can't tell a Registered Nurse, who can step across the street and get a job in a Veterans Hospital at much higher pay, that the Federal salary is way out of line. She knows that it is the State salary that is out of step with progress.

Expert Analysis Coming

I doubt whether the leaders of organized labor will find the salary data accurate. I doubt whether any leading economist or statistician will find the statistical methods used to be adequate.

I doubt whether any fair-minded person will agree that salary levels in the State should be reduced at this time.

I shall have more to say on the chief errors and shortcomings of the report in future columns. In the meantime keep your eyes peeled for the analysis of the report by statisticians and research experts which will appear shortly.

The Association will insist that a new cost of living bonus is essential. It will ask that a full and reliable study of State salaries be undertaken.

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MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

Dewey Asks \$11,000,000 For a 40-Hour Week; Turns Down Raise Plea

(Continued from Page 1)

a new increase most carefully, and while it is clear that the cost of living has again increased during the past year, it is also the fact that compensation of State employees has risen more in the past decade than the cost of living. Taking the 1935-39 average of cost-of-living indexes and average pay of 1938, we find that while the cost of living has risen 53 per cent, average salaries have risen 61 per cent in State service.

Stressed Personal Facts

"In 1942," the Governor pointed out, "the lowest starting salary in State service was \$900. Today, the pay is \$1,560. Mental hospital attendants who started work in 1942 for \$1,252 now start at \$1,690. It is perhaps even more important that the Administration acts on promotions and reclassifications on the basis of personal facts rather than a cold basis of budget savings."

"All told, we witness this result: The average of State salaries was \$1,526 in 1938, \$1,692 in 1942, and \$2,448 in 1946. The average salary in 1946 is 45 per cent higher than either 1938 or 1942.

Backs Salary Board Report

"On top of all this I recommend that we improve our salary plan even further. I support wholeheartedly the Salary Board's proposal for a simplified salary to take place of the obsolete pay scales that now exist for twelve different groups of employees."

\$11,000,000 for 40-Hour Week

"Our pay scales should be for a basic number of hours per week and that number should not exceed 40. All employees who must work regularly in excess of 40 hours should be compensated for their extra hours at straight time. The mental hospital attendant who received \$1,252 for 48 hours of work in 1942 would receive \$2,028 under this proposal, a total increase of 62 per cent. All other employees who may work irregularly more than 40 hours per week should be compensated in time-off or overtime pay. This proposal is fair but, nevertheless, costly. I recommend that some \$11,000,000 be made available for this purpose. Together with the present cost of our emergency compensation these improvements will cost \$38,000,000. I anticipate that \$8,000,000 of this amount can be financed from savings in regular appropriations and recommend that \$30,000,000 be appropriated for these specific purposes."

Funds for Institutions

Governor Dewey recommends in his message increased appropriations totaling \$5,600,000 for the State's mental institutions. These increases are to provide for higher

prices in items such as fuel, increased population, and improved medical treatment, with the exception of \$1,035,000 which has been allocated specifically "to assure the maintenance of sound nutrition, in case prices do not decline as presently indicated."

An additional appropriation is also recommended for the juvenile delinquency program.

Other appropriations are recommended for institutions in the Departments of Correction, Health and Social Welfare are for increases in personal service, increases for extra hazardous and arduous work, filling of vacancies, and for the additional vacation week granted this year.

"I can no longer ask our Commissioners to render their notable services for existing salaries," Governor Dewey said. "I wish to recommend a revision and moderation of the salaries of the heads of the State's departments and agencies. Most of the salaries are today wholly obsolete and inadequate."

Salaries of the State Comptroller, the Attorney-General, and the Education Commissioner were increased by legislation last year.

The sixteen other department heads receive \$12,000 (a figure set before 1930), according to the message, plus an emergency compensation of \$1,000 granted in 1945.

It is understood that failure of the Governor to indicate the amount of the increases in his budget message arises from discord among State officials as to whether all department heads should be compensated equally regardless of the added responsibilities of some departments.

The Governor will probably include in the supplemental budget, to be submitted to the legislature at the end of the session, a proposal for variable scales for commissioners' salaries.

Consolidations Grow In City-County Units

Ways to streamline government through consolidation of city and county functions are being studied in an increasing number of localities, according to the American Municipal Association.

Examples cited of unified local government are Philadelphia and New Orleans, where city-county consolidation has been complete. Part consolidation has been effected in Boston and New York, the Association adds. In Baltimore, Denver, San Francisco and St. Louis, part consolidation has been effected, the city assuming functions of the county government within municipal boundaries, thereby abolishing overlapping jurisdictions.

AUDIT AND CONTROL CHAPTER IN ALBANY READY FOR CHARTER

Special to The LEADER

ALBANY, Feb. 3—Department of Audit and Control employees held a meeting today to organize a Chapter in that department. The petitions for the Chapter are ready to be acted upon by the Executive Committee of The Civil Service Employees Association. Martin Lanahan, Executive Board member for the Division of Audit and Control, presided until Frank Connelly was nominated Temporary Chairman. Ethel Meyers was nominated Recording Secretary.

Committees Appointed

Mr. Connelly made the following appointments: Nominating Committee—Chairman, Leo Mullen, Bernard Lynch, State Office Building; Tom Collins, Herman Marshburn and Mary Pagano, Unemployment Insurance; Dan Pagano and Frank Casey, Retirement Bureau; Virginia Coty, Retirement, and William Van Amburg, State Office Building.

Constitution and By-Laws Committee—Chairman, Beulah Bailey Thull, Benjamin Singleton, Robert Leonard, Evelyn Patton, Jessie Varian and Elsie Belknap, State Office Building; Charles Swim, Retirement System.

Board of Canvassers—Chairman, Benjamin Newell, Margaret Sepe, Frank Seeley and Austin O'Brien, State Office Building; Esther Shotts, Unemployment Insurance; Edward Wang, Retirement System.

William F. McDonough, Executive Representative, and Laurence J. Hollister, Field Representative, of the Association, also addressed the meeting.

The following employees of Audit and Control were present: Ruth Willoughby, Raymond J. Carroll, Charles L. Murphy, Mary Fisher, R. A. Maguire, Teresa Cramer, Ann Henkel, Jennie Nachtreib, Mary Cronin, Mary F. Nestor, Ethel A. Grounds, Elizabeth Monahan, Frank J. Carr, 3rd, Alice Mack, James P. Fahey, Beatrice Phelan, Sophia Danish, Harold Johnson, Ethel Ray, William A. Sullivan, Samuel D. Kohn, Letha I. Gosselin, Ruth Relyea, Mary C. Deisseroth, Betty Petrie, Donald P. Menges, Helen Ford, Tillie Clark, Kathleen J. Butler, Austin R. O'Brien, Anne Kilmartin, Hazel Jordan, Freda O. Robinson, Mary Sheremeta, Edith W. Stone, Edna E. Amy, Grace C. Cook, M. H. Onderdonk, Esther Shotts, Elizabeth White, Frances Doody, Aloysius J. Maier, Elizabeth M. Rieth, Albertina M. Leary, Kay Smith, Hazel K. Foley, Helen B. Patton, Helene O'Neill, C. Austin Thompson, Catherine Ryan, Philip O. Pratt, Jr., E. Foster, Chester Colcord, A. S. Davis, Lillian M. Livingston, Pauline Cohen, Mary L. Allen and Anne Dissoway.

The next meeting will be held on Monday, February 10.

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

By THEODORE BECKER

Probationary Terms in State Service

If you have received an original appointment in the State service from an open-competitive eligible list, then you are serving or have served a probationary term. During this probationary term, which is part of the examination process, every officer under whom you serve should carefully observe the quality and value of the services rendered by you and also your conduct. If required to do so, such officer must report in writing to the appointing officer the facts observed by him, showing your character and qualifications and the services rendered by you. Such reports are required by the Civil

Service Rules to be preserved on file.

The Rules also specify that your appointment shall become permanent upon your retention after the end of your probationary term, but that if your conduct, capacity or fitness is not satisfactory your services shall be discontinued at the end of such probationary term.

Duration of Probation

Under the power vested in it by the Civil Service Law to provide, by rule, for the conditions and extent of probationary service, the State Civil Service Commission has established probationary terms ranging in duration from

one month to nine months, depending upon the nature of the position.

The usual probationary period for State positions is three months and this period applies to all original appointments except the following types set forth in Rule XII of the Rules for the Classified Civil Service of the State:

1. Professional medical positions in the State Department of Health, excepting appointments in the institutions and the Division of Laboratories and Research of the Department of Health—six months.

2. All grades of positions of public health nurse in the State Department of Health—six months.

4. Positions of Junior Tax Examiner and Tax Examiner in the State Department of Taxation and Finance—six months.

One to Three Months

5. Positions of attendants and nurses in State institutions, except Mental Hygiene institutions—three months, provided, however, that if the conduct, capacity or fitness of the probationer after one month of service be not satisfactory, his services may be discontinued at any time during the remainder of the probationary term.

6. Position of attendant in Mental Hygiene institutions—nine months, provided, however, that if the conduct, capacity or fitness of the probationer after three months of service be not satisfactory, his services may be discontinued at any time during the remainder of the probationary term.

Veterans' Status

The question is often asked whether veterans, who are given preference in appointment and, who are entitled to a hearing on charges before removal, are entitled to charges or a hearing before they can be dropped at the termination of their probationary terms. This question has twice been answered in the negative by the Appellate Division of the Supreme Court, Second Department, and at this writing, has not been decided by the Court of Appeals. Accordingly, at present veterans and disabled veterans can apparently be dropped at the end of their probationary term without charges.

List Gives Allocation Of New State Positions

Special to The LEADER

ALBANY, Feb. 3—Allocation of new positions made by the State Salary Standardization Board since October 15, last, were forwarded to department heads in a compilation signed by Philip E. Hagerty, Director of Research, and Louis A. Luizzi, Board Assistant. The list follows:

Title	Service & Grade	Salary	Increment
Agricultural Fairs Representative	4-5a	\$3700-4450	\$150
Administrative Employment Supervisor	5-4	3120-3870	150
Airport Facilities Investigator	9a-2	2100-2600	100
Airport Management Adviser	2-6	3900-4500	200
Area Veteran Director	5-7	5250	
Assistant Administrative Secretary	11-3	2100-3850	150
Assistant Commissioner for T.B. Control	7-7a	9000-11000	400
Assistant Director of Employment	5-7	5250	
Assistant Film Library Supervisor	8b-2	2100-2600	100
Associate Examiner of State Payrolls	11-3a	3500-4375	175
Associate Nutritionist	7-4	4000-5000	300
Associate State Publicity Agent (Radio)	8b-5	4000-5000	300
Associate Utility Rates Analyst	10b-4	4000-5000	300
Associate Welfare Consultant			
(Group of Classes)	5-6	4000-5000	300
Biophysicist	7-2	2100-3000	120
Business Promotion Representative	11-5a	6000-7250	250
Business Tax Adviser	5-4	2100-3000	120
Cartographer	2-2e	1800-2300	100
Clinical Photographer	2-3	2000-2500	100
Deputy Director of Employment	11-5	5200-6450	250
Director, Bureau of Business Promotion	7-5b	6200-7700	300
Director, Motion Picture Unit	8b-6	5200-6450	250
Director, New York Office (Commerce)	11-6	6700-8200	300
Director of Cancer Radiology	7-6e	8000-10000	400
Director of Employment	11-6	6700-8200	300
Director of Mental Hygiene Nursing Serv.	7-5	5200-6450	250
Director of Public Employees Training	7-5	5200-6450	250
Director of Saratoga Springs Reservation	7-6e	8000-10000	400
Director of State Traffic Commission	7-5	5200-6450	250
*Employment and Unemployment			
Research Assistant	10e-3	2700-3325	125
*Employment Consultant (Group of Classes)	5-5	3500-4375	175
Employment Manager	5-4	3120-3870	150
Examiner of State Payrolls	7-1	1800-2300	100
Film Library Supervisor	8b-4	3225-3975	150
Film Production Supervisor	8b-5	4000-5000	300
Junior Projectionist	8b-1	1800-2100	100
Junior Research Aide	10b1	1800-2300	100
Labor Elections Assistant	5-2a	1800-2300	100
Milk Control Hearing Representative	4-4	2600-3225	125
Parole Case Supervisor	5-4	3120-3870	150
Parole Employment Supervisor	5-4	3120-3870	150
Photographic Technician	2-2b	1650-2150	100
*Placement and Unemployment, Ins. Dept.	5-6	4000-5000	300
*Principal Employment Counselor	5-2b	2700-3300	120
Principal Examiner of State Payrolls	11-4a	4500-5500	300
Principal Laboratory Worker	2-3	2000-2500	100
Principal Marine Stores Clerk	8c-2b	3200-3700	100
Principal Park Engineer	7-6	6700-8200	300
Principal State Publicity Agent (Radio)	11-4a	4500-5500	300
Principal Unemployment Insurance			
Reviewing Examiner	6-6	4400-5400	200
Principal Welfare Consultant			
(Group of Classes)	5-7	5250	
Radio Publicity Representative	8b-5	4000-5000	300
Recreation Supervisor	7-2	2400-3000	120
Secretary to the Advisory Committee on Technical Industrial Development	11-4a	4500-5500	300
Senior Airport Facilities Investigator	9a-3	2500-3125	125
Senior Biophysicist	7-3	3120-3870	150
*Senior Employment Consultant			
(Group of Classes)	5-6	4000-5000	300
*Senior Employment Counselor	5-3a	2400-3000	120
*Senior Employment Manager	5-5	3500-4375	175
Senior Examiner of State Payrolls	7-2	2400-3000	120
Senior Railroad Equip. Inspector (Steam)	9a-4	3000-3750	150
Senior State Publicity Agent			
(Group of Classes)	8b-4	3225-3975	150
Senior State Veteran Counselor	5-6	4000-5000	300
Senior Travel Promotion Agent	8b-4	3225-3975	150
Senior Veterinarian Bacteriologist	7-3	3120-3870	150
Senior Welfare Consultant			
(Group of Classes)	5-4	3120-3870	150
State Veteran Counselor	5-4	3120-3870	150
Superintendent of Long Island Parks	7-6	6700-8200	300
Superintendent of Veterans' Rest Camp	11-6	6700-8200	300
Supervising News Photographer	11-3a	3500-4375	175
Travel Promotion Agent	8b-3	2600-3225	125
Travel Promotion Supervisor	8b-5	4000-5000	300

*Previously allocated but omitted from Ninth Report.

Dr. Ravich to Fill Place On Creedmoor Board

Special to The LEADER

ALBANY, Feb. 3—Governor Dewey sent to the Senate for confirmation the nomination of Dr. Abraham Ravich, of Brooklyn, as a member of the Board of Visitors of Creedmoor State Hospital. Dr. Ravich was nominated to fill the vacancy caused by the resignation of Dr. Thomas J. Lengo, of Brooklyn, New York. Dr. Ravich's term will run until December 31, 1948.

Bill Would Abolish Exam Filing Fees

Special to The LEADER

ALBANY, Feb. 3—Application fees for civil service examinations would be abolished if a bill introduced by Senator Arthur Wachtel (D., Bronx) is enacted.

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STATE PAYS LESS IN THESE JOBS THAN OTHER EMPLOYERS

Special to The LEADER

ALBANY, Feb. 3.—Salaries that the Salary Board itself reported as lower in N. Y. State service include the following positions:

Power Plant Helper and Steam Fireman, to a small extent, and promotion titles, Stationary Engineer and Senior Stationary Engineer, to a larger extent, with Federal government offering more, and private industry much more.

Head Farmer (\$2,351 against \$2,486) and Farm Manager (\$3,050 against \$3,550 comparing State and private industry pay).

Head Cook (\$2,684 against \$3,125, State against private indus-

dustry); Assistant Baker, \$1,916 against \$2,371 Federal); Baker (\$2,352 against \$2,495 Federal and \$2,500 industry).

Supervisor of Social Work (\$3,666 against \$3,850 private specialization in psychiatric work, and \$4,040, no specialty, both private agencies).

Payroll Examiner (\$2,537 against \$2,710, other States).

Account Clerk (\$1,851 against \$1,950 other States, \$2,174 Federal).

The Board used for comparison the data gathered by its own staff from selected private employers and other governmental jurisdictions.

Tolman Reminds Dewey: Raise Must Come Now

Special to The LEADER

ALBANY, Feb. 3.—Dr. Frank L. Tolman this week released a letter in which he reminded Governor Dewey that State employees should be considered, in the matter of salaries, with the same fairness and liberality that the State seeks to establish for all labor. He pointed out that employees are becoming seriously disillusioned with present administration wage policies. And he warned that if peaceful methods of conference should fail, "the militant reaction of employees will bid fair to destroy the good will so carefully built up."

Dr. Tolman, President of The Civil Service Employees Association, pointed out that the Governor could not gainsay his statement of January, 1946, in which he admitted that State pay scales are still insufficient to meet cost-of-living rises. The cost-of-living

index has risen greatly since then.

Said Dr. Tolman: "Dear Governor Dewey:

"The State employees expected that the salary problem would be settled this year on a basis of fact-finding and fairness. They hoped that principles and methods would be worked out for necessary adjustments to meet the unprecedented rises in price and general wage levels.

"We have misgivings when the Salary Board failed to cooperate. Even before your message to the legislature, the reports of your press conferences raised doubt and alarm in the minds of many employees. The message itself fell like a bombshell. It seemed to shatter all the expectations of the employees for a fair living wage.

"The Association has been deluged with calls from enquiring and disillusioned employees. They ask, 'Does this mean that the policy of cooperation with the Administration has failed?' 'Has Government by edict returned?' 'Has the administration forgotten that State employees, like other people, have the right to bargain collectively with their employers before policies are established?'"

"We have told our people that the door to a just settlement has not, in our opinion, been finally closed and barred. We seek justice through the peaceful methods of conference. If this should fail, which God forestall, the militant reaction of employees will bid fair to destroy the good will so carefully built up during the past few years.

"In the hope that reason and fairness may prevail, we summarize briefly our case for general salary increases for 1947-1948.

"1. In 1943 your 'recommendation for emergency compensation pointed out that State employees have been adversely affected by the rise in living costs.' This policy of cost of living bonuses was continued and on January 9, 1946, you said: 'our pay scales

today are still insufficient fairly to meet the great increases in the cost of living.' When you said that, the B.L.S. Cost of Living Index was 129.9. The index has since risen over 21 points. How can you abandon this established policy at the very time when living costs have doubled the advance of any previous year? A copy of the index is attached hereto.

"2. The increase in the cost of living and in wholesale prices is indicated in the table and chart attached. It will be noted first that the wholesale level has constantly been and remains above the retail price level and according to all reputable economists this indicates that a further increase in the cost of living or retail price is probable. I call your attention to the official statements of the United States Department of Commerce and the Federal Council of Economic Officers, both of which forecast a further rise in consumer prices and recommend that real wages be maintained.

"State employees should rightfully be considered with the same fairness and liberality that the State seeks to establish in connection with all labor. The administration has repeatedly stated that it is proud of the record of conciliation and conference in avoiding labor disputes and in urging fair determination of wage scales through collective bargaining.

"I have just received your letter of January 9 in which you say that you, like ourselves, have not seen the report of the Salary Board. In accordance with your suggestion, we are ready at any time for a conference on this problem."

How Salary Board Wants Grades Cut To 50 and Increments Changed

Special to The LEADER

ALBANY, Feb. 3.—The Salary Standardization Board recommended to Governor Dewey that a small but varying amount, averaging about \$50, in addition to present emergency compensation, be added to each salary rate so that new grades could be established to provide uniform increments and equal ranges at the same levels. This would reduce the number of grades, if the proposed general schedule is adopted, to 50, from 194. Another five grades are to be proposed on the basis of studies not yet completed.

The Board call its salary plan "internally consistent."

Conversion Example

The report cites the following example of how the conversion, estimated to cost \$2,500,000, would work out:

The report continues: "For purposes of uniformity, it is proposed that the present grades having four increments be converted to new grades with five increments. An illustration of how this conversion is to be made is shown below:

Present Basic Salary	\$1200	\$1300	\$1400	\$1500	\$1600
Emergency Compensation	300	300	420	390	410
Present Gross Salary	1500	1600	1820	1890	2010
Recommended Conversion Adjustment	40	50	40	90	84
Proposed Basic Salary	\$1500	1620	1740	1860	1980

Present Incumbents

"It is to be noted that in the transfer from a four increment grade to a five increment grade, the minimum proposed salary does not affect present incumbents. Those employees presently paid \$1200 basic salary, and who will have sufficient length of service

to be entitled to an increment on April 1, 1947, will receive \$1740 as a basic salary on that date. Those employees presently paid \$1200 basic salary, but who do not have the necessary six months service to entitle them to an in-

\$1200	\$1300	\$1400	\$1500	\$1600
300	300	420	390	410
1500	1600	1820	1890	2010
40	50	40	90	84
\$1500	1620	1740	1860	1980

crement on April 1, 1947, will receive \$1620 as a basic salary on that date. Employees at the other levels are to be similarly shifted to the new respective grades.

"All present employees in Service 1, the Custodian and Domestic Service, would receive an adjustment averaging approximately \$50 in addition to the full emergency compensation upon transfer to the new grade and would continue to receive increments in the usual manner to the maximum of the new grade.

"By making a similar adjustment in each of the 95 existing grades in the various services, and combining grades that are closely related, an entirely new set of 55 different grades results. In a great majority of cases, the adjustments are an addition to the present gross salary. Because of the inconsistencies now existing in the present schedules, the proposed basic salary is, in some cases, slightly lower than the present gross salary. In all such cases, the Board recommends that the present incumbents receive during the 1947-1948 fiscal year the gross salary they would receive under the existing plan. This would mean that no employee would receive on April 1, 1947, under the proposed plan, less than he would have received under a continuation of the present one."

Present Basic Salary	Emergency Compensation	Present Gross Salary	Recommended Conversion Adjustment	Proposed Basic Salary
\$1200	300	1500	40	\$1500
\$1300	300	1600	50	1620
\$1400	420	1820	40	1740
\$1500	390	1890	90	1860
\$1600	410	2010	84	1980

Grade	1st Year Salary Minimum	2nd Year Salary	3rd Year Salary	4th Year Salary	5th Year Salary	6th Year Salary Maximum	Yearly Increment	Total of Increments
G 1	\$1,500	\$1,740	\$1,860	\$1,980	\$2,100	\$2,200	\$120	\$600
G 2	1,600	1,840	1,960	2,080	2,200	2,300	120	600
G 3	1,700	1,940	2,060	2,180	2,300	2,400	120	600
G 4	1,800	2,040	2,160	2,280	2,400	2,500	120	600
G 5	1,900	2,140	2,260	2,380	2,500	2,600	120	600
G 6	2,000	2,240	2,360	2,480	2,600	2,700	120	600
G 7	2,100	2,340	2,460	2,580	2,700	2,800	120	600
G 8	2,200	2,440	2,560	2,680	2,800	2,900	120	600
G 9	2,300	2,540	2,660	2,780	2,900	3,000	120	600
G 10	2,400	2,640	2,760	2,880	3,000	3,100	120	600
G 11	2,500	2,740	2,860	2,980	3,100	3,200	120	600
G 12	2,600	2,840	2,960	3,080	3,200	3,300	120	600
G 13	2,700	2,940	3,060	3,180	3,300	3,400	120	600
G 14	2,800	3,040	3,160	3,280	3,400	3,500	120	600
G 15	2,900	3,140	3,260	3,380	3,500	3,600	120	600
G 16	3,000	3,240	3,360	3,480	3,600	3,700	120	600
G 17	3,100	3,340	3,460	3,580	3,700	3,800	120	600
G 18	3,200	3,440	3,560	3,680	3,800	3,900	120	600
G 19	3,300	3,540	3,660	3,780	3,900	4,000	120	600
G 20	3,400	3,640	3,760	3,880	4,000	4,100	120	600
G 21	3,500	3,740	3,860	3,980	4,100	4,200	120	600
G 22	3,600	3,840	3,960	4,080	4,200	4,300	120	600
G 23	3,700	3,940	4,060	4,180	4,300	4,400	120	600
G 24	3,800	4,040	4,160	4,280	4,400	4,500	120	600
G 25	3,900	4,140	4,260	4,380	4,500	4,600	120	600
G 26	4,000	4,240	4,360	4,480	4,600	4,700	120	600
G 27	4,100	4,340	4,460	4,580	4,700	4,800	120	600
G 28	4,200	4,440	4,560	4,680	4,800	4,900	120	600
G 29	4,300	4,540	4,660	4,780	4,900	5,000	120	600
G 30	4,400	4,640	4,760	4,880	5,000	5,100	120	600
G 31	4,500	4,740	4,860	4,980	5,100	5,200	120	600
G 32	4,600	4,840	4,960	5,080	5,200	5,300	120	600
G 33	4,700	4,940	5,060	5,180	5,300	5,400	120	600
G 34	4,800	5,040	5,160	5,280	5,400	5,500	120	600
G 35	4,900	5,140	5,260	5,380	5,500	5,600	120	600
G 36	5,000	5,240	5,360	5,480	5,600	5,700	120	600
G 37	5,100	5,340	5,460	5,580	5,700	5,800	120	600
G 38	5,200	5,440	5,560	5,680	5,800	5,900	120	600
G 39	5,300	5,540	5,660	5,780	5,900	6,000	120	600
G 40	5,400	5,640	5,760	5,880	6,000	6,100	120	600
G 41	5,500	5,740	5,860	5,980	6,100	6,200	120	600
G 42	5,600	5,840	5,960	6,080	6,200	6,300	120	600
G 43	5,700	5,940	6,060	6,180	6,300	6,400	120	600
G 44	5,800	6,040	6,160	6,280	6,400	6,500	120	600
G 45	5,900	6,140	6,260	6,380	6,500	6,600	120	600
G 46	6,000	6,240	6,360	6,480	6,600	6,700	120	600
G 47	6,100	6,340	6,460	6,580	6,700	6,800	120	600
G 48	6,200	6,440	6,560	6,680	6,800	6,900	120	600
G 49	6,300	6,540	6,660	6,780	6,900	7,000	120	600
G 50	6,400	6,640	6,760	6,880	7,000	7,100	120	600

The general schedule recommended by the Salary Standardization Board in its report to Governor Dewey would apply to all competitive and non-competitive employees. The designation of different "services" would be abolished and the 50 grades shown would replace the present 194.

Hopkins Addresses Highway Engineers

Special to The LEADER

BUFFALO, Feb. 3.—Robert R. Hopkins, Chairman of the Western New York Conference of The Civil Service Employees Association, State Division, addressed the Engineers in charge of maintaining State highways in District No. 5 at a regular monthly meeting.

District 5 is made up of Erie, Niagara, Cattaraugus and Chautauqua Counties.

The purpose was to give the engineers a better understanding of their organization, so that they in turn would be in a position to answer questions of their employees brought up from time to time.

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A THOUGHT FOR THE WEEK

ALMOST everywhere men have become the particular things which their particular work has made them.

J. G. Holland.



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Eighth Year

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Published every Tuesday by

LEADER ENTERPRISES, Inc.

97 Duane Street, New York 7, N. Y.

BEekman 3-6010

Jerry Finkelstein, Publisher Maxwell Lehman, General Manager

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

TUESDAY, FEBRUARY 4, 1947

More Police Jobs In Sight in NYC

MAYOR O'DWYER'S message to the Council, reporting on the first year of his term and revealing plans for the future, contains a discussion of police protection that Commissioner Wallander must find very encouraging to his plan for increasing the number of Patrolmen to 20,000, or about 3,000 more than the present unfilled quota. Moreover, Commissioner Wallander is asking for 2,500 more Patrolmen in his new budget request.

Another 633 Probationary Patrolmen have just been appointed by Commissioner Wallander, who says that job offers will be made soon to the remaining 100 eligibles on the present Patrolman list. After that the appointments will have to be made, with few exceptions, from the list resulting from the examination to be held in March. It is expected there will be 8,000 eligibles and 6,000 jobs during the four-year life of the list.

'Hi! Jinx' Guest Tells About Lost Property

How exciting it is to be the Property Clerk of the Police Department was told by Frank Leuci last Thursday on the 8:30 a.m. "Hi! Jinx" program over WNBC and a network. Mr. Leuci appeared as guest of The LEADER, by special arrangement with Jinx Falkenburg, actress and model, and her husband, Tex McCrary, former Chief Editorial Writer of the New York Daily Mirror, and Executive Editor of the American Mercury. The couple are the co-stars of the top hit show of the morning programs. He told of precious jewelry lost

and found, the record being a chambermaid's discovery of a \$100,000 ring in a washbasin. The ring was owned by a Greek countess.

Some of the property in the other-than-lost column consists of 10,000 guns, mostly war souvenirs of returned veterans, turned over to the Department at Mayor O'Dwyer's suggestion, since held without a license and constituting a danger. The disposition is still a problem.

Another interesting guest of The LEADER will be interviewed by the talented pair on Thursday, February 6.

CREEDMOOR HOLDS ELECTION; MURPHY PRESIDENT AGAIN

The annual meeting of the Creedmoor Chapter of The Civil Service Employees Association was held in the Social Room of the Assembly Hall in the Creedmoor State Hospital, Queens Village. The well attended meeting elected the following officers: President, John L. Murphy; Vice-president, Charles A. Kimble; Secretary, Helen C. Peterson, and Treasurer, Kenneth J. Roseboom. Board of Directors: Irving H. Scott (Chairman), Julia Steinbaker, Lavinia Haggerty, Edna Mulhare, Arthur J. Muller and Lawrence Guarisco. George R. Nadeau, the seventh

member of the Board, still has two years to serve. All Board members serve for three years.

The members gave a rising vote of thanks to the officers who served last year.

It was brought to the members' attention that the Blue Cross Group at the hospital will be open for a period of one month. Anyone wishing to join the group should get in touch with one of the officers.

The members were also notified that the Association office, located in the basement of "B" Building, would be open every Tuesday from 6:30 p.m. to 10 p.m.

Civil Service Rules Ready for Printer; Action Follows Request by LEADER

The preparation of the Rules and Regulations of the NYC Civil Service Commission has been practically completed for the printer, and the Commission has signed a requisition to get the printing done. This will be the first time in 15 years that copies will be obtainable by the public. The preparation was done by Sidney Stern, the Commission's legal expert.

The LEADER had been using its influence to get the rules published.

When Commissioner F. Q. Morton became President, and Justice Joseph A. McNamara was named Commissioner, the importance of making public the Rules and Regulations, which have the force and effect of law, was quickly recognized, and action began.

They will be out in a few weeks.



Etala Muckey was General Chairman of the Committee in charge of the annual dinner of the Syracuse Chapter of the Civil Service Employees Association.

Health Insurance Rate Table Issued

Monthly rates established for NYC employees under the Health Insurance Plan of Greater New York differ slightly from those which will prevail generally in private industry. They are as follows:

1. One employee—no dependents \$1.00
2. Employee with one child 3.50
3. Employee and spouse—couple (without AHS maternity benefits) ... 3.60
4. Employee and spouse—couple (with AHS maternity benefits) 3.90
5. Employee with two or more dependents (no limit) 5.10

A leaflet for city employees is now on the press.

Public Works Dance To Be Held Feb. 21

On February 21 the NYC Department of Public Works Employee's Welfare Association will hold its annual entertainment and ball at the Riverside Plaza Hotel. The Dance Committee has engaged a swing band and a rumba band, to allow for continuous dancing. The Dance Committee is composed of the following: P. E. Bardet, Chairman; E. O'Donnell, I. Hochheiser, J. Perrone, A. Duncan, M. Strear, A. Ford, G. Jorgenson, J. Nelson, E. Orpheus, P. Crapa and A. McCarthy.

Tickets may be obtained from Miss O'Donnell on the 18th floor of the Municipal Building.

Mail Handler List Rushed by U. S.

Top priority to the issuance of the eligible register in the Mail Handler examination is expected to result in the U. S. Civil Service Commission supplying the names to the six post offices in NYC on or about Friday, February 7. There were 19,000 candidates.

Rating of the papers in the Messenger examination has been completed. Clerical work remains to be done. Issuance of the register may be held up a bit.

Legion Post to Give Party for Two Staffs

The Hugo Wohlhagen Post, 1258, of the American Legion, U. S. Department of Labor, is giving a party to the staff of the National Office, Wage and Hour and Public Contracts Divisions, at 7:30 p.m. tonight (Tuesday) at the Post Headquarters, 180 Seventh Ave. South.

The National Office, located in NYC during the war, will soon resume its activities in Washington.

Water Dept. Dance

The Employees Welfare Association of the NYC Department of Water Supply, Gas and Electricity held its thirteenth annual entertainment and dance at the Hotel Pennsylvania. Commissioner John M. Cannella was Honorary Chairman and Secretary Rita Casey was Chairman of the event. Oscar Zinn was Chairman of the Entertainment Committee. Grace C. Gallagher and William C. Vincent co-Chairmen of the Reception Committee.

Don't Repeat This!

A WELL-HEELED public relations program is being prepared to sell the city on extending its subway system further into Queens. . . . Two top city commissioners fought it out in City Hall last week. . . . Within two months Public Works Commissioner Maltbie's personnel policies will be attacked much further in the Legislature, press and courts. . . . Joint inspections of hotels by Fire and Housing & Buildings Dept. will be the local answer to recent fires throughout the country.

Mayor O'Dwyer is leaning to the four-man permanent board to listen to wage demands of city employees. Transitmen and teachers would be excluded. . . . State officials complain they can't get to Gov. Dewey once Counsel Charles Breitler and/or Budget Director John Burton says no. . . . Advocates of the Manhattan-Staten Island tunnel maintain the forgotten borough can comfortably house 1,000,000 souls. . . . Dr. Sam Parker, NYC's chief psychiatrist, is giving the radio one of its most grown-up programs, "Out of the Dark," a 30-minute Sunday night feature over WOR.

Watch for a court case to de-

termine if "O" disability entitles veterans to disabled-vet preference in State and local exams. Opponents point to vets who contracted minor stomach disorders in training camp now enjoying equal preference with those who lost legs at Guadalcanal and greater preference than fellows who came through the Battle of the Bulge unscathed. . . . Family mix-up dept.: Frank Donoghue, public relations man for the Uniformed Firemen's Assn., recently forbidden to enter Fire headquarters because of a feud with Commissioner Quayle, is the brother of William Donoghue, exec secy of Mayor O'Dwyer—Quayle's boss.

Track maintenance men laid off by the NY Central RR last week because of seasonal lag in work are eying city subway tests. They realize that maintenance work goes on underground no matter what the outside temperature reads. . . . Alaskans plumping for statehood point out that it takes less than a day to fly from Juneau to Washington, putting the territory closer to the nation's capitol than were most of the States when Washington first became seat of the government. . . . other States are following New York's lead in trying to get some order in its mental institutions.

Comment, Please

Fire Lieutenant Exam

Editor, The LEADER:

In the controversy over the recent examination for promotion to Lieutenant, NYC Fire Department, certain elements have protested the form and content of the examination and have sought to influence the Municipal Civil Service Commission to void it.

After the veteran preference amendment was adopted the Commission fortunately realized that, if a man were, through no fault of his own, to have lost contact with his job for a long period, it would take him some time to prepare for a narrowly technical examination, regardless of his past proficiency or native ability.

Many veterans have only recently returned to their jobs and have not had sufficient opportunity as yet to refresh their minds on the many technicalities incident to their jobs. To these men, a narrowly technical examination would, in fact, be a penalty for the time they spent in the service. Ironically, the most heavily penalized would be the disabled veterans, whose return to civilian life has been further delayed in many cases by long periods of hospitalization.

On the other hand, a broad, general type of examination would tend to put both veteran and non-veteran on a more clearly equal footing so far as their respective chances of passing are concerned. Such an examination penalizes no one but gives the veteran an equal chance to pass.

It is thus seen that the Commission, after considering all the factors involved, has made a judicious effort to allow the veterans' preference law to operate as intended. All that the critics of this examination have done is to revive the issue, veterans' preference in civil service, which had already been decided by popular referendum.

On behalf of Civil Service Chapter 77, Disabled American Veterans, I express our deep appreciation to The LEADER for excellent cooperation in reporting our activities. The fact that we recently initiated thirty new members at one meeting is due in no small measure to the publicity you have given our activities. You are doing the veteran a very real service when you enable him to see for himself what can be accomplished through organization and cooperation.

WILLIAM B. ROBERTS, Commander

Permanent Status Didn't Help

Editor, The LEADER:

One of the Traffic Clerks at the New York Naval Shipyard, CAF-4, was given his reduction-in-force notice (he has a permanent

status) and was recommended for a position at the Naval Medical Supply Depot, where a war appointee has the same position. When he arrived there, he was turned down yet he had been able to hold a similar position at the yard since 1943.

He then went to the Naval Supply Depot at Bayonne, N. J., where there are about 75 per cent war appointees employed. He was told that he couldn't qualify. He was sent to another Department and received the same pushing around.

If this man qualified under the Civil Service Commission rulings as a Traffic Clerk, why can't he qualify for positions held by war appointees?

SHIPYARD EMPLOYEES

Sanitation Vets Anxious

Editor, The LEADER:

I thank you for your great work in helping vets in Civil Service.

We are a group of vets in need of help. We are employees of the Department of Sanitation and have all taken the promotion exam for Assistant Foreman. As most of us are on other lists (P.D., F.D., Correction, Post Office, Motorman, Conductor) we are anxiously awaiting the Assistant Foreman list. Candidates in exams that were given a month later, in which 10 times as many men took part, have been put on lists and appointed.

GEORGE K. HORN.

(Rating is completed; seniority is being computed. The NYC Commission has a heavy work load.—Editor)

State Trooper Promotions

Editor, The LEADER:

A fact connected with the State Police promotion lists, published in The LEADER, issue of January 28, deserves notice.

The examinations were held during December. The official announcement described them as competitive. The mental examination for advancement has a weight of 4, so that a man attaining 100 per cent on that part of the examination attains a maximum grade of 40. The additional mark used to determine the final average is that submitted by the individual's Troop Commander; that has a weight of 6. Therefore, the Captain (Troop Commander) can give the individual anything from 0 to 60. Obviously, it is impossible to pass and be promoted unless you are personally pleasing to that Captain. Does anyone wonder why Troopers throughout the State are howling for Civil Service status and truly competitive promotion examinations?

DELEGATE, State Police Benevolent Assn.

The Swift Courier

"Neither snow, nor rain, nor heat, nor gloom of night stays these couriers from the swift completion of their appointed rounds."

By SOL DROGIN

Secretary, Joint Committee of Affiliated Postal Employees of Greater N. Y. and Vicinity

Committees are the main cogs in the workings of Congress. To them are referred the many bills introduced by our legislative representatives.

Employee Committees Named

In this vein, the national organizations considering the mandates of their conventions have set up

a joint committee of five, Mr. Keating, of the letter carriers, as Chairman, to draft legislation on the six objectives following: retirement; 26 days annual, and 15 days, sick leave; credit for past service; overtime pay for substitutes; time and one-half compensatory time for Saturday, Sunday and holiday work; and increased injury compensation.

President Gibson, speaking for the Joint Conference of Affiliated Postal Employees of Greater New York and Vicinity, representing 25,000 A.F. of L. postal employees, said:

"To these objectives I would like to add four more. They are: extending the meritorious grades to cover all postal crafts, overtime pay for supervisors, single line classification for the railway mail service, and supervisors of mail handlers from within their own craft."

At the same time, Mr. Gibson revealed that the Joint Conference had sent a letter of commendation to Postmaster General Robert E. Hannegan for establishing a straight eight-hour day in the railway mail service, and requesting that the rule be extended to all postal groups.

Operating Engineer And Veterinarian Tests Opened by U. S.

Examinations were announced by the U. S. Civil Service Commission for probational appointment to the positions of Veterinarian and Operating Engineer.

Veterinarian positions are in Washington, D. C., and throughout the United States, principally in the Midwest. The majority of vacancies exist in the Bureau of Animal Industry of the U. S. Department of Agriculture. The salaries range from \$2,644 to \$3,149 a year. No written test is required.

To qualify for Veterinarian, applicants must have completed a full course of study in veterinary medicine in a college or university of recognized standing. In addition, applicants for the higher grades must have had experience in professional veterinary work. Graduate study may be substituted for one year of this required professional experience.

Operating Engineer positions at \$2,469 to \$2,895 are located in the various Federal agencies in Washington, D. C., and vicinity. No written test will be given competitors. Ratings will be based on the extent and quality of their experience and training.

Applicants must have had 2 1/2 or 3 years' experience, depending upon the grade of position, in the installation or operation of varied mechanical equipment of buildings such as high and low pressure steam boilers and auxiliaries, unfired pressure vessels, etc. In addition to or included in this experience applicants must have had specialized experience in steam generation and distribution, air conditioning, or refrigeration.

Persons applying for positions at the highest salary level must also have had at least 6 months' supervisory experience in the field of building equipment maintenance and operation. Closing date is Wednesday, February 19. The age limits for both examinations, 18 to 62 years, will be waived for persons entitled to veteran preference.

Auto Mechanics Needed by U. S.

The War Department has openings for Auto Mechanic at \$1.22 to \$1.25 an hour, and Junior Auto Mechanic, at \$1.03, which will be filled by an examination which is now open.

The examination is No. 2-15 (1947). Only male candidates are desired.

Federal employees serving at Fort Wadsworth in these positions should apply for the examination if they do not have a classified status and wish to qualify for permanent appointment.

To apply, get (a) Application Form 60; and (b) Card Form 5001-ABC from the Executive Secretary, Board of U. S. Civil Service Examiners, War Department, Fort Wadsworth, Staten Island, New York; or from the Director, Second U. S. Civil Service Region, Federal Building, 641 Washington Street, New York 14, N. Y. Fill them out completely. Be sure to state the title of the examination for which you are applying, and the lowest salary you are willing to accept.

Salary is based on the standard Federal work week of 40 hours. Additional compensation is provided for any authorized overtime worked in excess of the 40-hour week.

All basic salaries are subject to a deduction of 5 per cent for retirement benefits.

Auto Mechanic — Applicants must have had at least three years of experience in general maintenance and overhaul of varied automotive equipment such as 1/4 up to 6-ton trucks, wreckers and tractor trailers. The work must have included the repair, rebuilding and reconditioning of engines, transmissions and differentials, overhaul and major repairs to

ignition systems, carburetors, brakes, clutches and steering gears. The completion of a course of not less than six months' duration, in a resident automotive or diesel school will be accepted in substitution for not more than one year of the general automotive repair and overhaul work specified.

Junior Auto Mechanic—Applicants must have had at least one year of experience as required for auto mechanic. The completion of a course of not less than six months' duration in a resident automotive or diesel school will be accepted in substitution for not more than six months of the required experience.

Only experience or training acquired prior to the closing date for receipt of applications will be considered.

Nat'l Welfare Group Elects Page President

BALTIMORE, Feb. 3—Harry O. Page, Deputy Commissioner for Welfare and Medical Care in the New York State Department of Social Welfare, was elected President of the American Public Welfare Association at the Association's annual meeting.

Before going to Albany in August, 1945, Mr. Page had been the State Commissioner of Health and Welfare of Maine for three years and the Commissioner of Public Welfare for New Hampshire for seven years. He has also been President of the National Council of State Public Assistance.

VA Day by Day

Here's the latest from the Central Office of the U. S. Veterans Administration on what is to come. Some sweeping changes and realignments in top bracket posts are to be made at the request of General Omar N. Bradley, with the outstanding feature of the change being greater authority granted to VA Executive Assistant Administrator Major O. W. Clark. First in the reorganization is said to be the dissolution of the Coordination and Planning Service, as such, the need to review the methods and procedures, as well as the organization itself, having been found to have been filled. Under the new arrangement, two former Assistant Administrators, W. T. Comer and Edward McE. Lewis, are to be made Director of Coordination Service and Director of Public Relations, respectively. Both are under the jurisdictional province of the Executive Assistant Administrator, Budget Service, Inspection and Investigation Service, formerly grouped under the Coordination and Planning, are made separate divisions. The Office of Insular and Foreign Relations, which was formerly under the jurisdiction of the Administrator, is now slated to become a separate division also, and the Employees Suggestion Division, previously under Coordination and Planning, gets transferred to the Office of Personnel under George H. Sweet, Assistant Administrator for Personnel.

From the Mail Bag come a number of replies dealing with the Radio-Phonograph which was as the result of a collection. . . It appears that these employees want

it known that the money which paid for the machine was derived from a unique idea. They made their own coffee, bought cake, etc., while working overtime and the profit purchased the radio-phonograph.

In one Section in the VA in New York there appears to be a battle shaping up between two Chiefs in charge in the same Division. It appears that what one says is in part sometimes countermanded by the other and poor staffers find themselves in the middle of an unhappy situation.

346 and 350 Broadway staff are wondering what their status may turn out to be each pay-period. Many are attempting to contact Manager Kelly and others in charge at the Brooklyn Regional Office in an attempt to keep their positions, by transfer, if necessary.

Church Announcements FOR CIVIL SERVICE EMPLOYEES

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Record Number of Exams for Permanent Public Jobs

STATE Open-competitive

Forty-eight open-competitive examinations were announced by the State.

When writing for detailed circular and application form, specify number and title of position, and enclose a 3 1/2 in. x 9 in. or larger self-addressed envelope bearing 6 cents postage. Do not enclose examination fee with this request. Address request to Examinations Division, State Department of Civil Service, Albany 1, N. Y.

Applications may also be obtained at Room 550, State Office Building, NYC. The office will move next week to 270 Broadway.

Applications for the written examinations listed below must be filed by Monday, February 24. Most of these examinations will be held on Saturday, March 22. Some may be held earlier or later as circumstances require. In case of any departure from the scheduled date, candidates will be given adequate notice. None of these examinations, however, will be held before Monday, February 24.

Applications for the unwritten examination must be filed by Friday, March 21.

Completed applications, together with the required fees, must be filed or postmarked on or before February 24, for written examinations; March 21, for the unwritten examination.

A salary range is given for each of the examinations listed below, which includes a temporary emergency compensation. Appointment is expected at the minimum mentioned.

The examination for Chief Actuary (Casualty) is open to non-residents as well as legal residents of New York State.

4326. Aquatic Biologist, Division of Fish and Game, Bureau of Fish and Wildlife Investigations, Conservation Department. Salary range \$2,920 to \$3,540. Application fee \$2. At present, vacancies exist in the Poughkeepsie, Rochester, and Saranac Lake Offices. The eligible list, resulting from this examination, may also be used to fill vacancies in the position of Biologist, Conservation Department.

4327. Assistant Accountant (Public Service) and Contract Utility Accountant, Grade III, Department of Public Service. Salary range \$2,928 to \$3,540, or \$11.59 to \$14.16. Application fee \$2. At present, several vacancies exist. Candidates may compete in No. 4328 Assistant Accountant. A separate application and fee must be filed for each.

4328. Assistant Accountant, State and County Departments and Institutions. Salary range \$2,928 to \$3,540. Application fee \$2. At present, a vacancy exists in the Education Department. Appointment will also be made to the position of Principal Account Clerk from the eligible list resulting from this examination.

4329. Assistant District Supervisor Public Health Nurse (Orthopedics), Department of Health. Salary range \$2,928 to \$3,540. Application fee \$2. At present, two vacancies exist.

4330. Assistant Education Examiner (French), Examinations and Testing Division, Department of Education. Salary range \$2,928 to \$3,540. Application fee \$2. At present, one vacancy exists in Albany.

4331. Assistant in Test Development, Examinations and Testing Division, Department of Education. Salary range \$2,928 to \$3,540. Application fee \$2. At present, one vacancy exists in Albany.

4332. Assistant Research Psychiatrist, State Departments and Institutions. Salary range \$3,681 to \$4,560. Application fee \$3. At present, one vacancy exists at New York Psychiatric Institute and Hospital, Department of Mental Hygiene. If eligible candidates may compete also in No. 4359 Senior Research Psychiatrist. A separate application and fee must be filed for each.

4333. Associate Cancer Dermatologist, Roswell Park Memorial Institute, Department of Health. Salary range \$5,928 to \$7,353. Application fee \$5. At present, one vacancy exists.

4334. Associate Education Supervisor (Child Guidance), State Departments. Salary range \$4,560 to \$5,700. Application fee \$3. At present, one vacancy exists in the New York State Youth Commission, Executive Department.

4335. Associate Education Supervisor (Curriculum Adaptation), State Departments. Salary range \$4,560 to \$5,700. Application fee \$3. At present, one vacancy exists in the New York State Youth Commission, Executive Department.

4336. Associate Education Supervisor (Rural Education), Bureau of Rural Administrative Service, Education Department. Salary range \$4,560 to \$5,700. Application fee \$3. At present, one vacancy exists in the Albany Office.

4337. Associate Education Supervisor (Vocational Guidance), State Departments. Salary range \$4,560 to \$5,700. Application fee \$3. At present, one vacancy exists in the Education Department in Albany.

4338. Associate Medical Bacteriologist, Department of Health. Salary range \$5,928 to \$7,353. Application fee \$5. Two eligible lists will be established to fill the two vacancies in the Division of Laboratories and Research. List A will be used for the appointment in the program for the production of BCG vaccine for tuberculosis and studies of related products. List B will be used for the appointment in the field of biologic production and related fields. Candidates may qualify for either or both eligible lists. Only the application and fee should be submitted.

4339. Associate Security Analyst, Department of Banking. Salary range \$4,560 to \$5,700. Application fee \$3. At present, one vacancy exists.

4340. Bridge Repair Foreman, Department of Public Works. Salary range \$2,928 to \$3,540. Application fee \$2.

4341. Buoy Light Tender, Division of Canals and Waterways, Department of Public Works. Salary range \$1,560 to \$2,142. Application fee \$1.

4342. Canal Maintenance Foreman, Division of Canals and Waterways, Department of Public Works. Salary range \$2,268 to \$2,806. Application fee \$1.

4343. Canal Structure Operator, Division of Canals and Waterways, Department of Public Works. Salary range \$1,890 to \$2,240. Application fee \$1.

4344. Chief Actuary (Casualty), Rating Bureau, Insurance Department. Salary \$8,500. Application fee \$5. At present, one vacancy exists in the New York Office. Candidates who filed for this examination in September, 1946 do not need to file again, but should submit notarized statements bringing their experience up to date. This examination is open to legal residents and non-residents of New York State.

4345. Clerk (Fingerprinting), State Departments. Salary range \$1,560 to \$2,142. Application fee \$1. At present, one vacancy exists in the Department of Mental Hygiene.

4346. Consultant Public Health Nurse (Tuberculosis), Department of Health. Salary range \$3,681 to \$4,560. Application fee \$3.

4347. Director, Branch of Boys' Training School, New Hampton, New York, Department of Social Welfare. Salary range \$5,700 to \$6,840. Application fee \$4.

4348. Elevator Operator, State Departments and Institutions. Salary range \$1,890 to \$2,394. Application fee \$1.

4349. Highway Light Maintenance Foreman, Division of Operation and Maintenance, Department of Public Works. Salary \$6.93 per day. Application fee 60 cents. The eligible list resulting from this examination will be used to fill vacancies in all counties except Bronx, Kings, New York, Queens, and Richmond. Certification will be limited to those who are and have been legal residents of the county in which the vacancy occurs for four months immediately preceding the date of the written examination.

4350. Junior Analytical Chemist, State Departments. Salary range \$2,268 to \$2,806. Application fee \$1.

4351. Junior Draftsman, Department of Public Works. Salary range \$1,820 to \$2,394. Application fee \$1.

4352. Junior Librarian (Catalog), State Departments. Salary range \$2,268 to \$2,806. Application fee \$1. At present, one vacancy exists in the New York Office of the Division of Placement and Unemployment Insurance, Department of Labor.

4353. Junior Psychologist, State and County Departments and Institutions. Salary range \$2,268 to \$2,806. Application fee \$1. At present, vacancies exist in the Department of Mental Hygiene in the following institutions: Hudson River State Hospital at Poughkeepsie, Syracuse Psychopathic Hospital and Wasatch State School.

4354. Junior Sanitary Engineer, Department of Health. Salary range \$2,928 to \$3,540. Application fee \$2. At present, several vacancies exist.

4355. Librarian, Court of Appeals Library at Syracuse. Salary range \$5,000. Application fee \$4. At present, one vacancy exists. This examination is open only to residents of the Fifth Judicial District, comprising the counties of Herkimer, Jefferson, Lewis, Oneida, Onondaga, and Oswego. Candidates who filed for this examination in December, 1946 do not need to file again, but should submit notarized statements bringing their experience up to date.

4356. Senior Aeronautist, State Departments. Salary range \$4,560 to \$5,700. Application fee \$3. At present, one vacancy exists in the Department of Public Works.

4357. Senior Education Supervisor (Child Psychology), State Departments. Salary range \$3,681 to \$4,560. Application fee \$3. At present, two vacancies exist in the New York State Youth Commission, Executive Department.

4358. Senior Education Supervisor (Finance), Finance Division, Education Department. Salary range \$3,681 to \$4,560. Application fee \$3.

4359. Senior Engineering Aide, State and County Departments and Institutions. Salary range \$2,440 to \$3,050. Application fee \$1.

4360. Senior Laboratory Technician (Tuberculosis), Department of Health. Salary range \$2,268 to \$2,806. Application fee \$1. At present, one vacancy exists at Mount Morris Tuberculosis Hospital.

4361. Senior Psychologist, State and County Departments and Institutions. Salary range \$3,681 to \$4,560. Application fee \$3. At present, one vacancy exists at Letchworth Village, Department of Mental Hygiene.

4362. Senior Research Psychiatrist, Department of Mental Hygiene. Salary range \$5,700. Application fee \$5. At present, one vacancy exists at the Syracuse Psychopathic Hospital. Candidates may compete also in No. 4332 Assistant Research Psychiatrist. A separate application and fee must be filed for each.

4363. Senior Statistician (Agriculture and Markets), Department of Agriculture and Markets. Salary range \$4,130 to \$4,987. Application fee \$3. At present, one vacancy exists.

4364. Senior Supervising Rehabilitation Counselor, Vocational Rehabilitation Service, Commission for the Blind, Department of Social Welfare. Salary range \$3,681 to \$4,560. Application fee \$3. At present, two vacancies exist in the Central Office, Albany, New York, and in the following institutions: Hudson River State Hospital at Poughkeepsie, Syracuse Psychopathic Hospital and Wasatch State School.

4365. Supervisor of Nursing Education, Department of Education. Salary range \$3,681 to \$4,560. Application fee \$3. At present, one vacancy exists in the Albany Office.

4366. Supervising Milk Control Investigator, Department of Agriculture and Markets. (Reissued). Usual salary range \$2,600 to \$3,225, plus an emergency compensation. Application fee \$2. Candidates must be permanently employed in the Department of Agriculture and Markets and must have served on a permanent basis in the competitive class in Service 4, Grade 3, for one year preceding the date of the examination either (a) as Milk Control Investigators for one year, or (b) as Dairy and Food Inspectors who must show five years' total practical experience in the examination and test-

ing of milk and milk products. Each candidate must have a Milk Tester's license issued by the State. (Closing date, Friday, February 7.)

4367. Clerk (Fingerprinting), Main Office, Department of Correction. Usual salary range \$1,200 to \$1,700, plus an emergency compensation. Application fee \$1. Candidates must be permanently employed in the Main Office of the Department of Correction (exclusive of the institutions) and must have served on a permanent basis in the competitive class for six months in a position allocated to Service 3, Grade 1-b, preceding the date of the examination. Candidates should have a knowledge of analyzing, classifying, filing and searching of fingerprints, according to the American System. (Closing date, Tuesday, February 25.)

4368. Supervising Psychiatrician, Institutions, Department of Mental Hygiene. Usual salary range \$5,000 to \$6,000, plus an emergency compensation. Application fee \$4. Some employees have appealed to be classified as Supervising Psychiatrist. If they have such an appeal still pending, it is suggested that they file application for this examination and complete in it, so that if the classification is denied, they may still have an opportunity to obtain the title through promotion. Some employees have appealed to have their positions classified as Senior Psychiatrist which, if the appeals are granted, should automatically make them eligible to compete in this examination for one year, or until such appeal is pending and such as to file for this examination, the application will be accepted on a conditional basis and

they will be permitted to take the examination. (Closing date, Saturday, February 8.)

4369. Forest Pest Control Supervisor, Conservation Department. Usual salary range \$2,600 to \$3,225, plus an emergency compensation. Application fee \$2. (Closing date, Monday, February 10.)

The eligible list resulting from this examination may also be used for other counties and cities in which vacancies occur at a later date.

At present 148 vacancies exist in the 33 counties listed below:

Allegany, 2; Cattaraugus, 9; Cayuga, 2; Chemung, 3; Chenango, 3; Columbia, 1; Cortland, 5; Erie, 9; Essex, 1; Franklin, 2; Greene, 5; Herkimer, 4; Livingston, 2; Madison, 3; Monroe, 11; Montgomery, 5; Niagara, 1; Oneida, 4; Onondaga, 16; Orange, 3; Rockland, 3; St. Lawrence, 5; Schuyler, 1; Seneca, 1; Suffolk, 15; Sullivan, 2; Ulster, 10; Warren, 2; Washington, 2; Wayne, 2; Westchester, 12; Wyoming, 1, and Yates, 1.

Duties: Under general supervision, professional nursing duties are to be performed in an assigned area at schools, homes, and clinics; and to do related work as required. Examples (illustrative only): Performing professional nursing service for mothers during pregnancy and after delivery through home visits and clinics; visiting homes to give instructions in pre-school and adult welfare by advising in diet, exercise, immunization, and personal hygiene; periodically weighing and measuring school children; testing vision and hearing; checking smallpox and diphtheria immunization; inspecting classrooms for compliance with health regulations; promoting public health educational activities in clinics, conferences, and in homes, with a view toward the prevention and control

of communicable diseases, such as tuberculosis, syphilis, and gonorrhea; performing public health nursing services for the sick in their homes and instructing others in the home regarding care of the patient; conferring with other agencies concerned with public health programs; preparing reports of visits and work results; having charge of the clerical and typing work at office; attending professional nursing, educational, and other conferences; overseeing the activities of mid-wives by making periodic visits.

Driver's License: Candidates must have a thorough knowledge of public health nursing principles and methods, including their relation to medical practices, sanitation, immunization, and personal hygiene; good knowledge of the measures and techniques used in the prevention and control of communicable diseases; skill in the application of nursing techniques; ability to establish and maintain cooperative relationships with patients and with the general public; ability to address school and other groups on public health subjects; ability to drive an automobile; tact; good judgment; emotional stability; initiative; resourcefulness; good physical condition. Ability to type is desirable.

Candidates must have or be eligible to obtain a driver's license issued by the New York State Motor Vehicle Bureau at the time of appointment.

Requirements: Candidates must be graduates of a school of professional nursing approved by the New York State board of examiners of nurses, and must be licensed or eligible for examination for license to practice as registered professional nurses in New York State. Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names certified for appointment until they have received their license and have so notified the State Civil Service Commission. In addition, they must meet the requirements of one of the following groups: (a) completion of an approved program of instruction in public health nursing of at least one scholastic year in residence; or (b) a combination of public health nursing experience and special training which combination in the opinion of the Public Health Council is the equivalent of the above qualification. College transcript required.

Weights in Exam: Subjects of Examination: Written examination on the knowledge and abilities involved in the performance of the duties of the position, relative weight 4. Training and experience (an evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position), relative weight 6.

All professional qualifications for the position of Public Health Nurse must be reviewed by the Public Health Council before they can be finally approved. Therefore, candidates must file Form PHN-15, "Application for Approval of Qualifications for Public Health Nurse." Candidates must also file a regular State Civil Service Application, Form E-10.

Both applications should be obtained from the State Department of Civil Service, Albany 1, N. Y., and must be filed there with the required fee.

It is expected that the examination will be held some time in April.

Application forms will not be issued by mail after March 21. Applications must be filed by later than March 22, 1947. No extension of this time will be allowed. When writing for application forms specify number and title of position and enclose a 3 1/2 x 9" or larger self-addressed return envelope bearing 6 cents postage. Address request, and the applications when completed, to State Department of Civil Service, Albany 1, N. Y.

4367. Case Worker, Department of Public Welfare, Sullivan County. Usual salary \$1,800. Application fee \$1. At present, one vacancy exists. The list resulting from this examination will be used for appointment to the position of Child Welfare and Public Assistance. Candidates must have been legal residents of Sullivan County for at least one year immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4368. Junior Clerk, Department of Public Welfare, Rockland County. Usual salary range \$1,166 to \$1,430, plus an emergency compensation of 15 per cent. Application fee 50 cents. Candidates must have been legal residents of Rockland County for at least four months immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4369. Senior Typist, Rockland County Offices, Departments, and Institutions, Towns and Villages. At present, one vacancy exists in the County Clerk's Office and one vacancy exists in the County Home at salary range of \$1,360 to \$1,600, plus an emergency compensation of 15 per cent. Salary range varies in towns and villages. At present, one vacancy exists in the Town of Ramapo at \$1,600. Application fee \$1. Candidates must have been legal residents of Rockland County and of the town of Ramapo for at least four months immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4391. Senior Clerk, Town of Ramapo, Rockland County. Usual salary \$1,500. Application fee \$1. Candidates must have been legal residents of Rockland County and of the town of Ramapo for at least four months immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4392. Senior Stenographer, Rockland County. Usual salary \$1,360, plus an emergency compensation of 15 per cent. Application fee \$1. At present, one vacancy exists in the Veterans Service Bureau. Candidates must have been legal residents of Rockland County for at least four months immediately preceding the March 22 examination date. (Closing date, Friday, February 21.)

NYC Open-Competitive

The following exams are open from Thursday, February 6 to Monday, February 24, excepting Railroad Clerk:

Health Inspector, Grade 2—Applications may be obtained Monday through Friday from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. No applications will be received on February 12. The position of Health Inspector pays \$1,801, with a \$660 bonus, in addition. Increments of \$130 annually accrue to the base pay up to \$2,280 per annum. There are more than a hundred vacancies. For appointment, eligibles must be citizens, residents and dwellers of the City of New York for at least three years immediately preceding appointment. Persons residing in New Jersey, Pennsylvania, Vermont and New York State will be admitted to this examination for certification to appointment as Country Milk Inspectors.

Railroad Clerk, 90 cents to \$1.00 an hour; 1,000 present vacancies, 3,000 more expected during list's life. Apply and file at City Collector's office. (Opening date, Monday, February 10; closing date, Friday, February 28.)

Public Health Nurse (Women), \$2,400; 200 present vacancies. (Opening date, Thursday, February 6; closing date, Monday, February 24.)

Housing Manager, \$4,250 and over. (Opening date, Thursday, February 6; closing date, Monday, February 24.)

Assistant Housing Manager, \$3,050 to \$4,250. (Opening date, Thursday, February 6; closing date, Monday, February 24.)

Dentist (part-time), \$8 per session. (Opening date, Thursday, February 6; closing date, Monday, February 24.)

Promotion

The following promotion examinations open on Thursday, February 6 and close on Monday, February 24:

Sergeant (P. P.), \$4,400. Written exam, April 24. (Opening date, Thursday, February 6; closing date, Friday, February 28.)

Junior Assessor, \$2,400 to \$3,000. Written test, Mar. 1. This examination is being held solely for the purpose of completing the process of reclassification commenced several years ago. Hereafter, this position will be filled through open competitive examination only. Fee \$2.00. The exam is open to all permanent employees of the Tax Department who on the date of the written test: (1) are serving in any title in Grades 2 through 4 of the Clerical Service, Grades 2 and 3 of the Legal Service, within the salary limits of \$2,100 to but not including \$3,120 per annum of the Engineerin' Service, within the salary limits of \$2,400 to but not including \$3,000 per annum of the Statistical and Actuarial Service; (2) have served in such title or titles of Grades 3 and 4 of the Clerical Service, Grades 2 and 3 of the Legal Service, within the salary limits of \$2,100 to but not including \$3,120 per annum of the Engineerin' Service, within the salary limits of \$2,400 to but not including \$3,000 per annum of the Statistical and Actuarial Service for a period of not less than one year preceding that date or have served in such title or titles of Grade 2 of the Clerical Service for a period of not less than two years preceding that date; (3) have served continuously in the department for the six-month period immediately preceding that date; and (4) are not otherwise ineligible.

The other promotion exams are: Warden, Correction; Clerk Grade 3, Mayor; Clerk, Grade 4, Mayor; Garage Foreman, Grade 3, President Manhattan; Elevator Mechanic, Housing Authority; Supervising Typewriter Bookkeeper, Education; Foreman, Asphalt Plant, Grade 3, President Manhattan; Assistant Director Public Health Nursing Service, Health, and Senior Chemist (Microanalysis), Medical Examiner.

Cleaner (woman), Naval Clothing Depot, 29th Street and Third Avenue, Brooklyn 23, N. Y.; \$5.92, \$6.40 and \$6.83 a day. No written exam. (Open until further notice.)

Teacher, agriculture (day high schools). \$2,612, to \$5,094 in 14 annual increments. Application fee, \$4.25. (Closing date, Mar. 6.)

WHERE TO APPLY FOR PUBLIC JOBS

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan), or at post offices outside of NYC.

State—80 Centre Street, New York 13, N. Y. (Manhattan), or State Office Building, Albany 1, N. Y.

NYC—96 Duane Street, New York 7, N. Y. (Manhattan). NYC Education—110 Livingston Street, Brooklyn 2, N. Y. New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; City Hall, Camden; personnel officers of State agencies.

They will be permitted to take the examination. (Closing date, Saturday, February 8.)

3357. Clerk (Fingerprinting), Main Office, Department of Correction. Usual salary range \$1,200 to \$1,700, plus an emergency compensation. Application fee \$1. Candidates must be permanently employed in the Main Office of the Department of Correction (exclusive of the institutions) and must have served on a permanent basis in the competitive class for six months in a position allocated to Service 3, Grade 1-b, preceding the date of the examination. Candidates should have a knowledge of analyzing, classifying, filing and searching of fingerprints, according to the American System. (Closing date, Tuesday, February 25.)

No. 3344. Supervising Psychiatrician, Institutions, Department of Mental Hygiene. Usual salary range \$5,000 to \$6,000, plus an emergency compensation. Application fee \$4. Some employees have appealed to be classified as Supervising Psychiatrist. If they have such an appeal still pending, it is suggested that they file application for this examination and complete in it, so that if the classification is denied, they may still have an opportunity to obtain the title through promotion. Some employees have appealed to have their positions classified as Senior Psychiatrist which, if the appeals are granted, should automatically make them eligible to compete in this examination for one year, or until such appeal is pending and such as to file for this examination, the application will be accepted on a conditional basis and

they will be permitted to take the examination. (Closing date, Saturday, February 8.)

4364. Law Stenographer, District Attorney's Office, New York County. Appointment expected at \$2,760. Application fee \$1. Candidates must have been legal residents of New York County for at least four months immediately preceding the examination date. (Closing date, Tuesday, February 25.)

4365. Junior Librarian, Special District of Larchmont Public Library, Westchester County. Usual salary range \$1,800 to \$2,500. Application fee \$1. At present, one vacancy exists. This examination is open to legal residents of any town in New York State.

4366. Revision Director, Village of Scarsdale, Westchester County. Salary \$4,200. Application fee \$4. At present, one vacancy exists.

4367. Case Worker, Department of Public Welfare, Sullivan County. Usual salary \$1,800. Application fee \$1. At present, one vacancy exists. The list resulting from this examination will be used for appointment to the position of Child Welfare and Public Assistance. Candidates must have been legal residents of Sullivan County for at least one year immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4368. Junior Clerk, Department of Public Welfare, Rockland County. Usual salary range \$1,166 to \$1,430, plus an emergency compensation of 15 per cent. Application fee 50 cents. Candidates must have been legal residents of Rockland County for at least four months immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4369. Senior Typist, Rockland County Offices, Departments, and Institutions, Towns and Villages. At present, one vacancy exists in the County Clerk's Office and one vacancy exists in the County Home at salary range of \$1,360 to \$1,600, plus an emergency compensation of 15 per cent. Salary range varies in towns and villages. At present, one vacancy exists in the Town of Ramapo at \$1,600. Application fee \$1. Candidates must have been legal residents of Rockland County and of the town of Ramapo for at least four months immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4391. Senior Clerk, Town of Ramapo, Rockland County. Usual salary \$1,500. Application fee \$1. Candidates must have been legal residents of Rockland County and of the town of Ramapo for at least four months immediately preceding the March 22 examination date. (Closing date, Monday, February 24.)

4392. Senior Stenographer, Rockland County. Usual salary \$1,360, plus an emergency compensation of 15 per cent. Application fee \$1. At present, one vacancy exists in the Veterans Service Bureau. Candidates must have been legal residents of Rockland County for at least four months immediately preceding the March 22 examination date. (Closing date, Friday, February 21.)

Subway Clerk Job Offers Good Positions

(Continued from Page 1) State residence are required; NYC residence is NOT required for filing, but IS required, for at least three years, prior to appointment. The life of the list will be four years, unless the list becomes exhausted before then. So if one lives outside of NYC, gets on the list and moves to NYC within one year of the promulgation of the list, he could be appointed.

While there are no age limits for applicants, appointees will have to be not less than 21.

There will be a written test, the date of which has been set tentatively for Saturday, April 19.

Notice of Examination: The official notice of examination follows:

No. 5268 RAILROAD CLERK: Salary Range: 90 cents to and including \$1 an hour, at present. Applications and Fees: Applications are issued and received from 9 a.m. to 3 p.m., on weekdays, except Saturdays and holidays from February 10, 1947 to February 28, 1947, in the borough of residence of the applicant at the City Collector's office as follows:

Manhattan—Room 100, Municipal Building, Centre and Chambers Streets (street level, north side).

Brooklyn—(Municipal Building, Court and Joralemon Streets.

Bronx—Bergen Building, Tremont and Arthur Avenues.

Queens—Borough Hall, 120-35 Queens Boulevard, Kew Gardens.

Richmond—Borough Hall, St. George, Staten Island.

Applications will NOT be issued or received through the mails. No application will be accepted unless it is on the regular application form furnished by the Commission through the City Collector's office.

Applications must be notarized. Applications are issued free but a fee of \$2 must be paid at the time of filing at the City Collector's office; no fees will be refunded.

NOTE: Any person who is in the military service during the regular filing period for this examination may receive an application and file therefor after the regular filing period, provided he appears at the offices of this Commission in person and file an application not later than 3 p.m. on the 10th calendar day prior to the date of the written test, bringing with him at that time proof of his identity and military service together with the prescribed filing and notarial fees. Such applications will be issued and received at the offices of the Commission from 9 a.m. to 3 p.m. on weekdays, and from 9 a.m. to 12 noon on Saturdays.

exists. This examination is open to legal residents of the States of New York, New Jersey and Connecticut.

4414. Public Health Nurse, County Service. Salary range varies in each county. At present, base salaries range from \$1,500 to \$2,400. Application fee is \$1. In addition to base salary, an emergency compensation is paid in some counties.

Open until Saturday, March 22. The examination is open to candidates who have been legal residents of New York State for at least one year immediately preceding the examination date.

Preference in appointment will be given to legal residents of the county in which the vacancy exists.

The eligible list resulting from this examination may also be used for other counties and cities in which vacancies occur at a later date.

At present 148 vacancies exist in the 33 counties listed below:

Allegany, 2; Cattaraugus, 9; Cayuga, 2; Chemung, 3; Chenango, 3; Columbia, 1; Cortland, 5; Erie, 9; Essex, 1; Franklin, 2; Greene, 5; Herkimer, 4; Livingston, 2; Madison, 3; Monroe, 11; Montgomery, 5; Niagara, 1; Oneida, 4; Onondaga, 16; Orange, 3; Rockland, 3; St. Lawrence, 5; Schuyler, 1; Seneca, 1; Suffolk, 15; Sullivan, 2; Ulster, 10; Warren, 2; Washington, 2; Wayne, 2; Westchester, 12; Wyoming, 1, and Yates, 1.

WARWICK CHAPTER RESENTS SLURS ON BOYS' SCHOOL

WARWICK, Feb. 3—Members of the Warwick Chapter of The Civil Service Employee Association are incensed at published remarks derogatory to the N. Y. State Training School for Boys. The Chapter, at a special meeting, adopted a resolution opposing any plan for converting the school into a veterans' hospital.

"1. The State is obligated to provide a training school for delinquent boys.

"2. A new training school would cost the taxpayer about \$4,000,000 and take three or four years to construct even if materials were available.

"3. The veterans do not need the facilities.

"4. There is no cogent reason why such a State school should rather be located anywhere else than at its present location."

CANDIDATES FOR

PATROLMAN

TIME IS GROWING SHORT

Examination Expected In March

Written test will include questions on "Organization and Functioning of Government Departments and Laws Affecting Work of the Police Dept." You must pass Written Test to be called for Physical Examination. Don't take a chance with your future! Previous education or "hit-or-miss" preparation may cost you your last chance.

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FREE MEDICAL EXAM: Mon. to Thurs.,
10 A.M. to 1 P.M., 5 to 8 P.M., Fri. & Sat. 10 A.M. to 1 P.M.

APPLICATIONS OPEN FEBRUARY 10th
RAILROAD CLERK—N. Y. City Subways
NO MINIMUM HEIGHT • CLASSES PERMITTED
Open to Men and Women, 21 years of age and up
Entrance Salary \$43.20 a Week
Promotion Opportunities for Positions up to \$3,200 a Year
Attend a Class—Friday at 10:30 A.M.—6:30 or 8:30 P.M.

New Classes Now Forming! SOCIAL INVESTIGATOR

Over 400 Vacancies for Men and Women
Attend a Class WED., FEB. 5th at 6 P.M.

FIREMAN

CLASSES NOW MEETING
NEW EXAMINATION EXPECTED
IN SPRING

POLICEWOMAN

CLASSES MEET
MONDAY, 5:30 & 7:30 P.M.

Free Medical Exam on
FRIDAYS from
5 to 8 P.M.

- SURFACE LINE OPERATOR
- HEALTH INSPECTOR
- ELECTRICIAN
- CLERK—Grade 2
- STENOGRAPHER - TYPIST
- RAILWAY POSTAL CLERK
- Federal Clerical Positions

PROMOTION EXAMS

CAPTAIN

DEPT. OF CORRECTION
Examination March 27th
CLASSES MEET ON THURS.
8:30 P.M., or SAT. 11 A.M.

CLERK

GRADES 3 and 4
CLASS TUES. 6 & 8 P.M.
Attend as our guest

CLERK

GRADE 5
CLASS WED. at 6 P.M.

Courses NOW for CITY LICENSE EXAMS
• MASTER ELECTRICIAN • STATIONARY ENGINEER
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GOWANDA HOLDS DINNER; HEARS TALK ON STATE GAINS

Special to The LEADER
GOWANDA, Feb. 3—William F. McDonough, Executive Representative of the Civil Service Employees Association, speaking at the Annual Dinner of the Gowanda State Hospital Chapter declared that each and every advance in personnel administration in New York State during the past twenty years was initiated and pressed for adoption by the State Association.

"The State civil service workers through the Association have made remarkable contributions to good state government," said Mr. McDonough. Mr. McDonough, a former member of the State Classification Board, stated:

"It was your Association that drafted and urged to final adoption provision for the classification of the thousands of positions in state service and the creation of a permanent Classification Board and Division with the right of employee appeal. It was your Association that drafted and had adopted the Feld-Hamilton salary plan with its definite services, grades, orderly promotion features, and mandatory annual increments. It was your Association that proposed and secured the machinery for salary appeal and review through a permanent Salary Standardization Board and Salary Standardization Division. It was your Association that sought machinery to deal with overlapping functions of agencies which resulted in the Personnel Council. It was your Association that obtained the establishment last year of the Merit Award Board which promises recognition individuals and groups in state

of outstanding contributions of service.

Improvement Steady

"Today, thanks to the Association, New York State has at hand the machinery for encouraging and developing a constantly improving service to the people and at the same time a satisfied body of employees. Employees realize that the machinery itself is useless without good will and good judgment on the part of the men and women comprising the boards and agencies having to do with the interpretation and application of laws dealing with personnel administration.

Question of Good Judgment

"There is no evidence of good will or good judgment in a failure in public service to adopt salaries and hours commonly accepted as just in private business, industry and professional lines. The standard of living in New York and elsewhere in our nation—that is the average opportunity for healthful, comfortable family life in an atmosphere of economic security, the proper education for youth, the ownership of home and conveniences—is not satisfactory from the viewpoint of moral men and women who know the abundant natural resources and the rich resources of scientific knowledge in America. It is inconceivable that we do not want to progress. Since both the development of natural resources and encouragement of science and the arts depend largely upon the

quality of civil government, it is clear that civil government must meet the competition at all times in matters of salaries, hours and retirement provisions.

"The state will add nothing to human progress or to the cause of good employer-employee relations generally—and certainly its professed labor policies for business and industry call for this in its own state service—unless it leads instead of follows in public personnel administration.

"The Association has a logical, reasonable legislative program this year as in previous years. Your loyal support and that of the thousands of other State Hospital workers who are doing such a magnificent job in caring for the wards of the state, will assure the success of this program."

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BILLS IN LEGISLATURE

Each week that the Legislature is in session The LEADER publishes a tabulation of the civil service bills introduced, besides running separate news stories on the more important bills. When bills move, action will be promptly published. The Introductory Numbers of the bills are given in all instances. "A" means Assembly, "S", Senate.

SENATE

155, Fine. (Same as A. 74, Lashin.) Provides payment of pension during military service.

199, Condon. (Same as A. 374, Barrett.) Rate of compensation of employees shall be periodically adjusted to conform with changes in the cost of living. For employees receiving annual pay of \$3,000 or less, the increase or decline shall be at the rate of 5 per cent of his salary. Authorizes commerce commissioner to establish and maintain index of cost, appropriates \$3,000,000. Identical to Condon-Barrett bill of 1946. To Finance Com.

228, Halpern. (Same as A. 316, Van Duzer.) Continues to April 1, 1948, Merit Award Board and plan for rewarding unusual and meritorious suggestions and accomplishments by State employees. To Finance Com.

230, Halpern. (Same as A. 50, Brinster.) Gives prior service credit for military service.

235, Johnson. (Same as A. 247, Olliffe.) Civil Service Law, §65-b. Allows payment of death of State employee to beneficiary from pension accumulation fund, of additional amount equal to 50 per cent of rate of compensation, after 10 years of allowable service. Identical to Kiran-Olliffe bill of 1946. To Pensions Com.

237, Johnson. (Same as A. 39, Smolenski.) Gives 2 years' salary death benefit, for 20 years service.

243, Wachtel. (Same as A. 44, Austin.) Gives time and a half for overtime.

290, Dollinger. (Same as A. 76, Levine.) NYC Admin. Code, §B3-6.1, new. Allows member of NYC Retirement System to be credited with federal service subsequent to October 1, 1920, provided cost is borne by member. Identical with the State Retirement Law. To Pensions Com.

The introductory numbers precede the abstracts.

297, Halpern. (Same as A. 203, Barrett.) Labor Law, §§513, 560, 590; §579, new. Extends unemployment insurance provisions to State employees and requires State to pay into fund amount of benefits paid to claimants who during base year were paid wages by State. To Labor Com.

304, Wachtel. (Same as A. 51, Carney.) Allows NYC system preferred list credit.

318, Fine. Civil Service Law,

§53. Allows members of State employees' retirement system credit for time on preferred list if he pays certain amounts into annuity savings fund. To Pensions Com.

321, Hammer. (Same as A. 372, Archinal.) NYC Admin. Code, §B3-1.0. Permits member of NYC retirement system in determining final compensation, to include service in U.S. armed forces in World War II. To Pensions Com.

322, Hammer. (Same as A. 371, Archinal.) Military Law, §246-a, new. Allows members of pension or retirement system under supervision of State insurance department who has served in U.S. armed forces in any war for 30 days or more and honorably discharged, an annuity and pension equal to that which he would have received at minimum retirement age after age 50 and after at least 25 years' employment in civil service of State or subdivision; contributions shall be made to fund to make up difference between actuarial contributions for retirement age and those for retirement at age 50. To Pensions Com.

326, Moritt. (Same as A. 297, Gittleston.) NYC Admin. Code, §B-3.39.0. Allows member of city system to retire on ordinary disability after five years of service, instead of ten, as presently. To Pensions Com.

351, Bontecou. (A. 71, Fitzpatrick.) Gives State hospital guards in certain mental hygiene institutions same classification as correction department institutional guards and officers.

354, Halpern. (A. 515, McMullen.) Amends Chap. 927 of 1939. Grants employees of publicly acquired transit facility to receive at 60 pension he would have received at minimum retirement age established by corporation prior to acquisition, in addition to any other pension provided by law. To Pensions Com.

355, Halpern. (A. 16, DiGiorno.) Relates to salaries of employees of Labor class layoffs. To Labor Com.

359, Erwin. (A. 278, Ostertag.) revolving fund employees of public service department to be under Feld-Hamilton.

365, Wicks. Gives such police regular salary during disability; requires municipality to pay for medical treatment and hospital care; requires permanently disabled police to be retired with allowance of not less than that for accident disability. To Internal Affairs Com.

385, Hammer. (A. 586, Grace.) Civil Service Law, §22. Extends to all classes of civil service, provision applying to competitive class, that removal shall not be made except for incompetency or misconduct and after hearing. To Civil Service Com.

386, Hammer. (A. 464, Paymer.) Labor Law, §§512, 513, 560; §578, new. Extends unemployment insurance provisions to public employees except elected public officers, and makes special provision for payment by State or municipality, in lieu of contributions, for liability of State or municipality and for exemption for claimants retired from service. To Labor Com.

389, Hammer. Civil Service Law, §40-a, new. Allows State employee in classified civil service after receiving maximum number of increments and continuing in same classification group, additional increment for each five years of uninterrupted service thereafter, equal to last preceding increment; no increment shall be granted after age 70. To Civil Service Com.

390, Hammer. (A. 466, Schneider.) Civil Service Law, §42. Allows additional salary for classified State civil service employee whose duties are more hazardous or arduous than those normally performed; strikes out permissive provision and includes tuberculosis hospital employees and those in disturbed wards of mental hygiene institutions; increase shall not be less than 10 per cent of regular salary. To Civil Service Com.

394, Pakula. (A. 611, Wilen.) Civil Service Law, §14-c new. Allows State civil service employee time off with pay, for each holiday and for any other day set aside for special observance or as holy day. To Civil Service Com.

396, Pakula. County Law, §6-d new. Allows county employee engaged in hazardous or arduous occupation when injured in line of duty, to receive full pay until restored to active duty or retired on disability; hospital or medical expenses, including nursing and appliances shall be county charge and no deduction shall be made from salary for workmen's compensation or other benefits received. To Internal Affairs Com.

397, Pakula. (A. 585, Graci.) State Finance Law, §6-b, new. Allows State employee engaged in

hazardous or arduous occupation, when injured or disabled in line of duty, to receive full pay until restored to active duty or retired on disability; hospital and medical expenses, including nursing and appliances shall be State charge and no deduction shall be made from salary for workmen's compensation or other benefits received. To Finance Com.

435, Corey. (A. 479, Clark.) Provides municipal employee injured in line of duty shall receive full pay until restored, including hospital and medical expenses. General Municipal Law, §96, new.

436, Corey. (A. 480, Clark.) Gives member of State system at age 50 or after 25 years of service annuity and pension, with additional pension total \$1,200 a year. Civil Service Law, §61.

440, Delessandro. (A. 231, Foy.) Exempting retirements benefits from estate tax.

453, Friedman. (A. 590, Jack.) Provides for two days' rest in seven for all State employees; employee may designate any work day for religious observance. To Labor Com.

457, Halpern. Civil Service Law, §73. Provides if contributor to retirement system was involuntarily transferred to State employees' retirement system and shall retire within ten years from date thereof, he shall be entitled to same pension for service rendered before transfer as if he had remained under first retirement system pension provisions, if greater than under benefits of State system. To Pensions Com.

507, Moritt. (Civil Service Law, §§61, 63, 64, 65-b, 68-b. Changes benefit rates and pension of members of State pension system, with retirement at 42 instead of 45, 47 instead of 50, and after 5 or more years of total service at age 60.

531, Fine. (A. 536, Goldwater.) Authorizes State pension plan member credit for time in military service, by filing statement agreeing to deductions for annuity.

532, Fine. Provides State employee whose salary is fixed under Art. 3, who has been in position over 5 years, shall be paid maximum rate established for position.

533, Fine. Allows police or firemen, member of local pension system, while on military duty, to continue to benefits of system, except accidental disability and death benefit.

539, Hollowell. (A. 669, Shaw.) Provides that payment to beneficiary on death of member of State system shall be based on maximum pay earnable for not over 12 years.

540, Hollowell. (A. 670, Shaw.) Allows State pension system member additional pension for superannuation retirement; specifies formula for its computation.

568, Wachtel. Changes grade of correction institution teacher, vocational instructor and education supervisor of State prison safety service. To Civil Service Com.

572, Young. (A. 565, Hemo.) Permits employee of village water system maintaining local pension system to join State.

576, Wachtel. (A. 363, Knauf.) Uniforms at State expense, certain State institutions.

577, Wachtel. Civil Service Law, (Continued on Page 13)

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For Civil Service News

Bills in Legislature

(Continued from Page 12)

516, McMullen. (S.105, Fine.) Retirement of member of State pension system for disability because of occupational disease, in the same manner and with same benefits as for accident disability.

555, Austin. (S.341, Sherbell.) Increase rates, fixing new salary schedules.

556, Baczkowski (S.325, Moritt.) Hearing Stenos. Transfer to higher grade certain State employees.

557, Baczkowski. (S.325, Moritt.) Regrading certain positions in State. Mechanical, construction service.

561, Clancy. (S.50, Greenberg.) Reduces from 30 to 15 days required notice of retirements, in event of death.

562, Clancy. Civil Service Law, §15. Allows provision appointments to competitive positions to continue for more than 4, instead of 6 months; strikes out allowance for 3 months extension. To Civil Service Com.

591, Jack. Labor Law, §160. Strikes out prohibition for overtime work at increased pay by State, municipal corporation or by contractors or subcontractors therewith. To Labor Com.

621, Gugino. Increases from 14 to 21 consecutive days lowest annual vacation pay for members municipal police force after one year's service. Chap. 360, 1911. Identical to Gugino bill of 1946. To Internal Affairs Com.

634, McGowan. Allows employee of State civil division or city earning less than \$5,000 a year, pay of time and a half for overtime, defined as excess over 40 hours a week. Public Officers Law, §68-b, new.

668, Shaw. (S.318, Fine.) Allows credit on payments into annuity savings fund.

§14. Provides no fees shall be required of applicants for such exams. Identical to Bainbridge-Austin bill of 1946. To Civil Service Com.

596, Santangelo. Military Law, §246. Provides public employee retain rights in pension system while on military duty, without contributions; military service to count as prior service.

598, Burney. (A.465, Pillion.) Allows municipal employee with maximum 48-hour or 6-day week to volunteer for overtime with additional pay at same rate. Labor Law, §168-b, new.

629, Halpern. (A.724, McGowan.) Civil Service Law, §16-c, new. Allows person in civil service with ten or more years in same grade, class or service to be promoted without examination to next higher grade; excepts uniformed police, fire or sanitation department employees and those who now receive such rights. To Civil Service Com.

644, Halpern. (A.715, Archinal.) Labor Law, §21-d, new; Civil Service, §68-d, new. Authorizes industrial commissioner to study living costs in State and provides for additional retirement allowance for member of retirement system when living cost increases

5 per cent. To Pensions Com. 648, Sherrill. (A.592, Jack.) Labor Law, §560, 570. Extends coverage to State, municipal and other government employees, with public contributions to unemployment insurance fund. To Labor Com.

650, Dollinger. Regrades positions of uniformed personnel in prison safety service of State. To Civil Service Com.

651, Panken. ((A.101, Schupler.) Changes grade of certain positions. Social Welfare.

652, Panken. (A.603, Peck.) Regrades payroll examiners and tax collectors in accounting and statistical service of State. To Civil Service Com.

ASSEMBLY

231, Foy. Tax Law, §249-kk; Civil Service Law, §70. Exempts State employees' retirement benefits from estate tax. Identical to Foy bill of 1945 (vetoed) and 1946. To Taxation Com.

260, Bennett. (Same as S.104, Fine.) Grants 6 months sabbatical for five years' service.

274, Gugino. (Same as S.59, Parisi.) Eliminates present 10 per cent penalty on disability pensions.

292, Beck. (Same as S.94, Fine.) Grants court costs to employee restored to position.

273, Gittleton. Civil Service Law, §665. Strikes out provisions limiting medical examination of State employee for accidental disability retirement to those under 60 years of age. To Pensions Com.

291, Beck. Civil Service Law, §16-b, new. Requires that promotion examinations be divided into two parts: test and credit for seniority and record in grade, equal weight to be given to each part. To Civil Service Com.

373, Barrett. Civil Service Law, §41. Gives State employee in services or occupational groups additional salary increment in excess of maximum grade. Identical to Macy-Barrett bill of 1946 which passed Assembly. To Ways and Means Com.

399, Crews. (S.306, Fine.) Provides 12 days a year sick leave.

400, Crews. (S.305, Fine.) Authorizes overtime.

403, Crews. (Same as S.307, Fine.) Increases to 5 years application time for accident disability retirement.

431, Bennett. Criminal Code, §154. Defines member of NYC transit police as a peace officer. To Codes Com.

446, Andrews. Labor Law, §161-a, new. Gives such week to employees in classified competitive or labor class in cities of 100,000 or more; allows employees to select Sunday or Saturday. To Labor Com.

447, Andrews. (S.252, Fine.) Allows increments after 10, 15, 20 years of service. Civil Service Law,

Signed by Dewey

Chapter 3—S.400, by Wicks; an act making a deficiency appropriation for expenses of maintenance and operation, other than personal service, of all State institutions in the department of correction.

Chapter 4—S.401, by Wicks; an act making a deficiency appropriation for expenses of maintenance and operation, other than personal service, of all State institutions in the Department of health.

Chapter 5—S.402, by Wicks; an act making a deficiency appropriation for expenses of maintenance and operation, other than personal service, of all State institutions in the Department of mental hygiene.

Chapter 6—S.403, by Wicks; an act making a deficiency appropriation for expenses of maintenance and operation, other than personal service, of all State institutions in the department of social welfare.

Chapter 7—Laws of 1947—S.295, by Feinberg; an act to amend the education law to meet the present emergency relative to teachers' salaries, and making an appropriation therefor. Average annual pay in NYC, \$4,400; upstate, exceeding \$2,700.

448, Andrews. Civil Service Law, §68-d, new. Provides for retirement of member of State system in prison safety service after 25 years of service or at age 60. To Ways & Means Com.

451, Galloway. (S.93, Fine.) Requires court review of removal proceedings for employees with 10 years' service.

498, Lama. (Also 56, Del Giorno.) Reduces from 6 to 4 per cent annual interest rate on loans.

460, Levine. (A.56, Del Giorno.) Reduces rate to 4 per cent, NYC pension loans.

500, Lama. Veterans who applied for position in competitive class of State or local civil service may take examination he missed within one year after discharge.

501, Lama. Provides person with 10 years' service in one class or grade in State or municipal service, with salary of \$2,400 or less,

ONE-ACT PLAY PRESENTED BY ASSN. CHAPTER AT WARWICK

Special to The LEADER

WARWICK, Feb. 3—The Warwick Chapter of the Civil Service Employees Association under the leadership of President Francis A. MacDonald, created a Night of Fun for its members and the community by presenting a one-act play entitled, "The Wedding." The parts and players were:

Bride, Mrs. Osterhout; bridegroom, Mrs. Jessie Williams; father of bride, Walter Montese; mother of bride, Joseph Stulb; uncle, Mrs. Elmer Fry; aunt, Frank Green, Senior Boys' Supervisor; grandfather, Mrs. Van Tassel; grandmother, Mrs. Knapp; guest, Mrs. Clarence Lucha; Mrs. Knowall, Mrs. George Wilson; jilted sweetheart, Mrs. Davis; baby sister of bride, Miss Ingrid Nystrum; her nurse, Ross Dietrich; twins—brother and sister of the bride—James Criscuolo and Joe Fisher; ring bearer, Fred Talmadge; train bearer, William Malcash; matron of honor, William Huestis; bridesmaids, Reginald DeLade, Clarence Lucha and John Wolek; best man, Mrs. James Criscuolo; minister, Mrs. Willard Cowan; Cousin Snowball was the soloist. Charles Wilson, Director of Home Life, presided at the

organ. The ushers were Mrs. Frank Green and Henry Beyers. Dancing, cards and refreshment followed.

A watch was presented to Fred B. Wall, Director of Education, who has been with the School for the past ten years. Dr. H. D. Williams, Superintendent of The New York Training School for Boys, made the presentation on behalf of Mr. Wall's many friends. An award was given also to Mr. Rowlands.

A sizable sum was realized for the local Chapter. The chairman of the evening was Mrs. George Wilson, with Mrs. Jessie Williams as co-chairman. Mrs. Willard Cowan directed the play.

Reconstruction Home Post for Dr. Aldrich

Special to The LEADER

ALBANY, Feb. 3—Governor Dewey sent to the Senate for confirmation the nomination of Dr. Aldrich, of Rensselaer, as a member of the Board of Visitors of the New York State Reconstruction Home at West Haverstraw, to fill the vacancy caused by the resignation of Dr. Arthur W. Benson, of Troy. Dr. Aldrich's term will run until February, 1950.

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REFRIGERATORS for immediate delivery. \$60. All sizes. We also buy refrigerators. Highest prices paid. ACE REFRIGERATION & APPLIANCE CO., 4507 Ave. D, Brooklyn. BU 7-3500.

REFRIGERATORS. Immediate delivery. Late models fully rebuilt. Like new. Guaranteed. All sizes. From 3 Cu. Ft. to 60 Cu. Ft. Bermac Refrigerator Service, 150-52 Northern Blvd. FL 3-4925.

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ATTENTION VETERANS. We buy foreign medals, uniforms; antique firearms, daggers, etc. ROBERT ABELS, 880 Lexington Ave. (nr. 65th St.) N.Y.C. Phone REgent 4-5116

TAXI METERS WANTED. Top prices paid for all makes. J. Fox, 805 Bedford Ave., Brooklyn. EV 7-6225.

SELL YOUR PIANO To An Old Time Brooklynite. Highest prices paid. Mr. Franklin. BUCKMINSTER 2-9152.

AFTER HOURS



Catering

DELUXE KLUB sandwiches that make A HIT. Sandwiches for all occasions by J. DRUDA, 1481 E. 33rd St., Brooklyn. Tel. Esp. 7-3651.

JERRY MALCOLM ORCHESTRA plays for weddings, dinners, dances. LO 7-1011.

Art

ARTISTS WORKSHOP FOR SERIOUS WORKERS. Life class only. Professional Models. For information call WA 9-4794. Jack Rosignol, 155 West 20th Street, New York.

INVESTIGATE MY DISTINCTIVE METHOD—Discriminating clientele. Transcript of Radio Interview mailed free. Confidential interview without obligation. HELEN BROOKS, 100 West 42nd Street, Room 602, WI 7-2430.

ELITE MEN AND WOMEN MEET at Irene's Service Bureau, with the purpose of enhancing social life. Dignified. Confidential. FO 4-5343. Appointments to 8:30.

"SEEKING HAPPINESS?" Come to Personal Service—for friendship with our finest clientele. 44 Court St., Brooklyn—9-7 P.M. MAin 4-8382.

SOCIAL INTRODUCTIONS—The Art of Living—does not mean live alone and like it. Ladies and gentlemen who are accepted for membership develop long standing friendships. Personal, dignified introductions will enable you to enjoy a well rounded social life. National magazines and newspapers refer to Clara Lane's work as a "priceless service." Come in for a personal interview or send self-addressed envelope for descriptive literature. Open daily-Sunday until 8 P. M. Clara Lane, 38 W. 47th St., N.Y. 19. BR 9-8043. An entire floor in the Hotel Wentworth.

LONESOME? Meet interesting men-women through correspondence club all over the country. Write today. P. O. Box 68, Fordham 58, N. Y.

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Make new friends and enrich your social life through SOCIAL INTRODUCTION SERVICE. New York's famous, exclusive personal and confidential service, designed to bring discriminating men and women together. Organization nationally publicized in leading magazines and newspapers. Send for circular. May Richardson, 111 West 72nd St., N. Y. EN 2-2034. 10-7 Daily. Sunday 12-6 P.M.

WHY BE LONESOME? Life long friendships can be made. Happy romantic relationship can be established through our select clientele. BESSIE'S SERVICE, 113 W. 42nd St. LO5-7891.

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CHESS AND CHECKERS

We buy and sell books and magazines on chess and checkers. Largest stock of new and out-of-print, domestic and foreign chess and checkers literature. Publisher of CHESS NEWS FROM RUSSIA, semi-monthly (\$2.00 per year). A. Buschke, Dept. CSL-1, 80 East 11th Street, N. Y. 3.

Amplifiers

PARTY? MEETING—SOUND SYSTEM for your every need. PHONOGRAPH RENTAL service, latest records, automatic, Microphone and external speaker. SOUND SYSTEMS rented, sold, installed. RECORDING machine rented complete. AJAX SOUND CO., 413 Sutter Ave., Brooklyn. DI 2-4160.

CASH IN. Do business at home. Part, full time. 300 ways to make money. 68-page book. Over 40,000 words. 25 cents. Delta P. O. Box 132, N. Y. 33, N. Y.

Help Wanted—Agencies

BOOKKEEPERS, Stenographers, Billing and Bookkeeping Machine Operators. All office assistants. Desirable positions available daily. Kahn Employment Agency, Inc., 100 W. 42d St., N.Y.C. WI 7-3000.

Organizations and Clubs

ORGANIZATIONS, family circles, social groups, are you planning a public function? If so, make reservations at the La Conga, 1078 Broadway. For special rates call Monte Gardner or Jack Greens. CI 5-9075.

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Auto Repairs

PERCY'S AUTO AND TRUCK SERVICE. Motors rebuilt, overhauled. Expert fender repairing, painting. Brakes and ignition. Tune up, all models, towing service. Est. 16 years. 1520 Fulton Street, Brooklyn BR 2-9855.

COMPLETE APPAREL SERVICE. A new and approved method of removing shirt and rejuvenating unsightly clothing, perfect reweaving of holes and burns, repairing, relining, alterations and dry cleaning. David E. Kramer, Custom Tailor, 12 Murray Street, BA. 7-7594.

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KEEP IN TIME! Have your watch checked at SINGER'S WATCH REPAIRING, 109 Park Row, New York City. Telephone WOrth 2-327.

EXPERT WATCH REPAIRING. All work guaranteed one year. Quick service. Wholesale shop, now catering to retail service at wholesale prices. Estimates cheerfully given. Economy Watch Service, 19 W. 34th St., N.Y.C. Room 927 (nr. McCroery). PE 6-4884.

WATCH REPAIRING—also clocks and jewelry; dependable service, reasonable charges; engraving while you wait. SPECIALS: Alarm clock \$4.95—Men's Extension watch band \$4.95—ask for Mr. A; get 10% discount. DOLLAR WATCH CO., 150 W. 34th St., Store No. 7, Inside Penn Arcade, opposite Macy's.

Photographs Restored

OLD PHOTOGRAPHS RESTORED. Beautiful miniatures made. Also fine enlarging. F. O. Disborough, 39 Cortlandt St., New York. WO 2-8863.

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FOR GUARANTEED RADIO REPAIR Service. Call GRam 3-3092. All makes. Limited quantity of all tubes now available. CITY-WIDE RADIO SERVICE, 50 University PL. Bet. 9th & 10th Sts.

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SEWERS OR DRAINS BAZOR-CLEANED. No digging—if no results, no charge. Electric Roto-Rooter Sewer Service. Phone JA 6-6444; NA 8-0588; TA 2-0123.

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SOFA REPAIRS. Broken bottom rewebbed and rebuilt, springs reset, relined, in your home, from \$12; chairs from \$5. Upholstery shampooed. ROMANO, Plaza 9-4018.

Taxidermy

ARTISTIC TAXIDERMY—deer heads mounted, Deer feet made into ash trays, hat racks, etc. M. J. Hoffman, 989 Gates Ave., Bklyn, N. Y. JE 3-4010. Shotguns bought and sold.

Typewriters

TYPEWRITERS Bought—Sold Exchanged. Rosenbaum's, 1582 Broadway, Brooklyn (Near Halsey St. Station). Specials on Reconditioned Machines.

TYPEWRITERS \$35. Shop overhauling \$12.50 Repairs \$1.00. Some portable. Adding machines and typewriters bought. H. POLLACK, 277 B'way, Rm. 202. WO 2-0429.

FRANCIS TYPEWRITER & RADIO CO. As low as 10c a day, buys, rents, repairs, any make typewriter or radio. 49 Greenwich Ave. CH 2-7794, 141 W. 10th St. CH 2-1037-8.

RENT A TYPEWRITER—For Business School or PREPARATION FOR CIVIL SERVICE Exams. Office or portable. \$12 for 3 months. ALPHA OFFICE SUPPLY, 2 E. 40 St. Store nr. 5th Ave. MU 2-4408, 4409, 4265, 4485. Mr. Herbert.

CUSTOM MADE VENETIAN BLINDS. Finest Quality from—\$4.95 Repainted and Repaired—\$3.75 and up. ACE VENETIAN BLIND CO., 1710 SHEEPSHEAD BAY RD., BKLYN DEWEY 6-9505 Free Estimates

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ELECTRIFY YOUR OLD SEWING MACHINE. New motor, light, control and cover portable \$36.50. New consoles \$54.50. Specialists in SEWING MACHINE and VACUUM repair. All work guaranteed. A-1 SEWING MACHINE CO., 2 Ave. cor. 83 St., N. Y. RE. 4-1884

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FURS—BUY DIRECT FROM MFR. UNBELIEVABLE LOW PRICES ON CANCELLED ORDERS OF Coats, jackets, scarfs. We specialize in remodeling to newest 1947 styles.

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MOUTON LAMB COATS from manufacturer direct, \$100, \$125, tax included. Beaver dyed in large sizes and long coats. 10 A.M. to 5 P.M. daily. 48 West 25th Street, N. Y. Room 600. CH 2-2779.

WHOLESALE FURRIER wants to lower inventory, willing to pass fur coat savings direct to consumer. For appointment, LAckawanna 4-9304. Mr. Burns.

PARTY TO HONOR O'DWYER

Paul E. Fitzpatrick, Democratic State Chairman, announced that the New York State Democratic Committee will honor Mayor William O'Dwyer of NYC at a dinner at the Hotel Commodore on Monday evening, May 26. Harry Brandt, moving picture theatre executive, is Chairman of the Dinner Committee.

Old Fashioned

PENNSYLVANIA DUTCH BAKED BEANS in brown sugar and molasses, 5-lb. can. CHICKEN POT PIE with DUMPLINGS, potatoes and chicken, 10 1/2-oz. can.

5 cans postpaid for \$1.00 Old Time BEAN SOUP cooked with HAM. Rich TURKEY SOUP with celery and noodles.

6 10 1/2-oz. cans postpaid \$1.00 It's old fashioned cooking from our farm up in Bucks County

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SOUDERTON R. D., PA.



Why be distressed needlessly when you can now get the effective aid of garlic for relief, without fear of offending with garlic breath. GARLIC TABLETS, time proven by thousands of users, really are GARLIC MADE SOCIABLE. Whiffless, pleasant, chewable like candy. Use them regularly in this handy form. 60c & 1.10. Mr. Excelsior Laboratory, Allentown City, N. J. At LIGGETT'S, WALGREEN, WHELAN, Etc.

HAIR REMOVED PERMANENTLY BY ELECTROLYSIS SPECIALIST! NEW RADIOMATIC METHOD. Unusually and Annoyingly Itchy. Destroyed Forever Harmlessly & Painlessly. Shaving Worries Ended. Men and Women Treated. Privacy Assured. ERNEST V. CAPALDO, 140 W. 42nd St. Hours: 10 A.M.-8 P.M. FE. 6-1089

OPTOMETRIST Eyes Examined - Glasses Fitted LEON DARROW 1297 WILKINS AVE., BRONX (A few doors from Freeman Station) Office Hours: Daily, 9 to 8 p.m. Friday, 9 to 5 p.m. DA 9-5005 Special Attention to Civ. Serv. Personnel

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AFTER HOURS Civil Service Personnel Are Welcome at MICHAEL BEAUTY SALON For Evening Appointments Special Shampoo, Fingerwave \$1.00 "Beauty Culture just a little different" 108 Seventh Ave., Nr. Christopher St. CH 2-9727

LOW PRICE VITAMINS Save 40% on BASIC FORMULA TABLETS 30 Tablets..... \$1.00 100 Tablets..... 2.50 500 Tablets..... 11.25 1000 Tablets..... 20.35 Order by Mail Send check or money order to JOHNES, BAKER & CO. 668 FULTON ST., BKLYN 17, N.Y.

WASTEPAPER WANTED All grades of wastepaper bought; guaranteed destruction of all office records. Highest prices paid. Removal of wastepaper daily can be arranged. P. B. SALVAGE 406 E. 110th Street AT 9-9503

Brooklyn Custom Hatters INC 9 Willoughby Street BROOKLYN, N. Y. STETSON, KNOX, DOBBS, MALLORY, Etc. As Low as Half Price OTHER FAMOUS BRANDS \$2.45 UP 2 DOORS FROM AUTOMAT TEL. MA. 5-9575

Now Available To Civil Service Employees Coating For Eyeglasses NEW WARTIME DISCOVERY. Eliminates glare and steaming of lenses. Improves eyeglass efficiency. Eliminates resulting dizziness and headaches. Makes lenses look thinner. Done on your own lenses. RICH OPTICAL SERVICE 1553 Broadway at 46th St. CO. 5-3431 New York City

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DR. WEISS Specialist Surgery of stomach, gall bladder female tumors, prostate, hernias, hemorrhoids, varicose veins, tonsils and deformities corrected. Penicillin • X-Ray • Fluoroscope 81 E. 125th St. 609 W. 135th St. Park Ave. B'way 12-1-5-6.30 Daily 7-8 P.M. Daily Tel. LE 4-2536

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OPTICIAN :: OPTOMETRIST EST 1909 DR. ALBERT POLEN Estimates Cheerfully Given—Low Prices 155 3d AVE. GRamercy 3-3021 Daily 9 A.M. to 8:30 P.M.

CHRONIC DISEASES of NERVES, SKIN AND STOMACH Kidneys, Bladder, General Weakness, Lame Back, Swollen Glands. PILES HEALED By modern, scientific, painless method and no loss of time from work. Consultation FREE, X-RAY Examination & Laboratory Test \$2 AVAILABLE VARIOUS VEINS TREATED FEES TO SUIT YOU Dr. Burton Davis 415 Lexington Ave. Corner 43d St. Fourth Floor Hours: Mon.-Wed.-Fri. 9 to 7, Thurs. & Sat. 9-4, Sun. & Holidays 10-12 (Closed all day Tuesday)

PIMPLES BLACKHEADS FOAMY MEDICATION... Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 more pearly Palmer's "SKIN SUCCESS" Ointment. Wash up the skin cleansing, FOAMY MEDICATION with finger tips, washcloth or brush and allow to exfoliate on 3 minutes. Amazingly quick results come in many cases afflicted with pimples, blackheads, itching, scum, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth-clear, soft complexion, give your skin this fabulous 3 minute foamy medication. At toiletry counters everywhere or from E. T. Browne Drug Company, 127 Water St., New York 5, N. Y.

STATE SHORTHAND REPORTERS ELECT KOERNER PRESIDENT

Charles F. Koerner, Official Court Stenographer, County Court, Mineola, was elected President of the New York State Shorthand Reporters Association at its 71st annual convention. Others elected were Eugene J. Knisley, Supreme Court, Buffalo, Vice-president; H. Ray Hunt, County Court, Staten Island, Chairman, Executive Committee; Willard B. Bottome, Historian-Librarian, and Joseph G. Gold, Supreme Court, N. Y. County, Secretary-Treasurer.

The Association, organized in 1876, has as its object the establishment and maintenance of a proper standard of efficiency in the reporting profession and endeavors to unite in fellowship the reporters of the State of New York.

Mr. Koerner announced the appointment of the following Court Reporters to the Executive Committee:

First District—Charles L. Swem and Louis Goldstein, Supreme Court; James S. Slavin, U. S. District Court; Herman S. Stern, Municipal Court.

Second District — Alexander Blume and Julian J. Covel, Supreme Court; Sidney Strimpel, free lance.

The following Chairmen were also appointed: Col. Louis Bennett Freer, Legislative; Nathan Behrin, Civil Service; E. Poskanzer, Free Lance; Charles De Santis, Ethics; Raymond F. Martin, Constitution and By-laws; Louis Goldstein, Public Relations, and William C. Booth, Necrology.

Monroe School Offers Courses to Veterans

The Monroe Secretarial School, East 177th Street and Boston Road, The Bronx, announces that a number of reservations are still open for veterans for classes starting on February 10 and 24. This school is the only private business school in the Bronx approved to train veterans under the G. I. Bill of Rights. Courses are offered in Accounting, Secretarial subjects, Typewriting, Business Machines and Business Administration. Sessions are held mornings, afternoon and evenings. Veterans are invited to discuss their courses with H. Jerome, in charge of veterans' training.

Abbe Institute Offers Course on Etiquette

Betty B. Barber, Director of Public Relations at Abbe Institute, 1697 Broadway, Manhattan, announced a new course of special interest to women will be offered by the institute, entitled "Etiquette." It deals with the various phases of good social conduct, including the issuing and acceptance of various types of invitations, other social correspondence, proper dress for various occasions, and also table settings.

Another course of interest to women is that of Home Decoration.

Both classes will meet on Thursday evenings. Abbe Institute is a non-profit institution.

ATTICA BRIEFS

ATTICA, Feb. 3—The monthly meeting of the Attica Chapter was held in Cass Hall this afternoon and evening. Paul Andrews is a papa—9-lb. 2-oz. boy—has more hair than his old man. Johnny Diggins' offspring, 9 lbs. 3 oz. . . . And at least four more of our comrades-at-arms are expecting heirs or heiresses. . . . Clifton Bradshaw has won a State Scholarship offered to Vets. . . . Here are the names of 1947 Chapter members in part: Aldrich, Alloway, Andrews, Attwood, Carmi Austin, D. Baker, F. Baker, G. Baker, C. Barrett, E. Barrett, Bauer, Beach, Beachman, Berlew, Bennett, Biehl, Blake, Boss, Bills, Bradshaw, F. Brumell, Buchanan, Buchert, Budd, Burnop, A. Byram, U. Byram, Byrne, Bliss, Bulloff, Calkins, Callan, C. Clark, J. Clark, R. Clark, Clement, Collins, R. Conway, Cook, G. W. Corliss, Cortright, Culp, Cummings, Cosgrove, Denno, C. Disinger, Esk, Embt, Falk, Fargo, Finnerly, Fox, Fraser, Franke, Fix, Gallery, Ganey, A. George, G. George, Gardner, Gerard, Gettys, J. Gill, Gillis, Gloss, Grabenstatter, Hare, Hassett, Healy, Hennig, Herrington, Hickey, Hillman, Hitchcock, Hardman, Herman, W. C. Hutchings, W. F. Hutchins, Inglis, Jaśnau, Jenner, Johnson, Jones, Kime, Kinsella, Knoblock, Krieger.

Lawrence R. Las is President of the Chapter.

Driving Car Taught To Handicapped Vets

Five Corners Auto School, 1424 Flatbush Avenue, Brooklyn, gives auto driving instruction to amputees, hemiplegic and paraplegic veterans. The Government gives them a car, provided they have a driver's license. To get a license it is necessary for them to be taught in a specially equipped car. Instruction is given by the VA, usually one hour a week.

One student of the auto school obtained his license nine days after starting the course and expects his car in three weeks.

The school is approved by the VA, Veterans of Foreign Wars, American Legion and Disabled American Veterans.

The free car offer from the Government expires in June.

Binghamton Chapter To Dance on Feb. 15

BINGHAMTON, Feb. 3—The Binghamton Chapter of The Civil Service Employees Association will hold its annual dinner-dance on Saturday, February 15, at 7 p.m. at the Elks Roof Garden, 249 Washington Street.

STATE ELIGIBLES Open-Competitive

Junior Building Electrical Engineer, Department of Public Works, Disabled Veteran

- 1. Aldon Pugliese, Albany 81665
2. Joseph Stellato, Albany 84330
3. Abraham Rich, Bklyn 85335
4. John Blake, Elmhurst 80835

Assistant Dietitian, Grasslands Hospital, Westchester County, Non-Veterans

- 1. V. Whitney, Valhalla 77250
2. Bernetta Kruse, Valhalla 77025
3. Ann Huggenau, Bronx 78150

Intermediate Stenographer, Port Chester, Westchester County, Veteran

- 1. Elenore Carlson, Pt. Chester 80240
2. C. Raymondetta, Pt. Chester 78100
3. Kathryn Tedesco, Pt. Chester 78080

Personnel Technician, Personnel Office, Westchester County, Veteran

- 1. P. Bliss, Bronxville 78900
2. Intermediate Account Clerk, Westchester County, Disabled Veteran

1. Leo McKeen, Peekskill 87428
2. Moran Gleason, Yonkers 88489
3. James Fegan, Yonkers 77958

Non-Veterans
4. Frances Sims, Scarsdale 88570
5. Ethel Griffin, White Plains 87408
6. Oscar Barker, Yonkers 85440

Junior Examiner Clerk, Auto Bureau, Westchester County, Veteran

- 1. Walter Houghton, Scarsdale 90000
2. Keith Depass, New Rochelle 89402
3. Wm. J. Manning, Yonkers 85900
4. A. Paulucci, Ardsley 85548
5. James Fegan, Yonkers 82100

Non-Veteran
6. Alvin Jordan, Katonah 83998

Promotion

Senior File Clerk, Liquor Authority, Executive Dept., Veteran

- 1. Elmer Schottin, Buffalo 86419
2. Principal Printing Clerk, Dept. Labor, DPU, Non-Veteran

1. A. Doraville, Albany 83685
Stenographer, Court of Claims, Albany, Non-Veteran

- 1. Alice Hegney, Albany 87853
Senior Office Machine Operator, Workmen's Compensation Board, NY Office, Veteran

1. Sidney Frost, Bronx 88822

WALKKILL GETS DIVIDEND

WALKKILL, Feb. 3—The annual meeting of the Walkkill Prison Employees Federal Credit Union was held. Retiring President Raymond Miller submitted the report of the organization as compiled by Fred Bastian, Treasurer. A dividend of 5 per cent for 1946 was declared. The organization has been in existence since December, 1935.

State Troopers Rally To Ex-President's Aid In Dismissal Case

CITE COURT FINDING OUSTER WAS TOO SEVERE A PENALTY

SPECIAL TO THE LEADER
BUFFALO, Feb. 3—Arguments before the Appellate Division are being eagerly awaited by State Troopers in the case of Romie Laurence. He was dismissed after a statutory hearing, brought a court action for reinstatement, but Justice R. Foster Piper, though holding the punishment excessive, found himself without power to act. The Justice said that the Appellate Division was the court of first instance if a statutory hearing had been held. Justice Piper said that Mr. Laurence's dismissal was "out of proportion to the triviality of the offenses charged" and that he would "unhesitatingly annul" the dismissal if he had the power.

Trooper Laurence was dismissed last September by Superintendent John A. Gaffney on charges of receiving a gratuity, reluctance to perform duty, failure to report facts to his superiors and carrying on official correspondence without permission. Mr. Romie contended he was discharged because of his affiliation with the State Police Benevolent Association of which he was president.

All Over a \$5 Tip
All the charges were based on one incident, said the court. A Navy captain left his cap in a restaurant between Buffalo and Auburn and asked State Police to locate it. Mr. Laurence located the cap, mailed it to the officer without indicating he was a Trooper and received from the officer a \$5 reward check at his home. His wife, Recording Secretary of the Benevolent Association,

deposited the check in the Association's account, thinking it was a contribution, without her husband's knowledge.

Justice Piper asserted that "there was no substantiation whatever in any of the charges" and that "if each and all of the charges were amply sustained by competent evidence, it is apparent that the dismissal of a faithful and apparently competent officer who had a clean record of more than 15 years is punishment all out of proportion to the triviality of the offenses charged."

The State Troopers cite the court's remarks as showing how severe the administration is. They are unitedly backing the court action as a "cause."

Advertisement for Stone Flower perfume. Includes text: "A rare treat for everyone!", "... wherever shown, it is sure to win the prize of its audience's delight.", Cecelia Agar, 44-PM, ARTKING PRESENTS, Stone Flower, IN THE NEW MAGNIFICENT COLOR, PRODUCED IN U. S. S. R., 4th Week STANLEY 7th Ave. bet. 42 & 41 Sts.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FISHEL & WALLET, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 22nd day of January, 1947. Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PREFERRED MEAT MARKET, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 23rd day of December, 1946. Thomas J. Curran, Secretary of State, By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of INFRAHITE RESEARCH CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 13th day of January, 1947. Thomas J. Curran, Secretary of State, By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 786 COL. AVE. CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 7th day of October, 1946. Thomas J. Curran, Secretary of State, By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of UNION EATS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 16th day of January, 1947. Thomas J. Curran, Secretary of State, By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of UNION EATS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 16th day of January, 1947. Thomas J. Curran, Secretary of State, By Edward D. Harper, Deputy Secretary of State.

MODELS—ALL TYPES. Investigate our method of opening careers for qualified girls in photographic modeling. If you are interested in modeling, come, call or write. GABRIEL MODELS RESEARCH STUDIOS, 30 W. 57th St., N. Y. CO. 5-5143.

AMERICA'S COMMUNIST CONSPIRACY. By Dr. Emanuel M. Josephson. Reprint of Opening Address at MADISON SQUARE GARDEN "Friends of Frank Fay" January 10, 1946. PRICE 15c post prepaid. CHEDNEY PRESS, 127 E. 40th St., N. Y. 21, N. Y.

24-Hour Service ALEXANDER'S 24-Hour Service CHAUFFEURED LIMOUSINES FOR HIRE. 1543 Flatbush Avenue, Brooklyn, N. Y. ALL AIRPORT AND TRAIN CONNECTIONS. WEDDINGS, BANQUETS, THEATRES. TRAVEL DATES ARRANGED FOR ALL RESORTS. PHONE: GEdney 4-9593-2820

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It's Another Great Paramount 2-for-1 Show! BARRY FITZGERALD—DIANA LYNN SONNY TUFTS. in Paramount's EASY COME—EASY GO with DICK FORAN ALLEN JENKINS ARTHUR SHIELDS FRANK McHUGH JOHN LITEL FRANK FAYLAN. Produced by Kenneth MacGowan Directed by John Farrow. In person Ella Fitzgerald Stamp and Stumpy. Extra added attraction COOTIE WILLIAMS, his trumpet and his orchestra.

James CAGNEY in 13 RUE MADELEINE. In Person GRACIE FIELDS Famous International Star THE DEBONAIRS • BEATRICE SECKLER. Directed by HENRY HATHAWAY Produced by LOUIS de ROCHEMONT. Deers Open 10:30 A.M. ROXY 7th Ave. & 50th St. Extra! ARTHUR BLAKE

Zimmerman's Hungaria AMERICAN HUNGARIAN. Famous for its superb food. Distinguished for its Gypsy Music. Dinner from \$1.50. Daily from 5 P.M. Sunday from 4 P.M. Sparkling 1-hour Shows, Two Orchestras. No Cover Ever. Taps for Parties. Air Conditioned. LOngacre 3-0118. 162 West 46th St., East of Bway.

SERGEANT EXAM OPENS

Police Promotion Test Will Be Held on April 26; Applications Received Beginning on Thursday

The promotion examination to Sergeant (P.D.) opens on Thursday, February 6, and closes Monday, February 24. The position pays \$3,650 basic salary, plus \$750 bonus, total \$4,400. The exam notice, published below in full, gives only the base pay. The written test will be held only the base pay. The written test will be held Saturday, April 26. About 12,000 are eligible to compete.

No. 5277

PROMOTION TO SERGEANT, POLICE DEPT.

This examination is open only to employees of the Police Department.

Salary: \$3,650. This is an ungraded position.

Applications: Issued and received from 9 a.m., February 6, 1947 to 4 p.m., February 24, 1947.

Fee: \$3. Fees are not refunded to persons who are absent from examinations; refunds are made only to those candidates not permitted to take examinations by the Commission because they lack the necessary requirements.

Vacancies: Occur from time to time.

Date of Test: The written test will be held April 26, 1947.

Eligibility Requirements: Open to all permanent employees of the Police Department who on the date of the written test: (1) are serving in the title of Patrolman, P.D.; (2) have served in such title for a period of not less than one year preceding that date; (3) are not otherwise ineligible. However, the Administrative Code provides that Sergeants shall be selected from among Patrolmen of the first grade; therefore, no eligible will be certified for promotion until he has attained that grade.

Retroactive Seniority: Any employee holding an eligible title who claims retroactive seniority pursuant to Chapter 589 of the Laws of 1946 may file an application for this position under the conditions outlined in the General Examination Instructions. [See below.]

Duties: Under supervision to: exact the proper performance of

police duty from subordinate members of the force; perform all other functions prescribed by the relevant laws, ordinances, rules, regulations, manuals, orders and directives of the department.

Tests: Record and seniority, weight 50, 80 per cent required; written, weight 50, 70 per cent required.

Method of Computing Record and Seniority: (1) Beginning with the date and appointment as Patrolman, 80 per cent. For each three months of service in that title during the five years next preceding the date of the written test add 1/2 per cent, or 2 per cent a year, making at the end of five years a maximum of 90 per cent. For each additional three months in the rank of Patrolman add 1/4 per cent, or 1 per cent a year, making at the end of ten years' service, a maximum of 95 per cent.

Awards: (A) Departmental Recognition: For each of the following:

Departmental Medal of Honor	add 3.00%
Police Combat Cross	add 1.75%
Medal for Merit	add 1.50%
Honorable Mention	add 1.25%
Exceptional Merit	add 1.00%
Commendation	add .75%
Meritorious Police Duty	add .50%
Excellent Police Duty	add .25%
Medal of Honor	add 1.50%
Marine Corps Brevet Medal	add 1.00%

(B) War Service: For every month of honorable service in the armed forces of the United States in time of war, add 0.1 per cent up to a maximum of 1 per cent. For participation in battle, add 1.5 per cent for each of the following military honors:

Medal of Honor	add 1.50%
Distinguished Service Cross	add 1.00%
Navy Cross	add 1.00%

Distinguished Service Medal	add 1.00%
Silver Star Medal	add .50%
Legion of Merit	add .50%
Distinguished Flying Cross	add .50%
Navy & Marine Corps Medal	add .50%
Soldier's Medal	add .25%
Bronze Star Medal	add .25%
Air Medal	add .25%
Commendation Ribbon	add .25%
Purple Heart	add .25%
Special Meritorious Medal	add .25%

(C) Terms and Conditions Governing War and Departmental Awards:

(1) All awards are granted in one successful examination only, i.e., an examination in which the participating candidate attains a place on the eligible list and from which list he is subsequently promoted.

(2) All awards must be claimed by the candidate at the earliest opportunity, i.e., in the first successful examination following acquisition and recognition of the award.

(3) Service in the armed forces of less than 30 days will not count.

(4) Service in the armed forces will be credited for the following periods only:

- (a) Spanish War, April 23 to and including August 12, 1898.
- (b) Philippine Insurrection; April 11, 1899 to and including July 4, 1902 (candidate must have been an actual participant as evidenced by a campaign badge).
- (c) Boxer Uprising, June 20, 1900 to and including May 12, 1901 (candidate must have been an actual participant as evidenced by a campaign badge).
- (d) World War I, April 6, 1917 to and including November 11, 1918.
- (e) World War II, December 7, 1941 to and including September 2, 1945.

(III) Penalties—For each day's fine deduct 0.20 per cent. Fines incurred prior to June 14, 1941 will not be considered.

Applications by mail will be accepted if mailed and postmarked up to and including 12 midnight on the last day for the receipt of applications and received by the Commission not later than 4 p.m.

of the day prior to the date of the first test.

The pertinent sections of the General Examination instructions are also to be considered part of this notice.

Municipal Civil Service Commission, Ferdinand Q. Morton, President; Esther Bromley and Joseph A. McNamara, Commissioners.

Frank A. Schaefer, Secretary.

Retroactive Seniority

The provision on retroactive seniority, found in the General Instructions, and incorporated by reference in the Sergeant exam notice, follows:

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

(a) If so appointed prior to the first date for the receipt of applications, such employee must file his application during the regular filing period in the usual manner.

(b) If so appointed on or after the first date for the receipt of applications, but on or before the date of test, such employee must file his application in person during the regular business hours at the Service Rating Bureau, Room 606, of the Municipal Civil Service Commission, 299 Broadway, Manhattan, New York 7, not later than 14 days (exclusive of Sundays and holidays) following the date of such appointment. He should bring with him the required fee, his military discharge record and such evidence of his appointment to the eligible list as he may possess.

Any employee who files an application under the above conditions must also file a separate form, No. C-42, "Request for determination of retroactive seniority" immediately thereafter with the personnel office of his department unless such form was filed at the time of appointment to the eligible title. This form is generally available in the personnel offices of each department.

Applicants are cautioned that regardless of the 14-day provision noted above, they should make every effort to file as soon as possible so that they may be summoned for the regular test since there may be considerable unavoidable delay before another subsequent test can be scheduled.

There will be no deviation from this procedure

KEY ANSWERS

Inspector of Carpentry and Masonry, Grade 3

The tentative key answers for the NYC written test for Inspector of Carpentry and Masonry, Grade 3, held January 24, follow (Exam No. 5186):

- 1.C; 2.D; 3.D; 4.C; 5.B; 6.C; 7.B; 8.D; 9.D; 10.A; 11.B; 12.A; 13.C; 14.B; 15.A; 16.C; 17.A; 18.B; 19.A; 20.C; 21.B; 22.A; 23.C; 24.A; 25.D; 26.A; 27.B; 28.C; 29.D; 30.D; 31.B; 32.B; 33.B; 34.D; 35.C; 36.C; 37.A; 38.D; 39.D; 40.C; 41.A; 42.B; 43.D; 44.C; 45.C; 46.B; 47.D; 48.D; 49.A; 50.C; 51.D; 52.B; 53.A; 54.D; 55.A; 56.C; 57.A; 58.B; 59.A; 60.A.

Candidates who wish to file protests against these tentative key answers have until Tuesday, February 11 to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted after February 11.

St. George Assn. In Transit System Installs Officers

Next regular meeting for St. George Association, NYC Transit System, will be held on Saturday, February 8 at 8:30 p.m. at Masonic Hall, 71 West 23rd Street. There will be a social hour and motion pictures.

The following officers were recently installed by the Rev. Hamilton Nesbitt: Edward Schnopp, President; Charles Fetter, First Vice-president; Holgar Christensen, Second Vice-president; Henry Craig, Treasurer; George Peyser, Financial Secretary; Josephine Albrecht, Recording Secretary; William Campbell, Marshall; Sarah MacDonald, Historian; Archie Chestnut, Delegate to National Committee; Robert E. Corby, Anna Weitz and William Vaupel, Trustees.

A Communion and breakfast will be held on May 18.

Fire Lieut. Exam OK, says DAV Group

Civil Service Chapter 77, Disabled American Veterans, initiated 30 new members at its last meeting at Judson Memorial Hall, Washington Square South. The new members represent departments in every level.

In connection with the recent controversial examination for Lieutenant, Fire Department, a resolution was unanimously adopted, approving the policy of the Municipal Civil Service Commission in giving an examination covering subject-matter equally accessible to veterans and non-veterans. This policy was described as conforming both in letter and in spirit with the will of the people as expressed in the veteran preference law.

The Chapter has already gone on record as commending the Commission's policy of appointing disabled veterans in strict numerical order, rather than on the one-out-of-three basis, and in its legislative program for the coming year, will seek to have this policy extended to State appointments of disabled veterans as well.

All Papers Rated For Asst. Foreman

The rating has been completed in the NYC promotion examination for Assistant Foreman. The service ratings are now being checked. When these are averaged with the written exam marks the eligible list will be announced.

Samuel H. Galston, Director of Examinations, received praise for pushing this examination along. It is the Sanitation Department's biggest promotion examination and 2,447 competed.

Bridge and Tunnel Officers to Meet

At the next general meeting of the Bridge and Tunnel Officers Benevolent Association, to be held February 11 at Werdemann Hall, 160 Third Avenue, Manhattan, Samuel Mandell, attorney for the Association, will address the members.

FIREMEN

After the patrolman's test, coming soon, hundreds will realize that attending classes would have saved them the few points by which they failed. The wise ones will start training for the fireman's test, by attending mental and physical classes.

We will accommodate as many as we can. BUT indications are that we will have to disappoint many.

MAKE YOUR RESERVATION NOW, AND AVOID DISAPPOINTMENT

Our training should improve your average by ten points. Some students have raised their performance by 30 points. If you can't use 10 to 30 points never mind this notice. For those who could use a few extra points we have limited openings in the following sections:

DAILY—Start February 17
9 A.M. to 3 P.M. or 1 P.M. to 6 P.M.
25 hours per week

Veterans attending either morning or afternoon section will be eligible for full subsistence.

EVENINGS—Start February 18
6:30 to 8:30 two nights per week
Start March 17

6:30 to 8:30 three nights per week

Mental and physical examinations required for admission to classes. Enrollment limited to 30 per section.

Phone, Write or Call for Reservation

For those who want training only in special subjects the following sections are open:

GRAMMAR, USAGE, VOCABULARY
Start Feb. 20. One night per week for 12 weeks
Thursday 6:15 to 8:15

CIVICS—CITY, STATE, U. S.
Start Feb. 20. One night per week for 12 weeks
Thursday, 8:15 to 10:15

GENERAL MATHEMATICS
Start Feb. 18. One night per week for 12 weeks
Tuesday 6:15 to 8:15

Call or write for particulars

CIVIL SERVICE INSTITUTE

YMCA SCHOOLS

15 WEST 63rd STREET EN 2-8117

55 HANSON PLACE, BROOKLYN ST 3-7000

25 Dental Hygienists Are Sought by NYC

The Health Department announced yesterday 25 vacancies for Dental Hygienists.

With the new City pay raise, the pay is \$1,980 a year. Applicants are expected to be qualified, licensed Dental Hygienists.

Persons interested in applying should call at or write to the Personnel Section of the Department of Health, 125 Worth Street, NYC.

ASSOCIATION IN SANITATION BROADENS ITS SCOPE

The Association of Competitive Employees of the NYC Department of Sanitation has voted to include in its present membership Sanitation personnel of all titles.

George L. Torre, President of the Association, announced that this is the first attempt ever made by his organization to include Sanitation employees of all competitive titles, as formerly the membership was limited to some 27 titles of the competitive class, other than uniformed force.

The ACE is an independent department organization with no affiliations. Members include CIO and AFL men and women.

For the past nine years the ACE has been instrumental in presenting grievances of its members to the commissioners and was able to arrive at a satisfactory compromise for the parties concerned through arbitration.

There is an increasing number

of small groups forming new organizations within the department, limiting membership to various employees of a certain title. The ACE seeks to function as a means for members of rival unions and smaller department organizations to discuss their problems and work toward a common cause.

"The aim of the ACE is to unite all the department members of competitive titles into one single group, so that whatever grievances any individual or group might have, can be presented by the grievance committee to the Commissioner for arbitration," said Mr. Torre, LEADER Merit Man.

"At present, officers and men of the uniformed force desiring to apply for membership may do so through the mechanics located at their respective district garages or they may attend any ACE meeting and request membership."

WHEN FRIENDS DROP IN

TREAT CRISPS
GOLDEN BROWN POTATO CHIPS

CRISP, CRUNCHY, DELICIOUS