

AUTO LICENSE EXAMINER TEST OFFERS \$58 JOBS

NYC Reclassification Approved by Officials

NYC is considering a reclassification of its jobs. The present classification, described in a recent series of articles in the LEADER, is to be remedied. The proposals to appoint some outside experts, agents or firms to conduct a reclassification have been rejected both by Budget Director Thomas J. Patterson and President Joseph A. McNamara of the NYC Civil Service Commission.

President McNamara said that as soon as the Commission finishes its present heavy load of work, it will consult with the Budget Director about assigning some of its own top experts and a few clerks and stenographers to the reclassification task, and ask Budget Director Patterson to do likewise. The Commission and the Budget Director would undertake the joint reclassification project. The plan is to complete it within six months after the start, which would be made early next year.

Patterson Likes the Idea

The LEADER submitted President McNamara's suggestion to Mr. Patterson, who welcomed it immediately. Just as President McNamara had said that he'd have Sidney M. Stern, the Commission's legal and classification expert head up the Commission's end, so Mr. Patterson said that his co-operating group would be headed by John Carty of his office, formerly on the Commission's staff.

Mr. Patterson said that the present classification is by no means the mess that's been depicted, that there are inequities here and there, and quirks that a thorough study would reveal, but expected nothing in the nature of a revolutionary reclassification.

"The Commission and the Budget Director's office would work hand in hand, just as they've been doing right along, and we'd achieve better results than would any outsider," said Mr. Patterson. "The whole project wouldn't cost any money worth mentioning."

Group Formed to Protest Result of Police Lieut. Exam

A group of candidates in the examination for promotion to Police Lieutenant (P.D.) among the 635 who received failure notices has been formed in an effort to induce the NYC Civil Service Commission to change its official key answers.

The key answers originally announced by the Commission would have resulted in all members of the group attaining a place on the list, but a court decision in another case required that multiple correct answers be eliminated, so the Commission changed its original key for the Lieutenant test accordingly. The Commission threw out eight questions and reduced the multiple answers to seven questions to a single answer for each question.

Meeting Called for Friday

The group that is asking redress is headed by Sergeant Sandy Garelik, who is stationed at the Police Academy, 15 Hubert Street, Manhattan. He asked every candidate who received a failure notice to show up at a meeting on Friday, September 24, in Room 15-H at

853 Broadway at 8 P.M. sharp. At that time the situation will be canvassed, the questions and dis-

Drive Is Won For 112 Jobs Of Fire Lieut.

The campaign for the creation of 112 new positions as Lieutenant, Fire Department, in which the Uniformed Fire Officers Association played a prominent part, is won. Budget Director Thomas J. Patterson gave oral approval. Commissioner Frank J. Quayle, who led the campaign, is ready to settle for November 1. The counter-proposal is now December 1.

The additions will permit reduction of the Officers' 56-hour week and allow them a day off.

ALBANY, Sept. 20—The State Civil Service Commission's top staff officials held several conferences last week in an effort to have the Motor Vehicle Examiner written test scheduled for December 18, but there were complications. If these are solved, the test will be held then and the period for the receipt of applications would open probably on Monday, September 27 and close on Friday, October 29.

There will be an examination series in January and another in February, but the class of examinations to be given at each of those times has not been decided. However, if the Motor Vehicle License Examiner test can not be fitted into the December exam date, it would go over to one of the two succeeding months.

Large Response Expected

In the last examinations about 10,000 applied. This time between

12,000 and 14,000 are expected to seek the job. The pay is much higher now; \$58.40 a week, including bonus. Also, there are five annual increments of \$150, to bring base pay to \$3,240, which with bonus provides \$71.40 a week.

Study Material

The LEADER has been publishing serially a sample examination paper for this test. Previous instalments appeared in the September 7 and 14 issues. Here-with are three additional questions and key answers of what will finally constitute a full-scale 100-question examination:

19. You are planning a long automobile trip which will take you through several congested cities. You figure that you would be better off if you slept by day and drove by night, as then the roads would be clear and you could drive at greatly increased speed, thus saving time. You were (A) Right, because the time to make time in a car is at night, when there's no traffic jam, (B) Right because following the crowd is the best way to get along in the world; (C) Wrong because it is wisest in the interest of personal safety, and the safety of others to reduce speed after dark; (D) Wrong because daylight driving is easier on the eyes; (E) Right because you'd arrive at your destination less tired.

20. A speed limit of 50 miles an hour, the legal maximum, means that (A) One is entitled to drive 50 miles an hour, despite everything; (B), Any speed in excess of 55 miles an hour will get you a ticket, as there's a 5-mile-an-hour tacit leeway; (C) You can't get a ticket if you are driving 50 miles an hour or less. (D), Although 50 miles an hour is permitted, it is only if you're driving safely at that speed, for any speed that endangers life, limb or property is illegal; (E) local regulations requiring lesser speed are null and void and you may safely ignore them; (F) 50 miles may be attained only in passing another vehicle.

21. The right of way of a driver as against pedestrians exists when (A) The traffic light is changing; (B) The traffic light is red; (C) When the traffic light is green, under all conditions; (D) When the traffic light is green and the pedestrians en route crossing the street have had an opportunity to get clear of the car lane.

KEY ANSWERS

19, C; 20, D; 21, D.

Our Tenth Year of Service

Today is our anniversary. During the month of October we will celebrate the start of ten years of devoted service by The LEADER to the interests of Federal, State, and local employees within New York. During this period, The LEADER has grown into America's largest weekly newspaper for public officials and employees. It has become a bulwark of the merit system. Its name is recognized as synonymous with Good Government.

To mark this milestone The LEADER will publish four special Good Government issues during October. These issues will feature articles describing the various phases of government service by experts in government and public administration. They will be issues that our readers will keep.

Advertisers who know the value of The LEADER—key to the Civil Service market—will not want to miss these special issues. Others who have never used The LEADER are invited to test its value during the month of October.

Reserve your space by calling BEekman 3-6010, or write: CIVIL SERVICE LEADER 97 Duane Street New York 7, N. Y.

Transit Police List To Precede Fireman's

The urgent request made by Correction Commissioner Albert Williams that the list for Correction officer be expedited, plus the fact that the Board of Transportation is eager to appoint Transit Patrolmen, and the Bridge and Tunnel Authority to appoint Officers, induced the NYC Civil Service Commission to put the publication of the completed eligible list

for these three titles ahead of that for Fireman (F.D.).

The competitive physical examination for the Fireman candidates has just been completed at Van Cortlandt Park. The physical for the tripartite examination will begin on Friday, September 24.

There is a Fireman eligible list in existence. Both Fire Commissioner Frank J. Quayle and the

Civil Service Commission estimate that this list will provide a sufficient number of eligibles to fill the needs for Fireman appointments until the end of this year. The new Fireman list therefore will be published soon thereafter, probably around the middle of January, but the Transit Patrolman-Correction Officer-Bridge and

(Continued on Page 13)

'Hot' Election Campaign Predicted for Assn. Posts

ALBANY, Sept. 20.—Most members of the Civil Service Employees Association have in their hands the official ballot on which they are to record their choice for top Association executive offices. A flying trip by field representatives of the Association has assured

faster distribution of the ballots this year than ever before.

Seven contests for positions, plus the plans of at least one contestant to press for a write-in vote, opened the way for an exciting election this year.

While the deadline for receipt

of the ballots in Albany is October 5, the Association's Board of Canvassers, which counts the votes cast, has requested that ballots be forwarded as early as possible to aid the Board's work.

Short biographical sketches of some of the candidates have ap-

peared in last week's LEADER; the remainder appear elsewhere in the current issue.

Big Vote Sought

In an endeavor to obtain the largest total vote ever cast in an Association election, the organiza-

(Continued on Page 4)

STATE AND COUNTY NEWS

The Public Employee

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



Industrial Commissioner Discusses State Jobs

The September issue of the Industrial Bulletin, published by the New York State Department of Labor, features a description of the Albany Industrial District.

Commissioner Edward Corsi leads off with an editorial on the significance of Albany as the chief center of the State government and the contributions of the public employees to the people of the State.

I wish to give the balance of this column to quote and to emphasize what the Commissioner says:

"The range of job titles among State employees will astonish many people who do not realize what a vast business State government has become in modern times. Many capable men and women, realizing the advantages of Civil Service status, have decided to make careers of State service. This is definitely to the taxpayer's advantage. It means that he will get more efficient government at less cost.

Citizens Are Employers

"The government worker is literally the citizen's own employee. He works for the people—is paid with their tax dollar—and his sole function is to serve them. So, when the citizen goes to a government office for information, advice or aid, he should consider the service received rather than a favor, a right for which he is paying and to which he is legally entitled. . . .

"It is a sound axiom that a law is no better than its administration. The wisest, most equitable law may have its good effect nullified by unintelligent or haphazard administration. A good administrative body should provide the necessary flexible buffer between the exactness of the law and the inexactness of situations involving human beings."

The following quotations from the leading article, "Government by the People", logically continues the argument presented in the editorial:

"In its day-to-day operation, government of the people and for the people is inevitably run by the people—a lot of them. In New York State, a corps of some 70,000 workers in the State service—approximately 10,000 of them in the Albany area—fill a diverse array of posts to execute the will of the people (expressed through their Legislatures) and to administer the hundreds of State activities that today are an accepted part of the repertoire of modern government. . . .

Symbol of Empire State

"Albany is a 'government' town. Active though it is on a variety of productive fronts, Albany sticks out on the map of New York as a symbol of Empire Statehood and the functions and functionaries behind it. For better or for worse, this upper Hudson River city is married to statecraft and its train of laws, legislators, rules, departments, boards, commissioners, clerks, technicians and politicians. . . .

"In performing these services the State government has necessarily assumed the stature of big business. It is not only a big employer, but a big customer for the products of American industry and agriculture."

I suggest that all State employees, particularly those in the Capital District, will find much of interest in this September issue of The Industrial Bulletin.

Merchants to Help Public Employees With Bonus Plan

The Civil Service LEADER is making arrangements with a number of merchants to allow a 10 percent "cost-of-living" bonus—in the form of reduced prices—to all civil service employees.

This service will begin with the issue of October 5.

The merchants have agreed that items which they sell to readers of The LEADER will be offered at this substantial saving. The merchants are participating in the plan as a tribute to public employees and good government. The names and addresses of participating merchants, together with the merchandise which will be in the cost-of-living bonus plan, will appear in The LEADER during the entire month of October.

All readers are asked to patronize the merchants who are giving them the price reductions.

They're Running for Assn. Office

Doctor Frank L. Tolman
Candidate for re-election as President

Dr. Frank A. Tolman is a member of the State Merit Award Board. He entered State service in 1906 as Reference Librarian in the State Education Department. In 1928 he was appointed Director of the Division of Library Extension, which in 1937 became the Division of Adult Education and Library Extension. He was a member and Secretary of the Temporary Salary Standardization Board throughout its existence. Doctor Tolman did the major part of the drafting of the Feld-Hamilton salary schedules for State employees. He was also responsible for writing the declaration of policy of the State with respect to equal pay for equal work, and as President, from October 1945 to the present, he has guided the Association through three years of unprecedented progress.

Respect for Dr. Tolman extends to all official circles of the State. Considered a formidable negotiator, he has been responsible for innumerable employee gains during his regime as President of the Association. He is credited with an important role in the formulation of the informal "conference method" which has grown up as a means of mind-meeting between administration and employees. His policies are aggressive, and he speaks his mind bluntly, effectively, and powerfully, in his Civil Service LEADER column, on the platform, and in negotiation. His careful approach to the salary question resulted in bringing New York State employee pay to the highest level, with raises totaling more than \$22,000,000 for the current fiscal year. An incisive thinker, Dr. Tolman is known for his ability to steer a clear course of action, both in negotiation and in the conduct of a meeting. He has a reputation, too, for amazing erudition. In conversation he frequently confounds listeners with the breadth and detail of his knowledge. Under his Presidency, the Association has grown to new heights as the greatest organization of its kind in the United States.

Dr. Albert B. Corey
State Education Department, Albany

Candidate for representative of Education Department on State Executive Committee

Dr. Corey has served the State since April 1944. His present title is Director of State Archives and History and State Historian. Prior to entrance into State service he was on the staff of St. Lawrence University. Since entering State service he has been active in Association affairs, being elected First President of the State Education Department Chapter.

Dr. Corey was born in Madras, India on December 17, 1898. He attended Toronto, Harvard and Clark Universities. He is married and has one son and three daughters. He is President of the Albany Torch Club and Chairman of the Hudson-Mohawk Branch of the Foreign Policy Association.

He originated and organized biennial conferences on Canadian-American Affairs between 1935 and 1941 held alternately at St. Lawrence University and at Queens University, Kingston, Ontario, and sponsored by these two universities and the Carnegie Endowment for International Peace. He edited four volumes of the proceedings of these conferences. He has also published one book and numerous articles on Canadian-American relations and New York history.

He served in World War I from February 1916 to September 1919 in the Canadian Infantry and in the Royal Air Forces as a pilot.

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Jesse B. McFarland
Social Welfare Department, Albany

Candidate for reelection as First Vice-President

Jesse B. McFarland has served the Association as First Vice-President, member of the Executive Committee, and as chairman of many important committees of the Association for a number of years. In State service he holds the title of Senior Claims Examiner in the Department of Social Welfare.

Mr. McFarland entered State service in 1935 as Head Account Clerk and has risen to his present responsible position of dealing with vast welfare funds by career steps. Prior to entrance into State service he worked for the Illinois Central Railroad as clerk and valuation engineer, and later in the steel mills of Virginia as cost analysis expert. For several years he worked for the Interstate Commerce Commission covering 32 states, and then returned to railroad employment as an efficiency engineer.

Mr. McFarland's keen interest throughout his lifetime in worker problems has aided him in rendering exceptional service in association councils, especially in institutional matters. He has many hobbies including music, stamps, hunting and fishing.

Clifford B. Hall
State School at Industry

Candidate for election as representative of the Social Welfare Department on the State Executive Committee.

Cliff Hall, a teacher dealing with the problems of maladjusted boys, has for many years been actively and deeply concerned with the conditions of employees in his department. He is at present a leader in the struggle to obtain equitable conditions for instructors in his department, and has amassed a wealth of facts on the issue.

Cliff is a graduate of Fedonia State Normal School and of Genesee State Teachers College. He entered State service in 1939 as a Boy's Supervisor, and in 1943 was promoted to the position of Institution Teacher.

Prior to working for the State, Hall was a volunteer Scout worker, earning distinction for his services.

A charter member of the Industry chapter of the Association, he has served continuously on the chapter's executive committee, and for the past four years has been president of the chapter. He is well known for his fact-finding approach to the problems of employees.

A man of wide interests, Clifford Hall serves as member of a fire hose company, as trustee of the Central Presbyterian Church, and teaches a Sunday school class.

He is a firm believer in the merit system, and argues that efficiency in government goes hand in hand with the application of the merit principle.

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Fred J. Walters
Middletown State Hospital

Candidate for reelection to the office of 3rd Vice-President

Fred J. Walters was born in London, England, served in the British Army as an infantryman in the first World War, came to the United States in 1924, married Elsie Thompson Hall in 1929 and has a fifteen year old daughter, Marylyn, who is now attending her third year of high school at Walden, N. Y.

He entered State service as an Attendant in 1924, became a Graduate Nurse in 1929, and is at the present time a Supervising Nurse at the Middletown State Homeopathic Hospital.

More than twenty years ago he made his first trip to Albany to represent the employees of his hospital, and from that time on has been a vigorous worker on behalf of his fellow workers, especially of the attendant group. During 1930, when the employees of his department were given the opportunity to become members of the State-wide Civil Service Association, he joined and has been a member ever since. He has been appointed to various committees of the Association, and last year was elected 3rd Vice-President of the Association. He also has been active in the Mental Hygiene Association, and served as a member of the Service Rating Committee of the Department of Mental Hygiene, having been appointed to same by the present Commissioner of the Department, Frederick MacCurdy, M. D.

He has served in every office of his local chapter and has been its delegate for several years. He has been honored also by serving as Vice-President and President of the Mental Hygiene Association. Mr. Walters has represented employees before various State boards.

During the War, Mr. Walters was given leave of absence on two occasions so that he could volunteer his services to the War Shipping Administration, and made trips to Sweden to help in the repatriation of prisoners of war, and to Wales to assist in the return of injured G. I.'s.

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STATE AND COUNTY NEWS

Candidates in Association's Election



For Taxation & Finance Representative, Arnold W. Wise



For Public Service Representative, Kenneth A. Valentine

John F. Powers
State Insurance Fund,
New York City

Candidate for reelection to the Office of 2nd Vice-President

A heart-felt interest in human problems led John F. Powers early in life to join groups dedicated to the betterment of conditions. He listens carefully, weighs issues judiciously and when his mind is made up he springs into action. But always with a soft voice. His manner is mild and quiet. When arguments get hot, he is a stabilizing influence.

Mr. Powers has been honored by the New York City Chapter of the Association, the largest of chapters, by election and reelection to its Vice-Presidency, and later its Presidency. In 1944 he was elected Vice-President of the Association itself, and has been reelected each year since. Now he is running for reelection.

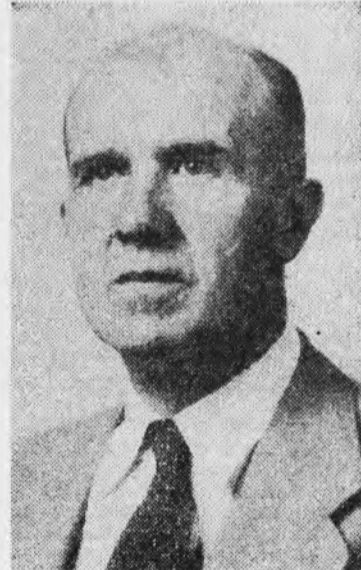
He is employed as a Senior Underwriter in the NYC office of the State Insurance Fund, Department of Labor, the same Fund that gave him his job with the State twenty-three years ago. He brought to that job valuable experience in the marine and fire insurance brokerage business.

From the very moment of his start in State service, Mr. Powers was active in employee organizational affairs and soon was serving on important committees. He was most recently chairman of the Association's Special Committees on Labor Relations in Public Employment, which fought last year for the Labor Relations Board Bill.

Mr. Powers has contributed much to the advance of the Association and of state and local employees generally. He has served for years as a member of the Association's Resolutions Committees. Besides his Association activities, he has been prominent in serving the New York City State Employees Federal Credit Union, of which he was a Director, and is past Vice-President of the Insurance Anchor Club.

He is a member of the Bishop Molloy Council, Knights of Columbus, and of the Cardinal Mercier Assembly, 4th Degree K. of C. He was chairman of the K. of C. State Legislature Committee and member of the State Council.

Mr. Powers lives in Freeport, where he is an active member of the Volunteer Fire Department. His family consists of his wife and their two young boys.



For 2d Vice-president, John F. Powers

Ernest L. Conlon
Broome Co. A.B.C. Board,
Binghamton

Candidate for election to office of 5th Vice-President

Ernest L. Conlon has served the State since 1933. His present title is Executive Officer of the Broome County Board in the Division of Alcoholic Beverage Control. Prior to his entrance into State service he was engaged professionally in Boy Scout work.

Mr. Conlon has been active in the Binghamton Chapter since its formation and is now serving his second year as President. He has represented the Central New York Conference on the Board of Directors and is Chairman of a special sub-committee of the Board on Regional Conferences. He has been exceedingly active both in the Conference and his chapter.

He was born in Delaware County, New York and attended high school at Franklin, New York. He is married and lives at 50 Mitchell Avenue, Binghamton.

Mr. Conlon is a member and past president of Rotary; member and a past commander of the American Legion, having served in the Air Corps in World War I. He saw service in France and with the Army of Occupation in Germany. He is President of the Binghamton District State Employees Credit Union and Chairman of the Broome County Committee for Education on Alcoholism. This committee, under his leadership, has launched an ambitious program. For a number of years he has taken an active part in Community Chest and Red Cross drives and similar civic enterprises.



For 4th Vice-president, J. Allyn Stearns

J. Allyn Stearns
Westchester Park Commission

Candidate for election to the office of 4th Vice President

Mr. Stearns is a member of the Association's Board of Directors, the Directors' Steering Committee, The County Executive Committee, the Salary Committee the Special Building Committee, the Special Salary Publicity Committee and the Special Service Ratings Committee. He has been prominent in the affairs of the County Division and is chairman of the Board of Directors of the Westchester Chapter of the Association and of the Westchester County Competitive Civil Service Association, Inc. He was president of the latter organization from 1941 to 1946 and editor of its monthly bulletin.

While best known for his work for the advancement of civil service in Westchester County, Mr. Stearns worked actively with officials of the Civil Service Employees Association in formulating plans for establishment of the present statewide Association.

In Westchester he helped write the provision for a Classification Board and other revisions into the County Personnel Rules, spearheaded the drive for higher salaries and a cost-of-living adjustment, was the employee member of the Barrington Salary Survey Committee which resulted in a blanket increase in the county pay scales and adoption of the Westchester Plan for flexible adjustment of additional compensation, and helped obtain approval for a 40-hour, 5-day week for most Westchester County employees.

He holds two competitive class positions. As Assistant Right-of-Way Engineer for the Westchester County Park Commission he has had an active part in the layout and construction of the Commission's world-famous Park System, and as its Supervisor of Tolls he operates a business bringing a net annual income of about \$1,500,000 to the county. He is an officer of the White Plains Lions Club and a member of its bowling team. Until recently he was a member of the Choir of St. Bernard's Roman Catholic Church.

Dr. Wayne W. Soper
State Education Department,
Albany

Candidate for reelection to the office of Fifth Vice-President

Wayne W. Soper is Chief of the Bureau of Statistical Services in the Research Division of the State Education Department. He entered State service in New York in 1929 after a period of 12 years as superintendent of schools in the middle west. His active interest in the Association began during the presidency of Dr. Chas. A. Brind, Jr. At the retirement of the former executive committee representative of the Education Department, Dr. Soper was elected representative and has continued in that capacity since that time. In addition, for the past year he has been Fifth Vice-President of the Association.

He has been instrumental in forming the new Chapter of the Association in the Education Department and is now a member of the Executive Council of that chapter. He is also a member of the Editorial Board of Merit magazine and is presently Chairman of a Special Committee to Survey Publicity Facilities for the Association. He was also chairman of the Association's Special Committee which developed attendance rules and regulations for civil service employees.

A quiet, soft-spoken individual, Dr. Soper has an interesting hobby—he writes short stories. He has hundreds of them up in the attic.

John J. Moynahan
Banking Department,
New York City

Candidate for election as representative of the Banking Department on the State Executive Committee.

John J. Moynahan is a Senior Bank Examiner, having been employed by the State since 1939. Prior to that time he was with the Chase National Bank. Since May 1947, he has been treasurer and director of the New York State Employees' Federal Credit Union.

Kenneth A. Valentine
Public Service Commission, NYC

Candidate for reelection as Representative of his Department on the State Executive Committee

Kenneth A. Valentine has been employed in the Public Service Commission since July, 1929. He entered State service as an Electric Inspector and two years later was promoted to Assistant Electric Engineer. Under Field-Hamilton reclassification his title became Junior Electric Engineer which he still holds.

Always interested in employee matters, he became affiliated with Excelsior Council, Civil Service Forum, until the NYC chapter of The Civil Service Employees Association was formed. Believing in the principles of the Association, he joined the chapter and held the position of Financial Secretary for many years, finally resigning because of other demands on his time. While Financial Secretary, he advocated the establishment of a NYC chapter office, which was done, and installed the present financial record system there. He was active on various committees and at present is chairman of the membership committee.

Active on Statewide Committees

Three years ago Mr. Valentine ran successfully for Department Representative on the State Executive Board. Since then, he has cleared up several of the many personnel problems with which this department was afflicted. He has also served on various statewide committees. His most recent membership is on the nominating committee.

Mr. Valentine has a daughter, 12, a son, 8. He lives in Staten Island.

While Mr. Valentine devotes most of his spare time to Association affairs, he still finds time for fraternal groups. He is active in Masonic circles, and is just completing a year as Supreme Grand Orient of the Court of The Orient, an organization affiliated with the Junior Order of American Mechanics. The Court is nation-wide in scope, being particularly active in New York, New Jersey and Virginia.

VOTE NOW!

The Civil Service Employees Association headquarters urges all members to vote in the annual election. Official ballots have been sent out and are also in the current issue of Merit magazine.

Completed ballots may be mailed direct to the Association's Board of Canvassers or given to any chapter. Ballots must reach Association headquarters before 6 P.M. on October 5.

Grueling Itinerary For Culyer

ALBANY, Sept. 20.—Charles R. Culyer, field representative for the Civil Service Employees Association, this week continues his grueling tour of the State, with ballots for the Association election and with information for the employees.

Recently Mr. Culyer visited Marcy, Rome, Norwich, Oxford, Oneonta; also Schenectady, Amsterdam and Herkimer, delivering ballots and membership material. Two dinner meetings were included among the visits.

PINES PASSES TEST FOR BAR

Among the State employees who passed the Bar examination was Newcomb B. Pines, of the Examiners' Unit, Tax Department.

Work and Play on Agenda of Western Conference Sept. 25

BUFFALO, Sept. 20.—The Western Conference of State civil service employees anticipates the biggest meeting of its existence when delegates gather at Allegheny State Park on Saturday, September 25.

The Conference, a unit of the Civil Service Employees Association, expects to hammer out resolutions for presentation to the Association when it holds its annual meeting on October 5 and 6 in Albany, to discuss policy on such vital matters as veterans preference, retirement, and pay in a period of rising living costs. In addition, Mary Goode-Krone, chairman of the State Personnel Council, will make an address; and there will be a detailed forum on the Workmen's Compensation

Law from the standpoint of the State employee. Robert R. Hopkins, chairman of the Conference, will preside.

Play, Too

The Conference won't be all work, however. In deciding to hold it at Allegheny State Park, the group took cognizance of the unparalleled late September weather in the beautiful park area. A variety of social and athletic

STENO AND TYPIST EXAMS

Applications are now being received by The State Civil Service Commission for Stenographer and Typist. The deadline is October 4. There are 2,000 permanent jobs, 600 of them in NYC. The test will be held on November 6.

activities will be at the disposal of the delegates. Conveniently located cabins have been reserved for delegates desiring to stay at the Park over the week-end.

2:00 to 4:00 P.M. Registration of Delegates, main lobby, Administration Building.

3:00 to 6:00 P.M. Business meeting. Lounge.

6:30 to 7:30 P.M. Dinner

7:30 to 9:00 P.M. Evening program.

From 10:00 on an on: Campfire Wiener roast, at Red House Picnic Ground.

In addition to Mr. Hopkins, the major officer of the Western Conference are: Rosemary Fornes, Secretary; Raymond L. Munroe, vice-chairman; Mrs. Alice Wagner, treasurer.

MacDonald Is Re-elected By Warwick

Francis A. MacDonald was re-elected president of the Warwick Chapter of The Civil Service Employees Association at the largest meeting the chapter ever held. He had expressed a desire to retire from the presidency, because of pressing duties as Chairman of the Southern Conference but was prevailed upon to accept the presidency for just one more year.

John Woleck of the Recreation Department was elected vice-president. Michael J. Fitzgerald was re-elected Treasurer and Susan Fry was elected Secretary.

The meeting was held in the chapter rooms in Lower Staff. Plans for a banner year were formulated.

STATE AND COUNTY NEWS

Indemnity Doubled In Accidental Death At No Extra Cost

ALBANY, Sept. 20—Dr. Frank L. Tolman, President of The Civil Service Employees Association, announced today several important changes in the group insurance plans made available by the organization for its members.

Without charge, members of the group life insurance plan will receive double indemnity for accidental death, effective November 1, 1948. The 10 per cent free insurance issued all members of the plan with a minimum of \$250, will be continued for another year beginning November 1, without charge to the policyholders.

The new amounts of insurance of \$6,000 and \$7,500 will be is-

sued to insured members receiving basic annual salaries of \$5,500 to \$6,500 and over \$6,500, respectively. These higher amounts of insurance will be issued employees receiving the above stated salaries as a result of a poll of all policyholders affected. The poll showed that 90 per cent of the policyholders desired increased insurance protection.

Riders providing for the double indemnity for accidental death will be sent to each insured member of the group life insurance plan shortly after November 1. Association headquarters staff is presently surveying its insurance records to determine what policyholders are entitled to additional coverage effective November 1, and riders providing for the new amount of insurance will be sent to employees within a short time. The amount of insurance issued on each person will be based on the basic annual salary of the policyholder, not including emergency compensation effective April 1, 1948. Adjustments in semi-monthly salary deductions to care for adjusted amounts of insurance will be made on the last half of October payrolls. In the same payroll period, adjustments in deductions will also be made on policyholders who have moved into the next higher age bracket established under the plan.

Dr. Tolman also announced extension of coverage under the accident-sickness insurance plan sponsored by the organization effective September 1, reimbursement for medical and surgical expenses for non-disabling accidents will be increased from one-quarter to a full month's indemnity. Under this plan 2 per cent in sickness indemnities and the increase from 5 to 10 years coverage for non-occupational accidents will be continued.

20% of State Employees Are Vets

ALBANY, Sept. 20 — Slightly over 20 percent of all State employees are veterans, the LEADER learned this week.

The figures, released by the Civil Service Department, show a total of 12,411 veterans now employed by the State. Only State department or agency not included in the survey is the Division of Placement and Unemployment Insurance, whose veteran count was not available as The LEADER went to press.

Disabled Vets

The number of disabled veterans is listed at 1,836. Of these, 1,794 are men and 42 women. In the non-competitive veteran class are 11,236 men and 339 women.

The Civil Service Department gives the following breakdown as to class of employment.

Men (Except DPUI)		
Class	Dis-abled	Non-Disabled
Competitive	1,388	7,389
Non-Competitive	232	1,722
Exempt	16	199
Exempt Labor	59	459
Unclassified	28	476
Other	71	991
Women (Except DPUI)		
Class	Dis-abled	Non-Disabled
Competitive	36	227
Non-Competitive	5	81
Exempt	0	4
Exempt Labor	1	3
Unclassified	0	18
Other	0	6

Competitive Status Project Up for Action by Board

ALBANY, Sept. 20.—The State Civil Service Commission will meet this week to take up questions of competitive status for employees of Matteawan, Dannemora, Albion and Westfield and the problem of revision of rules regarding probationary periods.

Also on the commission agenda is discussion of a special report by a committee of the State Personnel Council regarding service ratings.

NYC Chapter Appointments

New committee chairmen for the New York City chapter of The Civil Service Employees Association have been appointed by Michael Porta, chapter president. The list:

Personnel Committee — Chairman, Victor J. Paltsits, State Banking Department.

Legislative — Solomon Heftiz, State Anti-Discrimination Commission.

Veterans — Jack Woods, Motor Vehicles.

Membership — Kenneth A. Valentine, Public Service Commission.

Audit — Solomon Bendet, State Insurance Department.

Publicity — Edith Fruchthender, Public Service Commission.

Pension — William K. Hopkins, Law Department.

What Employees Are Doing

Rochester

Dept. of Labor: William Gaffney of the Bureau of Enforcement had an interesting vacation on the Isle d'Orleans (8 miles southwest of Quebec City) on the St. Lawrence River—17th century living just suited Mr. Gaffney for about ten days. . . . Marie Fitzgerald visited friends and relatives in Elmira, while Boston darling Harold Siegel. . . . Frank Darling, Warren Trimble Jr. and Arthur Pemberton have been spending the past six weeks in the Catskill and Adirondack areas doing resort work.

Chapter Officers' Vacations: Ray Munroe, president, had good fishing at Mississigagon Lake in Northern Canada. He also enjoyed a week of golf at home and spent some time at the races at Saratoga. . . . Madeline Collins, vice-president, went to Watercombe Lodge on the Bay of Quinte. . . . Joan Fitzgerald, secretary, went to Conesus Lake. . . . Lucille Pennock, treasurer, was satisfied with two fish on one hook at Sodus on Lake Ontario. . . . John D. Smith, delegate, has gone to Yellowstone, Glacier National Park, Lake Louise and other interesting points north and west.

Weddings: Agnes Pellegrino, secretary to Mr. Asart, was married to Glenn Nix, as per predictions last May. . . . Roger Travis, milk accounts examiner, was married to Lucille Horton. They honeymooned at Lake George and are living at Conesus Lake. Congratulations to both couples.

Condolences: Joseph Buckholtz, License Examiner was thrown from a car while conducting an examination recently. . . . Francis Darling, License Examiner, has

Advice to Public Workers: Save Money—Buy by Mail

The need of reducing living costs has led many public employees to investigate the value of purchasing through mail order. Because of reduced "middle-man" expenditures, firms selling by mail order are frequently in a position to offer merchandise at reduced costs.

The LEADER, seeking ways to help civil service workers, has investigated the possibilities of mail order. Our advice is: Buy mail order as much as possible. To help you in this, The LEADER is establishing a mail order department. Beginning with the month of October, The LEADER will carry a wide selection of advertisements from reputable mail order firms. The LEADER advises its readers: Watch for these ads. They'll save you money, help you combat present-day high living costs!

recuperated from a recent major operation. . . . Cordelia Barth, cashier, has been absent three weeks due to a muscular ailment in her shoulder.

Retirements—New Appointments: Michael Lester, Supervising Motor Vehicle License Examiner, will retire October 1, 1948. . . . Robert Lennon has received his appointment as Senior Milk Accounts Examiner. Dorothy Schwren and Sarah Bronstone received appointments as stenographers in the Department of Agriculture. . . . Anthony Palmer, Income Tax Examiner, has a baby boy.

Tax Dept.: Claire Kendelen has returned from a vacation at Tallyhoe Inn in the Muskokas and spent additional time by boat and motor in other spots in Canada. . . . Lou Boyce left her worries in New York City during a very enjoyable vacation there in August.

Clinton County

The employees of Clinton County, members of the Clinton Chapter of The Civil Service Employees Association, held their annual picnic and field day on August 31 at Charlie Anderson's camp at Gravelly Point.

The following committee made the afternoon a complete success. Food Committee—Esther Ducharme, Chairman; Louis McKinney, Dorothy Trombley, Nap. Light; Entertainment Committee — Claude Turner, Chairman, Catherine McCarthy, Mary Traynor; Prize Committee — Alma Strack, Chairman, Mildred Todd; General Committee — Frances Sweeney, Chairman, Esther Ducharme, Louis McKinney, Mary Brunell, Jane Behan, Dorothy Trombley, Nap.

Light, Claude Turner, Helena Wilson and Catherine Jessey. Special thanks to Walter Rubado, Commissioner of Public Welfare, to Sheriff and Mrs. Duquette, to Surrogate Long and Mr. Anderson who kindly allowed the picnic to be held on September 20, 7:30 P.M. in the Court House. The following nominating committee has been appointed by Mrs. Frances Sweeney, President: Dorothy M. Trombley, Chairman, Mildred Smith, Frances Colligan, Napoleon Light, Margaret Ryan, Mary Traynor, J. B. Smith, M. H. Wilson, J. J. Harnett, Chas A. Anderson.

An active membership campaign will start immediately. The membership committee consists of: Mary Brunelle, Chairman, County Treasurer's Office; Alma Strack, Child Welfare Services; Dorothy Trombley, Probation; Louis McKinney, County Clerk; Margaret Ryan, Highway Department; Mae Malpass, County Welfare.

Contests Are Exciting in Association's Election

(Continued from Page 1) tion is putting on a strong campaign to interest the average member in the importance of his vote. Dr. Frank L. Tolman, Association president, has made a public appeal for a large and representative balloting. The ballot itself contains the statement:

Voting Instructions

"Important Notices to Association Members. It is YOUR responsibility and duty to vote in the Annual Election on October 5, 1948.

Instructions imprinted on the ballot contain the following information:

1. Fill out Ballot—do not place thereon signature or other identification.
2. Place Ballot in Special envelope provided and seal the envelope. (However, the voter may use any envelope if the special envelope is not available, provided that information mentioned in the next point of instructions is contained.)
3. Place signature, department employed, and 1948 membership card number if known, in upper left-hand corner of envelope.
4. Give envelope containing Ballot to your Chapter or mail it to Board of Canvassers, The Civil Service Employees Association, Inc., P. O. Box 154, Capitol Station, Albany 1, New York.
5. Envelope containing ballots must be mailed or delivered to so as to be received before 6:00 Room 156, State Capitol, Albany,

P.M., Tuesday, October 5, 1948.

CAUTION
1. Make sure envelope containing this Ballot is sealed. Chapters are instructed to request that all unsealed envelopes containing ballots be sealed by the voter before accepting same.

2. Do not accept for your use any ballot that has been already filled out.

Exciting Campaign

An exciting campaign was promised by several developments during the past week.

One of these was the hot two-way race for the second vice-presidency between John Powers, incumbent, of New York City, and Robert R. Hopkins, challenger, of Buffalo. Both are well-known, well-liked figures among State employees. Both have contributed important services to the advancement of the civil service workers. While the Western Conference has declared itself solidly behind its leader Hopkins, the Metropolitan Conference has gone on record as favoring the re-election of Powers. The "political" wizards in State employee circles report that the Central Conference is mainly for Hopkins, with however some important chapter defections for Powers.

The Fifth V-P Race

Another "hot" race is that for the fifth vice-president, between two genial gentlemen, Wayne Soper, incumbent, and Ernest L. Conlon, president of the Binghampton Chapter and an officer of the

Central Conference. A third contender, Biagio Romeo, of the Psychiatric Hospital, was not validated to run for the position on the ground that he fell slightly short of the required number of votes for an independent nomination. Sidney Alexander, who is "managing" the Romeo campaign, maintains that the required number of votes was available, but didn't reach Albany in time. However, the Romeo forces are not giving up. The Metropolitan Conference has already gone on record for a write-in campaign in favor of him.

Information reaching The LEADER office indicates that there will be write-in votes also for William Farrell, who was not nominated for the position of representative for the Mental Hygiene Department on the State Executive Board. The official nominee for the position is John M. Harris, of Letchworth Village. However, there is no organized Farrell campaign, and Farrell himself has discouraged all attempts to start such a campaign.

The Candidates

The candidates and the positions for which they are running follow:

- President: Frank L. Tolman.
- 1st Vice-president: Jesse B. McFarland.
- 2nd Vice-president: Robert R. Hopkins.
- 2nd Vice-president: John F. Powers.
- 3rd Vice-president: Frederick J. Walters.

4th Vice-president: J. Allyn Stearns.

5th Vice-president Ernest L. Conlon.

5th Vice-president: Ernest L. Soper.

Secretary: Janet Macfarlane.
Treasurer: Harry G. Fox.
William F. Kuehn, Agriculture and Markets.

Francis A. Fearon, Audit and Control.

Leo P. Mullen, Audit and Control.

P. Raymond Krause, Banking.
John J. Moynahan, Banking.
Theodore Becker, Civil Service.
Mildred O. Meskill, Commerce.
James V. Kavanaugh, Conservation.

Kinne F. Williams, Conservation.
Harry Fritz, Correction.

Albert B. Corey, Education.
Charles H. Foster, Executive.
Charlotte Clapper, Health.

Solomon Bendet, Insurance.
Christopher J. Fee, Labor.
Francis C. Maher, Law.

John M. Harris, Mental Hygiene.

Kenneth Valentine, Public Service.

Charles J. Hall, Public Works.
Arthur W. Moon, Public Works.
Charles H. Davis, Social Welfare.

Clifford B. Hall, Social Welfare.
Isabelle M. O'Hagan, State.

Arnold W. Wise, Taxation and Finance.

Walter J. Nolan, Judiciary.
William J. King, Legislative.

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STATE AND COUNTY NEWS

McDonough Welcomes State Group

The Civil Service Employees' Association now includes in its chapter organizations throughout the State a J. N. Adam Hospital Chapter at Ferrysburg. Employees of the hospital which was formerly under the jurisdiction of Erie County and which came under State jurisdiction on July 1, met on September 9 and formally adopted a constitution and elected officers.

President, Ray Palmi; Vice-President, Mrs. Patrick O'Donnell; Secretary, Edith Kimmel and Treasurer, Mrs. Mabel Larkins.

William F. McDonough, Executive Representative of the Association, addressed the employee meeting, outlining much of the past history of the Association, the democratic character of its functioning, and the principal early objectives as they now appear.

Prime Need

Mr. McDonough said: "Thoughtful citizens recognize that wise, stable civil government is a prime need of civilized people. They know that it not only has to do with liberty, but that it is essential to free enterprise. The Association has from its inception emphasized the need of complete loyalty on the part of government workers. It recognizes that today more than at any time in history, the civil service employee must be alert to the subversive elements that are attempting to undermine orderly government throughout the world and to create a world revolution with its certainty of a return to barbarism.

"The Association denounces all communistically inclined leaders under whatever guise they come—as labor union organizers or workers or as political groups. The real workers of America have no sympathy or support for the Moscow crowd which with true communistic form seek constantly to infiltrate each labor and political group.

"The Association offers to all civil service employees an opportunity for democratic expression and action to maintain and promote American ideals of freedom and social justice. It welcomes to fellowship with 46,000 other loyal civil service employees the employees of The J. N. Adam Memorial Hospital and invites their complete cooperation in preparing and advancing the Association's program for a constantly improving service to the people and the solution of each employee problem."

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Value of Unity Stressed By Southern Conference

The Southern Conference of The Civil Service Employees Association, at the largest attended and most enthusiastic meeting of its history, unanimously adopted a resolution calling for the utmost unity by all employees and chapters of the Association to achieve the 1948-1949 goals of a sliding scale salary plan, liberalized pensions and improved working conditions.

Chairman Francis A. MacDonald led the Conference in acclaim of the policy of subordinating personal or selfish aims to the promotion of common good, and called for enthusiastic support of the Association officers and the executive committee in all the undertakings that those agencies agree upon.

Tribute to Quinn

The meeting was held at the Westfield State Farm. The Association chapter of that institution is headed by Everett H. Quinn. Mr. MacDonald paid glowing tribute to Mr. Quinn and the arrangements committee that the chapter president had appointed, which provided a delightful and well-fed occasion for everyone of the 250 persons attending. Miss Kay Randolph was Chairman of the Committee.

"The way that the committee performed its task would be a good example for all committees to follow in all associations," remarked Chairman MacDonald.

The Conference heard talks by Mary Goode-Krone, Chairman of the State Personnel Council; John F. Powers, 2d vice-president of the Association, Clarence W. F. Stott, Chairman of the Central Conference, C. Albion Kenworthy, vice-president of the Binghamton Chapter, and John Harris of the Orange Village Chapter, candidate for Representative of the Mental Hygiene Department on the Board of Directors.

A Gesture of Generosity

A new note was sounded at the Conference by the unanimous adoption of a resolution expressing a willingness to defray the cost of a room in the new building that the Association is planning in Albany. It would be known as the Southern Conference Room, but would be for general use. If the plan goes through, a plaque would be erected, identifying the room and the donor of its furnishings.

"If the Association accepts the idea," suggested Mr. MacDonald, "the four other Conferences might be willing to duplicate what the Southern Conference is doing and in that way the Association would receive a gift of the furnishings of five rooms and the gratuity would be a lasting symbol of the cooperation and solid unity that exists in the ranks of the Association."

Resolutions were adopted in the form of requests to the Association to formulate its annual meeting on October 6 the projects outlined therein, which included betterment of working conditions in the Institutions and departments and needed salary adjustments for the coming year. Pittance pensions to previously retired employees should end, the Conference felt.

Cases of retired State workers

who receive less than \$40 a month pension were cited.

Another resolution asked that the pay, hours, vacations and working conditions of teachers in the departments of Social Welfare, Health and Correction be improved and that these teachers be put on a parity with city teachers including holiday leave at Christmas and Easter.

Resolutions for unity asked for the furtherance of the welfare of all State employees, regardless of departments or jobs.

Notables Address Gathering

Miss Krone praised the Conference and expressed delight at having been invited to attend. It was her first visit to the Conference. She explained the operation of the Personnel Council and spoke feelingly of the willingness of the Council to help employees in their problems, where possible. She welcomed letters from members on any subject pertinent to her own field of operations.

Talk by John F. Powers

Mr. Powers told of the importance of the Association in bringing officials to see the justice of employee requests and prophesied that the Association would march

on and on to greater achievements year after year.

Mr. Stott endorsed the plan of putting general policy before selfish ambition and urged that the unity in backing Association projects should be complete and compelling.

Hiram Phillips, President of the Letchworth Village Chapter, was present as was a delegation from Wassaic, headed by Herbert J. Nelson, vice-chairman of the Conference.

Ralph Swalm headed the delegation from the Orange County Public Works chapter and Ann Corcoran, president, the group from the Hudson Training Chapter, which consisted of 30.

Next Meeting in January

The Hudson chapter invited the Conference to hold its next meeting at Hudson, and Chairman MacDonald expressed extreme gratitude. The next meeting will probably be held in January.

Besides Chairman MacDonald Vice-Chairman Nelson, the other officer of the Conference is Reinwald H. Brusie, since the secretaryship is vacant, the secretary having resigned from State service.

Representatives of three guest chapters expressed an interest in having their chapters join the Conference.

States Employ 926,000, Govt. Reveals

State government employment reached an unprecedented level in April 1948 when 48 States had 926,000 persons on their pay rolls, earning a total of \$171,000,000 during the month, according to a report issued by the U. S. Bureau of the Census.

The Census Bureau, which surveys governmental employment four times a year, says that State government monthly pay rolls increased 22 per cent—\$31,000,000—between April 1947 and April 1948. State employees increased 8 per cent in number during the same period.

Average Earnings

Some of the increase in State pay rolls reflects expanded personnel but the major portion has resulted from increased wage and salary rates. Owing primarily to cost-of-living and other pay adjustments, average monthly earnings of State employees rose from \$163 per employee in April 1947 to \$185 in April 1948.

Educational activities of the State accounted for almost one third of all State employees in 1948, more than the number required for any other State service. Highways and hospitals, the next largest activities of State governments in terms of number of employees required, each accounted for 16 per cent of all State personnel.

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TUESDAY, SEPTEMBER 21, 1948

We Can Learn From Japan

A significant dispatch was forwarded by a foreign correspondent of the New York Times last week. It carried the headline:

CIVIL SERVICE SEEN AS CRUX IN JAPAN

American Official Declares Bureaucrats Must Go If Democracy Is to Win

Here, in a kind of laboratory, is being displayed the importance of a vital merit system to a democratic nation. Out of the realm of theory, in the hurly-burly of everyday government, the situation is crystal clear. The Times dispatch is important because it demonstrates that the fight for a decent merit system is a fight for democracy.

Here's what's going on in Japan, according to Blaine Hoover, chief of American headquarters' civil service division.

Mr. Hoover has been unable, so far, to get a decent civil service act on the books. The canny bureaucrats, he says, carefully emasculate each new draft before sending it to headquarters.

Mr. Hoover's program would vacate every public office from vice minister down to section chief, and then refill the posts by competitive examination. Mr. Hoover also seeks the establishment of machinery for adequate compensation, the proper handling of grievances, and the filtering down of similar reforms on the local level.

As described by the New York Times Correspondent, the present bureaucracy (a pure spoils system setup) is directly contrary to the needs of a democratic state. Read the description, by Burton Crane:

"Mr. Hoover gave a grim picture of Japan's all-powerful self-perpetuating bureaucracy, which many Japanese call 'the strongest political party.' The higher public service grades, he said, have become virtually a monopoly of graduates of the Tokyo Imperial University law courses. Not only do the incumbents form a clique but they design the examinations so that only fellow alumni can get good marks. Those outside the charmed circle are not allowed to rise on merit.

"To keep new fledglings annually entering Government service, those on top would resign early. Then the pressure of their whole Ministry would be exerted upon large business interests to take them in. Under this system, so old and so well understood, Government employees were really working for private interests for years before their retirement."

As for the boisterous American advocates of spoils, of exempt jobs, of evasion in order to fill positions by means just a little bit illegal,—let them look at the evolution of that setup in Japan, and realize that what they are really doing is chipping away at democratic government.

Chart for Ready Reference On Cost of Basic Articles

Attention, Civil Service employees!

Cut out this score card and keep it handy for use whenever you get into a discussion about rising costs. Here are the percentage price increases that YOU have been forced to pay for six staples—all of them food for your mind or your stomach—in a period of 10 years.

Staple	percentage increase
MILK	100
NEWSPAPERS	75
BUTTER	300
EGGS	175
MAGAZINES	200
BREAD	100

During this same period, workers in nine representative basic industries, according to the United States Bureau of Labor Statistics, received increases averaging 120 per cent during this same period.

YOUR increases on a general average have amounted to 32 per cent.

These figures speak louder than words. Use them. Remember, too, to keep watch on the candidates. Check to hear what they say they will do to assure you that the Civil Service employee no longer remains the forgotten man. And see that these candidates keep their word after November.

Handman National Vice-President Of Postal Group



EPHRAIM HANDMAN

He polled a record vote.

N.Y. Post Office Clerks Elated Over Handman's Election to National Office

The delegation representing the New York Federation of Post Office Clerks at the national convention held in Miami, Fla., returned to NYC elated at the election of Ephraim Handman, President of the New York Federation of P. O. Clerks, as national vice-president. Mr. Handman ran on the Progressive ticket. He polled the largest vote of the entire slate.

The convention was the largest ever held by the National Federation. Close to 800 delegates were registered in addition to approximately 2,000 visitors.

The convention adopted a legislative program consisting of the following:

A salary adjustment sufficient to bring postal salaries in line with existing living costs.

Twenty-six days annual leave and 15 days sick leave.

Repeal of the restrictive features of the Hatch Act.

A merit system in the Postal Service.

A compulsory seniority law.

Recognition of longevity in payment of salary.

Time and a half for all service

in excess of eight hours daily and 40 hours weekly in the case of substitutes.

Enactment of the Vursell Bill. Elimination of the first four grades.

Further liberalization of the retirement act.

The NYC delegation consisted of Mr. Handman, Patrick J. Fitzgerald, Frank Grippo, Nathan Weisburg, Henry Berman, Joseph Freedman and Sidney Gross.

DPUI Albany Group Dines Two Women

ALBANY, Sept. 20.—Employees in the Tax and Wage Bureau of the Division of Placement and Unemployment Insurance threw a surprise party last week for two of their fellow-employees.

The honored guests at the dinner, held in Keeler's Restaurant, were: Mrs. Elizabeth Steward and Marie Carlson.

Mrs. Steward is expecting a baby and Miss Carlson who will be married on September 25.

WHAT EMPLOYEES SHOULD KNOW

Equal Work For Equal Pay?

By THEODORE BECKER

FOR more than ten years now State employees generally have been receiving the benefit of the declared policy of the Legislature that they should receive "equal pay for equal work." On the basis of this guiding declaration, State employees have petitioned the State salary boards for higher salaries, pointing out that the work they did was as responsible and as valuable as that performed by employees in higher salary brackets. The emphasis in these appeals for administrative adjustments was for more salary based on the existing amount of work. But recently the "equal pay for equal work" clause was given a new twist—and strangely enough—by employees of the New York City school system.

These employees—teachers in vocational high schools—went to court to obtain an order compelling the Board of Education to amend its by-laws so as to equalize the hours of service required to teachers in vocational high

schools and in academic high schools. The "vocational" teachers serve 6½ hours daily compared with the 5 hours and 35 minutes (plus 40 additional minutes if deemed necessary by the school principal) served by "academic" teachers. It was urged, in the law suit, that the salaries of the "vocational" and "academic" teachers were the same and, therefore, their respective hours of work should be the same, in view of the legislative mandate in Section 37 of the Civil Service Law, setting forth the principle of "equal pay for equal work." In other words, they sought "equal work for equal pay."

More Work for the Others?

Although the opinion of the Justice of the Supreme Court in Kings County, where the proceeding was heard, did not so state, it is fair to assume that the teachers involved were desirous of obtaining an equality of working hours which would result in an increase of theirs rather than an increase in the working hours of the "academic" teachers.

The Court, however, was not persuaded by the argument of the "vocational" teachers. It pointed out that there was no specific statutory requirement that the principle of equal pay for equal work must be applied "in all cases under any and all circumstances." A higher court's ruling was cited, stating that fixing the schedule of the working hours of vocational high schools was a matter within the administrative discretion of the Board of Education and that "the court ought not to interfere with the authority primarily responsible for the conduct of the schools unless there is palpable discrimination or arbitrary action detrimental to the individual or class." The Court found no such discrimination here and dismissed the case. (Beer and Carroll v. Board of Education, 7-9-48 N.Y.L.J. p. 53 col. 5)

Applicable to Local Employees?

One of the statements made by the Court should prove of interest to local employees as well as to those State employees who have considered the "equal pay for equal work" principle as applicable only to State employees, because it is found in a portion of the Civil Service Law which deals with the compensation of State employees only. The Court said, "Section 37 of the Civil Service Law embodying the principle of equal pay for equal work is a mere statement of general policy applicable to all civil service employees." The word "all" would seem to apply the principle to local as well as to State employees.

Under Mitchell Bill, Would Vets Be Appointed in Numerical Order?

By H. ELIOT KAPLAN
Executive Director, Civil Service Reform Association

The point has been raised as to whether the veterans, under the proposed Mitchell veteran preference amendment, would be guaranteed appointment in strict numerical order.

Technically, they would not be assured of an absolute appointment or promotion; but as a practical matter, they would be assured of such appointment and promotion, as explained hereinafter.

Under the bill, the constitutional provision is that an appointing officer has a right of selection as among three disabled veterans, just as he has in the case of any other appointments or promotions. The same is true where more than one veteran is available for certification. Of course, if there is only one disabled veteran on the list he must be appointed under the preference law before any non-disabled veteran or non-veteran may be certified. Similarly, if there is only one non-disabled veteran on the list, he must be appointed before any non-veteran is certified.

The same rule would apply under the terms of the Condon proposed amendment.

Under the Mitchell proposal, an

appointing officer would not be compelled to appoint a disabled veteran over non-disabled veterans. If among the three certified for appointment there were to be a disabled and non-disabled veteran and a non-veteran, the appointing officer could appoint any one of the three. Similarly, if there were two non-disabled veterans among the three certified, the appointing officer could of course appoint the non-veteran.

The Practical Side

As a practical matter, however, this would not be the result, except in unusual cases where a list was very small. In the State Service, the head of a department has ostensibly the right of selection of one out of three names certified, but actually this is extremely limited. When an appointing officer passes over two names on a list under the present State rules he would be compelled to make appointments thereafter in strict numerical order. He would have to appoint straight down the line unless he were to go back and choose one of the two originally passed over.

Numerical in NYC

In the New York City service the issue would be virtually academic, for under the order of the

Mayor, department officers under his control are required to make appointments and promotions in strict numerical order, unless for reasons approved by the Mayor, a person is authorized by the Mayor to be passed over.

The same practice is followed by other elected officials in New York City, following the Mayor's lead.

Furthermore, again as a practical matter, no appointing officer would care to pass over a veteran on list, or a disabled veteran in preference to a non-disabled veteran. Public policy and the pressure from veteran organizations will dictate the wisdom of appointing a veteran when reached on a list.

Legislature Could Act

The Legislature could, if it chose, provide by statute in supplementing the Mitchell amendment, that no appointing officer could pass over a veteran without stating publicly the reasons for doing it. This, as experience has shown, would deter any appointing officer from passing over a veteran except where reasons would patently justify such action.

Fear, therefore, that the Mitchell proposal would deprive any veteran of appointment or promotion when otherwise entitled to it, is groundless. Certainly it is not an impressive one.

STATE AND COUNTY NEWS

New Procedure Adopted In Disabled Vet Cases

ALBANY, Sept. 20—The State Civil Service Department, in a memorandum to appointing officers signed by President Edward J. Conway, announced revision of procedures for the appointment and promotion of disabled veterans to conform with the recent decision of the Court of Appeals. That decision held that 10 per cent or greater disability rating by the Veterans Administration is necessary for primary preference. The court also held that the disability had to be in existence at the time of promotion or appointment.

In line with the changed procedure a disabled veteran claimant must file with the Civil Service Department a certificate from the Veterans Administration certifying that he has a presently existing disability of 10 per cent or more based on a medical examination held within one year of the date when his appointment is proposed; or that he has a presently existing disability stabilized at 10 per cent or more. Lacking such certificate, he is required by the State Civil Service Department to submit a Recency Certificate before he can receive primary preference in appointment or promotion as disabled veteran.

Complication Admitted
Certifications will bear the date on which proved recency of disability expires, which will be the latest date on which the appoint-

ing officer may require that the veteran claimant obtain a Certificate of Recency from the Veterans Administration.

President Conway detailed in five separate categories the technical procedure to be followed by the appointing officer and announced and identified the forms to be used. President Conway added:

"It is recognized that the additional requirement for appointment of disabled veterans, pursuant to the decision in the case of Carey versus Morton, complicates the appointment procedure with respect to disabled veterans.

Will Co-operate to Fullest
"Every effort will be made by this department to obtain in advance of certification, VA certificates which will enable the appointing officers to make appointments without requiring the filing of a Recency Certificate. However, until such time as all certificates now on file for disabled veterans whose names appear on eligible lists, can be reviewed and brought up to date, it will be necessary for us to ask that Recency Certificates be filed. We will try, wherever possible, to obtain certificates complying with the Carey decision before certification of the eligible list to you."

He advised appointing officers to address any questions to Miss Mary G. Hughes, Certification Section.

Bill Riley Tops at Golf, Blendell Runner Up In Employee Tourney

ALBANY, Sept. 20.—The State Civil Service Department and guests held a golf tournament at the Normanside Country Club.

Although the match had no official standing, the 25 participants unanimously agreed it should be the forerunner of other similar contests.

Top man covering the greens was Bill Riley, of the Salary Standardization Board, at 75 for the 18-hole course.

Second prize in the tourney went to Jack Blendell, of the Division of Placement and Unemployment insurance, with 87.

Net prize winners were Dave Price, of the Classifications Division, with 59, and Frank Densler, consultant to the Civil Service Commission, with 66.

Prize winners in the "kickers division" were Frank Sullivan, of the Legal Bureau of Civil Service Department, and Charles L. Campbell, Administrative secretary, Civil Service.

The tournament was held under the direction of committee members Elmer Wise, Bill Murray, Larry Kerwin and Bill Veeder.

State Delegates to Fly To Convention in Ottawa

ALBANY, Sept. 20.—When the Civil Service Assembly of United States and Canada holds its national conference in Ottawa, October 4 to 7, a large number of New York State employees will be present.

The State delegation will consist of officials of the State Civil Service Department and other State departments. It is expected that at least two representatives from each division of the Civil Service Department will attend.

Many delegates expect to make the trip by plane.

Hearing to Be Held Next Month on Pay Of State's Nurses

ALBANY, Sept. 20.—The State Salary Standardization Board is reported ready to conduct a hearing on the appeal of nurses in State institutions for higher salary allocations.

A committee of nurses, members of The Civil Service Employees Association, had asked the State Salary Board for a hearing this fall.

The appeal, which covers some 1,345 nurses in institutions under the jurisdiction of the Department of Mental Hygiene, asks a salary scale be established with no overlapping of grades and with gaps between the grades approximately equal.

It is learned on good authority

that the hearing for nurses will be scheduled early in October. The hearing date was originally set for September 24, but was cancelled late in August.

Other hearings scheduled by the board include:

September 24 — An appeal for higher minimum entrance salary for medical positions in the State Department of Health.

September 24—A departmental hearing on Assistant Administrative Secretary, State Department of Mental Hygiene.

October 1 — A departmental hearing on Senior Construction Wage Rate Investigator.

E. D. Siemer New Deputy Comptroller

ALBANY, Sept. 20.—Edward D. Siemer, Buffalo attorney, has been appointed Deputy Comptroller in charge of the Division of Municipal Affairs.

Mr. Siemer, who will undertake his new duties next month, succeeds Deputy Comptroller Archibald N. Galloway, who will resume the practice of law in New York City.

Born in Buffalo, Mr. Siemer graduated from the University of Buffalo in 1931 and received a law degree from the University of Buffalo Law School in 1934. He was admitted to the bar in September 1934.

From 1935 through 1943 he served on the staff of the Erie County Attorney during which time he handled the transfer of welfare administration from the City of Buffalo to the county. His municipal law experience also includes four years as village attorney of the village of Orchard Park.

In 1946 he became a general partner in the law firm of Penney & Penney, Buerger & Seimer from which firm he will take a leave of absence to become Deputy Comptroller.

Mr. Siemer, now residing in Orchard Park with his wife and three children, plans to move to Albany. He is a member of the Erie County Bar Association, of which he is a past director; the Lawyers Club, Marshall Club and is vice president of the Orchard Park Country Club.

Ogdensburg Has Smallest Public Payroll

OGDENSBURG, Sept. 20.—Ogdensburg has a smaller public payroll, in relation to its size, than do most cities in the United States of 10,000 population and over, according to figures just released by the Bureau of the Census.

On the local payroll are listed 203 employees, exclusive of teachers and other school workers, as of October, 1947, the month for which the comparisons are made. For the sample month they received a total of \$13,100.

This outlay, if borne equally by all the residents of Ogdensburg, would come to \$1.44 per capita. The cost compares with the \$2.64 per capita, spent monthly for municipal pay-rolls in the other 994 cities surveyed.

Municipal employment is generally on the increase, as it has been since the war ended, the Census Bureau finds. In Ogdensburg, the number on the rolls rose 12.1 per cent in the year ended October, 1947. This was more than the national increase, 4.1 per cent.

Earnings of Ogdensburg employees are also going up, conforming to the national pattern. Exclusive of school personnel, local city workers averaged \$114 compared with \$91 a month the previous year. For the other cities, average wages were \$182 a month, an increase from the \$168 of 1946.

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THE LEADER carries a full report on the progress being made by Civil Service Commissions in rating examination papers; and publishes eligible lists when they are ready.

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FEDERAL NEWS

Employees Organize To Press Exemption Of Pensions from Tax

WASHINGTON, Sept. 20.—Public employees already have started organizing a campaign for exemptions of pensions from income taxation. The drive will get under way after the Presidential election.

The efforts formerly made to obtain exemption for all pensions, so that public employees will benefit, will be renewed. At present exemptions apply only to the members of the Social Security System and the Railroad Retirement System. This the public employees charge is discriminatory. Federal employee groups have hired actuaries to bolster their case.

R. I. QUEEN REAPPOINTED
Department of New York State Commander Chester Mandel, Army-Navy Union, reappointed Robert I. Queen of the Bronx as chairman of public relations. Mr. Queen was formerly associated with the Disabled American Veterans in a like capacity.

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FEDERAL NEWS

Officials Should Confer Freely with Employees

By ARTHUR S. FLEMMING, Ex-U.S. Civil Service Commissioner. Administrators in the federal government must, to a greater extent than they have in the past, go out of their way to consult with the representatives of employees.

are of direct interest to them into effect leads to all kinds of trouble that might be avoided. Furthermore, failure to consult with representatives of employees in accordance with a systematic schedule means that thousands of administrators are not receiving sound ideas and suggestions relative to the improvement of working conditions which they otherwise would receive.

Board Warns Workers On Re-employment Rights

WASHINGTON, Sept. 20—The U. S. Civil Service Commission reminded Federal employees who transferred to public or private agencies or to other Federal agencies for national-defense or war work with reemployment rights that with few exceptions these rights expire on October 22 unless application for reemployment is made before that date.

if they are to retain their re-employment rights. Who Are and Are Not Affected Many Federal employees who transferred during the war have already returned to their former positions. The agencies are required to reemploy such persons in the same positions or in positions of like seniority, status, and

pay within 30 days after receiving their applications. The termination date applies to most persons who transferred with reemployment rights during the war. Affected are the reemployment rights granted under Executive Order 8973 (December 12, 1941), Executive Order 9067 (February 20, 1942), and Directive No. X as amended by Directive No. XVI of the War Manpower Commission.

Eligibles to Get Jobs Of Non-Status Workers

WASHINGTON, Sept. 20—The U. S. Civil Service Commission has issued an order which will result in the separation of non-status employees serving in the positions of Accountant and Auditor, grades CAF-7 to CAF-12. Separations must be made by November 15.

of United States Civil Service Examiners has established a register are not affected by this order. Persons separated under this order will be replaced by successful competitors in the Accountant and Auditor examinations for positions with beginning salaries from \$3,727 to \$6,235 a year, which was announced last year.

Too Much Reviewing

Insistence on proposed action being reviewed by literally dozens of persons before action is taken will do more to destroy faith in government than any other single factor. We deprive people who are on the job of the opportunity of dealing with situations as they arise. Our reason for so doing is that their work must be reviewed by higher officials. Actually, the higher official becomes swamped and in reality the review is made by a clerk far removed from an understanding of the facts and circumstances surrounding the proposed action.

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STATE AND COUNTY NEWS

Metropolitan Conference Endorses the Mitchell Bill

The Metropolitan Conference has gone on record in favor of the Mitchell Veterans Preference bill. The Conference, in session at Pilgrim State Hospital on September 11, took the stand without a dissenting vote. Delegates present represented twelve chapters of The Civil Service Employees Association, approximately fifteen thousand State employees. The Mitchell bill was passed by the 1948 session of the State Legislature, together with the Condon bill. Both measures will be up for consideration again at the 1949 session, after which, if one of the measures is passed, it goes to the people for referendum.

The Conference also acted on a variety of matters dealing with Civil Service and internal Association problems.

The delegates were welcomed by Francis H. Neitzel, president of

the State Hospital chapter which acted as host to the Conference. Victor J. Paltsits, Conference chairman, presided.

Among the resolutions passed by the delegates were these:

1. That the Association urge the State of New York to award medallions, buttons or certificates in recognition of long, faithful service.
2. That the salary base of all State employees be revised upward in such a manner as to provide a sliding scale salary adjustment plan, based upon cost of living, similar to the Westchester County and General Motors plans.
3. That the president and board of directors of the Association provide for broader state-wide representation in committee appointments.
4. That the Association board of directors investigate the various available plans for group insurance coverage, to include combination policies covering life, accident, sickness, health, surgical care and hospitalization.
5. That the Association establish a reserve fund for contingencies and special purposes.
6. That consideration be given to the desirability of changing the date for the Association's annual meeting to a period not in conflict with vacations and holidays, and that longer period be allowed for independent nominations to Association offices.
7. That the special committee on

regional conferences be made permanent and include only present or past officers of conferences in its membership.

8. That the Association consider the feasibility of a rebate to Conferences of 20 cents per member instead of 10 cents.

Suite in Albany

The Conference authorized its chairman, Victor J. Paltsits, to arrange for a suitable suite at headquarters for Conference members and their delegates during the Association's annual meeting in Albany.

A resolution was passed that the expense allowance for traveling employees be increased to \$5 a day for food and to 8-1/3 cents per mile for automobile expenses.

The delegates also endorsed the following resolutions:

That a request go to the board of directors to call upon the State to correct substandard facilities in certain State offices and quarters which are not conducive to efficiency of State business, with special emphasis on poor lighting facilities, rest rooms for employees, etc.; that employees in institutions be issued meal tickets and not be required to pay for food which they do not consume. The Conference went on record as opposing the split shift in mental hygiene institutions.

Holidays on Saturdays

The group also decided to ask the Association's board of directors to take up the problem of the State's allowing another day off when holidays fall on Saturdays. Improved working conditions and pay for armory employees is another objective which the delegates endorsed.

New Chapters

Two new chapters, Willowbrook State School and District 10, Public Works, were accepted into the Conference. Mrs. Kathleen L. Hennessy of Willowbrook and William Greenauer of District 10 were present.

The Conference went on record endorsing the extension of The Civil Service LEADER contract recently by the board of directors, a ticket of Association officers, including John F. Powers for second vice-president and Blagio Romeo for fifth vice-president. It was decided that an intensive program would be put on for Mr. Powers and for a rodeo-riding campaign.

Among Those Present

Those present at the Conference were: Army Employees chapter—Metropolitan area, Frank M. Gonsalves, president; Brooklyn State Hospital, William J. Farrell, president; Central Islip State Hospital, Michael J. Murphy, president; Irving H. Schott and Charles A. Kimble, vice-president; District No. 10—Public Works, William A. Greenauer, president; Kings Park State Hospital, Elwood DeGraw, president; Long Island Inter-County State Parks, George H. Siems, president, Clyde H. Morris, financial secretary, and Mrs. Marie Owen, recording secretary; Manhattan State Hospital, Mr. O'Shay; NYC chapter, William Teitlebaum, 3rd vice-president, Edith Fruchthender, recording secretary, and Solomon Heifetz; Psychiatric Institute Hospital, Blagio Romeo, president, and Sidney Alexander, vice-president; Pilgrim State Hospital, Francis H. Neitzel, president, Leo V. Donohue, vice-president, Mrs. Neva Schoonover, vice-president, Mrs. Louise Williams, treasurer and Preston Windus; Willowbrook State School, Mrs. Kathleen L. Hennessy, president.

Membership Committees Of Chapters Give Big Lift To Association Success

Leaders among civil service employees throughout the State are on the membership committees of the 132 chapters of The Civil Service Employees Association. These leaders are influential in increasing the strength and influence of the organization, which helps to produce improvements in working conditions. The committee members give unselfishly of their time and effort to promote the interests and welfare of their fellow-workers. They are regular civil service employees and receive no pay from the Association.

The membership committee members soon will distribute membership renewal bills to the 46,000 present members of the Association and invitations to membership to non-members to accept the benefits of organization and contribute to the support of a strong group that serves their interests notably.

Officials of the Civil Service Employees Association has appealed to all members to cooperate with their chapter's membership committee by remitting their dues promptly after October 1. The cooperation of all members in this matter will assist the committee members greatly and enable them to devote more time to efforts of the Association to further improve salaries, retirement, hours of work and other working conditions.

A list of the membership committees in the various chapters is begun in this issue and will be continued in future issues.

BINGHAMTON CHAPTER

Ernest L. Conlon, President
Cecil C. Tyrell & Tracy R. Cone, State. Inst. Applied Arts & Sciences, 227 Washington St.
Ernest L. Conlon, Broome County A.B.C. Board, 805 Press Bldg.
Charles Herrick, Div. Parold, 1206 Press Bldg.
Mrs. Margaret T. Moran, Health Dept., 709 Press Bldg.
Harold Christian, Labor Dept.

(Proper), 502 Press Bldg.
Marie H. Mangan & Mary Sherwood, Labor Dept. State Employment Svce., 43 Chenango St.
Leo Bernstein, Labor Dept. DPUI, 221 Washington St.
Mrs. Marion O'Connor, State Insurance Fund, 1215 Press Bldg.
John M. Leach & Jean Marie Kroboth, Workmen's Compensation Bd., 221 Washington St.
Ben Golison, Labor Dept. DPUI, 1105 Press Bldg.
Edwin G. Radcliffe, Conservation-Central Pk. Comm., Press Bldg.
Virginia Mowry, Commerce Dept., 66 Chenango St.

BINGHAMTON STATE HOSPITAL

Mike Kriska, Main Bldg., Male
Margaret Doyle, Main Bldg., Female
Mrs. Hazel Reilly, Main Bldg., Female
Albert E. Launt, Broodmoor, Mrs. Marie Westlake, Wagner Hall.
Mrs. Anna H. Noonan, East Bldg. and Edgewood Bldg.
Mrs. Noraline Curley, South and West Bldgs.
John Keegan, Farms.
Curtis Gardner, Business Office
Frances Reilly, Medical & Telephone Offices, Misc., etc.
Mrs. Georgiana Townsend, Fairmount.
Mrs. Kay Arnold, Fairmount, Gerald Reilly, North.
Albert VanGorder, North.
Harold Boyce, Maintenance Dept.
Mrs. Blanche Brown, Sewing Room.
Jacob Muller, Shoe Shop.
James Maney, Storehouse & Truck Drivers, Bakery.
Mrs. Mary Gardner, Housekeepers.
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Chapter Activities

Syracuse

The Syracuse chapter of The Civil Service Employees Association will hold a clam bake on Saturday, October 2, at Westfall's Trout Pond, 3400 West Genesee Street, Syracuse, at 1 P.M. Clam-broth, clam chowder, raw and steamed clams will be served. At 5 P.M. dinner will begin. There will be games and prizes.

John Stapleton, of the State Tax and Finance Department, is General Chairman, assisted by Anne Dorsey, Joe Mercurio, Ethel Chapman, Ida Meltzer and Edward Killeen. The entertainment committee consists of Florence Young, Flora Johnson, Kathryn Powers, Darleen Downes and Flora Johnson.

Guests will include Onondaga County's State Legislators, Mayor Frank J. Costello and Joseph D. Lochner, executive secretary of the Association.

The first regular fall meeting of the chapter will be held Monday, September 27, at 8:15 P.M., at 214 South Warren Street, 6th floor. A report of the resolutions committee of the Central New York Conference, which met recently at Drumlins, will be given by Kathryn Powers. The chapter president, Doris LeFever, will give a short talk on the membership drive for 1949 and the program.

The annual meeting to be held in Albany on October 5 and 6 will be discussed.

Manhattan State Hospital

The family of Walter M. Phillips extends its appreciation to the employees for their expression of sympathy during bereavement over the death of Walter M. Phillips, brother of Oscar (Ray) Phillips, employed in the Plumber Shop.

The chapter hopes Anna Haber of the laundry will recover soon from her recent operation.

Institution Patrolman at Manhattan State have been given permission by Director John H. Travitt to wear dungarees while assisting in the removal of deceased patients. This action saves wear and tear on expensive blue serge uniforms and follows requests made by the Personnel Relations Committee of the chapter.

The next regular meeting of the chapter will be held in the First-chapter Lecture Hall on Wednesday, September 15, at 4:30 p.m. and will close at 6 p.m. It is urgently requested that all members and interested employees attend. Aim of The Civil Service Employees Association in regard to pension cost-of-living bonus, hazardous and arduous pay, legislation will be discussed.

Gerlach Will Address Luncheon Meeting

ALBANY, Sept. 20—The Civil Service Employees Association announced today that Herbert C. Gerlach, Westchester County Executive will address the Association's delegates at a luncheon meeting scheduled for October 6. The meeting will be held in conjunction with the 38th annual meeting of the Association. The

Association's 4th Vice-President J. Allyn Stearns, is an employee of Westchester County Park Commission, holding the title of Right-of-Way Engineer.

Association officials are arranging an outstanding program, including several prominent speakers for the various sessions of the meeting.

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NEW YORK CITY NEWS

Board of Transportation Liberalizes Pensions Also Opens Health Insurance Plan to Employees

The Board of Transportation has adopted a resolution to improve the Board and IRT Pension Plans, effective October 1, 1948. The principal changes are:

The retirement age shall be 65, instead of 65.

The percentage to be used in computing the pension payable to an employee retiring on or after October 1, 1948, will be 1 1/2 per cent, instead of 1 per cent.

In computing the pension of an employee retiring on or after October 1, 1948, credit shall be given for service up to June 1, 1948.

The reduction in the retirement age makes it possible for an employee to retire under the Company Pension Plan at the same time that he could retire under the New York City Employees' Retirement System.

Board Explains

The reason for other changes in the Company Pension Plans, given by the Board as follows:

Under those plans the amount of an employee's pension is de-

termined by taking 1 per cent of his average annual earnings during the 10 years prior to 1937 and multiplying that by the number of years of continuous service prior to 1937. No credit is given for service after 1937, because under Company management the employee would become entitled to benefits under the Social Security Laws based on his service during and subsequent to 1937.

"The wage and salary scales during the 10 years prior to 1937 were so low that the average pension based upon the specified formula resulting from this computation is entirely inadequate under present cost of living conditions. Moreover, all former company employees still in the service of the Board have now lost all rights under the Social Security Laws and the reason for not crediting them with service on and after 1937, in computing their pensions, no longer exists.

"In order to make the pensions adequate and give the employees credit for service for which they now receive no pension allowance, the Board has directed that the

plans be modified so that an employee retiring on or after October 1, 1948 will receive an adequate pension based upon his total service with the company up to the time that the City took over the private transit lines."

HIP Resolution Approved

The Board also adopted resolutions to provide coverage for its 40,000 employees under the Health Insurance Plan of Greater New York.

One Health Insurance resolution committed the Board to enter into negotiations for a contract with the HIP which would enable employees of the Board to enroll for coverage. The resolution provides that the cost of such insurance be borne partly by the employees desiring the benefits of the plan through payroll deductions, and partly by the Board of Transportation out of its revenues. Such a contract, it was indicated, would be substantially similar in form to that now in effect between the City and HIP covering City employees in the various municipal departments.

Chronic Illness Weighed as Bar To Getting Jobs

The NYC Civil Service Commission has been discussing informally the establishment of a minimum health requirement in open-competitive examinations.

Under such a method any applicant for entry into City service who has a chronic, serious disease of a nature that would interfere with regular attendance at work and from which he might die at any moment, would be disqualified. The rule would not apply in promotion examinations.

Among the reasons given in support of the project at a private conference held behind closed doors at the Commission's office were: reducing the amount of sick leave that exceeds regular allowance; increasing the average longevity record of City employees, and reducing the number of cases of half-year's pay allowed in case of death.

In opposition to the proposal the argument was made that the

rule would be easy to abuse, that subjective findings might be used at some future time for disqualifying candidates then applying, and that it is counter to this generation's trend in social science.

Effect on Insurance

The effect on the NYC pension system would be negligible, since the NYC Employees Retirement System is ahead when an employee dies prematurely. The heavy burden is the old-age retirement pensions.

The City pays half a year's salary to an employee who has been a member of the Retirement System for six months, and when the member-service reaches 10 years, the payment is a full year's salary. In the case of new entrants, the six-months period has to be covered by membership in the System, and it is not enough that the employee worked for the City six months.

Public Employees to Join Social Work Conference

Several hundred social workers, administrators and volunteers from public and private health and welfare agencies in New York City will attend one or more of the institutes to be conducted in connection with the 49th annual meeting of the New York State Conference on Social Work to be held October 19 to 22 at the Hotel George, Brooklyn. The institutes will be held on October 18 and 19.

The Courses

The courses to be given at the institutes include: New Concepts in the Care of the Aged; Trends in Adoption Practice; Principles of Case Work Practice as Applied to Public and Private Agency Services; Psychological Aspects of Rehabilitation; Principles and Techniques in Agency Administration; Trends of Physical, Emotional and Mental Development of Children; Institutional Treatment of Neglected and Delinquent Children; Characteristics of the Older Person; Organizing the Community to Meet Health Needs; Preventive Aspects of Medical Social Work; Provision in Case Work Practice; Interpreting the Agency's Program to the Community; Experimental Treatment of the Deaf; Dynamics in Group Work; Content and Method of an

In-Service Training Program; and Organization Camping.

The Leaders

Leaders of the institutes will be Dr. Luther Woodward, National Committee for Mental Hygiene; Harry Levine, NYC Department of Welfare; Dr. Howard Potter, Professor of Psychiatry, Long Island College of Medicine; John J. Corson, The Washington Post; Anna E. King, Dean, Fordham University School of Social Service; Dr. Frederic D. Zeman, Clinical Lecturer in Medicine, College of Physicians and Surgeons, Columbia University; Dr. Earl Koos, Professor of Sociology, University of Rochester; Dorothy Hutchinson, New York School of Social Work; Kenneth W. Kindelsperger, Council of Social Agencies, Syracuse; Irving E. Cohen, Probation Department, Court of General Sessions, NYC; Frank J. Hertel, General Director, Family Service Association of America; John J. Murphy, NYC Department of Welfare; Dorothy Lally, Federal Security Agency; Jeanette Ragensburg, Community Service Society of New York; Mrs. Edith Seltzer, United Hospital Fund of New York; and Gertrude Wilson, University of Pittsburgh School of Social Work.

Admission to institutes is open to all individual members of the Conference. A registration fee of \$4 is charged for each institute.

Union Asks Change In Requirements for Job as Investigator

Absence of educational requirements in the Investigator examinations for which NYC will receive applications until September 30 was protested by Local 111 of the United Public Workers. Local President Samuel Garnett wrote to President Joseph A. McNamara, of the Civil Service Commission:

"Many of the competitors in the examination are at present employed by the City of New York in the title of Investigator. A large percentage of these employees have worked for the City for from three to six years. They served the City faithfully and well at low salaries during the war years, when the City Departments had insufficient staffs. Their provisional status was no fault of their own but resulted from the City's policy of not holding examinations in that period. No political considerations were involved in their appointment. The present policy will mean dismissal for these workers as a reward for their devoted service. These employees should at the very least be granted credit for their service. This can be done by providing rated experience in the Investigator Examination.

Transit Patrolman List To Precede Fireman's

(Continued from Page 1)

Tunnel Officer list will come out about the end of November.

Many Appointments Loom

The rate of failures in the Fireman physical ran about 9 1/2 per cent, and it is expected that the eligible list will consist of around 7,500 names, a record figure for Fireman examinations. The list will be so large that the effect of veteran preference as it now exists would be pronounced. However, since this is an open-competitive examination, the proposed Mitchell amendment for amendment of the veteran preference law would improve the opportunities of non-veterans to get appointed and at the same time would give point credits to war veterans. This was explained in detail in an authoritative article in last week's LEADER, issue of September 14.

Commissioner Quayle has notified the Commission that he does not expect to make more than 150 appointments as Firemen this year and therefore would not need the new list until after the first of next year. There are no provi-

sionals working in the Fireman title, nor are there any in the Transit Patrolman title in the Board of Transportation. However, Commissioner Williams has 49 provisionals serving as Correction Officers, and it was this fact that motivated him to urge that the list for making permanent appointments should be expedited.

Appointments for the job of Transit Patrolman will be between 300 and 400.

Two Promotion Tests Off, But Not for Very Long

Two promotion examinations, one for Register and the other for Electric Engineer, Grade 4, (Public Works and Water Supply, Gas and Electricity), which were intended originally to be included in the September series of NYC exams, were recalled by the Civil Service Commission.

The eligibility requirements in the Register examination will be changed and some technical changes will be made in the announcement for the other examination.

High-Speed Stenography Course Offered by Hunter

Registrations will be accepted until September 30, at Hunter College, 68 Street and Park Avenue, for high-speed classes in Pitman shorthand, conducted by John P. Cassidy, C. S. R. These classes, which are part of the adult education curriculum of the college, meet on Tuesday and Thursday evenings of each week and are designated in the catalogue as e19.277 and e19.278. The speed range of these classes is from 150 to 200 words per minute and will meet the requirements of those who contemplate competing in the forthcoming examination for Senior Hearing Stenographer. The first class session will be held on September 21.

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NEW YORK CITY NEWS

Rate Hearing Dates Set

The October schedule of hearings on prevailing rate of wage cases was announced today by Comptroller Lazarus Joseph.

One of the dates, October 8, is reserved for a hearing on the attempt of Sanitation Men, Classes B and C, to be included among those entitled to the benefits of Section 220 of the Labor Law, which requires the Comptroller to establish prevailing rates. In this way the Sanitation Men, by proving that higher wages are paid in private industry for material and garbage men, seek to get their pay increased.

The first of the October hear-

ings, on the 6th, will be devoted to Motor Grade Operators. In this claim the employees are keeping their case alive before the Comptroller, in the event that the Court of Appeals should decide against the legality of annual wage agreements. This group has signed such an agreement.

- The other dates and the titles.
- Oct. 11—Stationary Engineer.
- Oct. 15—Elevator Mechanic.
- Oct. 18 — Elevator Mechanic's Helper.
- Oct. 20—Nickel Plater.
- Oct. 22—Marble Setter.
- Oct. 25—Marble Setter's Helper.
- Oct. 27—Letterer.
- Oct. 29—Sign Painter.

Monroe School Director Tells of Vets' Allowances

Two million veterans who registered this term under the G.I. Bill of Rights will receive larger living allowances for evening and full-time attendance. Mildred Allison, Director of the Monroe School of Business, East 177th Street and Boston Road, the Bronx, states that veterans attending school full time can receive \$75 to \$120 a month in addition to tuition and supplies; veterans attending part-time or in the evening session can receive \$18.50 to \$60.00.

The school maintains a counseling service for veterans who are interested in obtaining information on benefits under the G.I. bill. Harry Jerome, veterans' counsellor, is in charge of this service.

Group Protests Police Exam

(Continued from Page 1) could not be completed until Thursday.

Veteran Preference Angle
The list will contain between 200 and 210 names.

The list, like all other city lists, will be affected by any change in the veteran preference law. The preference for non-disabled veterans with minor exceptions will expire on December 31 1950 but two proposed amendments were passed by the last Legislature to enable continuation of preference.

Under one of these proposed amendments known as the Mitchell bill disabled veterans would get a 10 point addition to their earned score and non-disabled veterans a 5 point addition in both open-competitive and half as much in promotion examinations. The actual benefit is limited to one instance of full enjoyment.

Under the other measure the Condon bill present preference for non-disabled veterans would be continued for five years in open-

competitive examinations, while preference for non-disabled veterans in promotion examinations would terminate. Disabled veterans preference would continue at present, with those veterans with 10 per cent or higher disability going to the top of the list as a group. The non-disabled veterans and the non-veterans would come next, in relative order of percentages among themselves.

Since the Legislature will act on both proposals in the session that opens in January, proponents of both bills agree that there is no likelihood that the expiration clause in the present law will ever take effect. Finally the proposed amendment or amendments would go before the voters in the 1949 general election.

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The St. George Association, New York City Transit System, will hold its eighth annual entertainment and dance on November 20 at West, Brooklyn. Chairman for tickets is Mrs. Sarah MacDonald. Chairman for promotion is Mrs. Josephine Albrecht.

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LEGAL NOTICE

At a Special Term, Part 2, of the City Court of the City of New York held at the Old County Court House, No. 52 Chambers St., City Hall Park, County of New York, on the 16th day of September 1948. In the matter of the application of **MARTHA H. SINCLAIR** for leave to have her infant child, **MARJORIE CAREY**, also known as, **FEMALE CAREY** assume the name of **MARJORIE SINCLAIR**.
PRESENT: HON. JOHN A. BYRNES, Chief Justice.

UPON reading and filing the petition of **MARTHA H. SINCLAIR** duly verified on the 1st day of September 1948 and the consent of **BENJAMIN F. SINCLAIR** duly verified on the 1st day of September 1948 and no reasonable objection appearing thereto.
NOW, on motion of **DEMPSEY & THOMA**, attorneys for the petitioner, it is ORDERED, that on and after the 26th day of October, 1948, the said **MARJORIE CAREY**, also known as **FEMALE CAREY**, may assume the name of **MARJORIE SINCLAIR**, provided that within ten (10) days of the date hereof this order and the papers upon which it is granted be entered and filed in the office of the Clerk of this Court, and that within ten (10) days after the entry hereof, a copy thereof be published in the Civil Service Leader, a newspaper published in New York County, New York, and within forty (40) days from the date hereof an affidavit of publication as above directed be filed with the Clerk of this Court, County of New York.

AND it is further ordered that upon full compliance with the foregoing provisions of this order, on and after the 26th day of October, 1948, **MARJORIE CAREY**, also known as **FEMALE CAREY**, shall be known by the name of **MARJORIE SINCLAIR** and by no other name.
ENTER J. A. B., C. J. C. C.

STATE OF NEW YORK
INSURANCE DEPARTMENT
Albany 1948

I. Robert E. Dinsenz, Supt. of Insurance of the State of New York, hereby certify pursuant to law, that the Pacific National Fire Insurance Company, of San Francisco, California, is duly licensed to transact the business of fire and marine insurance in this State and in its statements filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of admitted Assets, \$18,677,235.70; Aggregate Amt. of Liab. (actual paid-up Capital, \$1,250,000.00; Surplus over liabilities, \$5,849,579.41; Amt. of income for 1947, \$8,843,758.79; Amt. of Disbursements for 1947, \$7,108,615.90.

LEGAL NOTICE

At a Special Term Part II of the Court of the City of New York, held in the office of the County of New York, at the Courthouse, 52 Chambers Street, Borough of Manhattan, City of New York, on the 14th day of September, 1948.
PRESENT: HON. JOHN A. BYRNES, Chief Justice.
In the Matter of the Application of **JEROME BERKOWITZ** and **JEWEL BERKOWITZ**, also known as **JEWEL BERKOWITZ** for leave to assume the name of **JEROME BERKLEY** and **JEWEL BERKLEY**.

UPON reading and filing the petition of **Jerome Berkowitz** and **Jewel Berkowitz** both duly verified the 13th day of September, 1948 praying for leave to assume the names of **Jerome Berkley** and **Jewel Berkley**, instead of their present names, and the Court being satisfied that the arguments contained in said petition are true and that there is no reasonable objection to the change of name proposed.
NOW, on motion of **HARRY M. KROW**, attorney for the petitioners, it is ORDERED, that **Jerome Berkowitz** and **Jewel Berkowitz** be and they hereby are authorized to assume the names of **Jerome Berkley** and **Jewel Berkley** respectively, and after the 26th day of October, 1948, upon condition, however, that they comply with the further provisions of this order; and it is further

ORDERED, that this order, and the aforementioned petitions be filed with the office of the Clerk of this Court, and a copy of this order shall, within ten days from the entry hereof, be published in the Civil Service Leader a newspaper published in the City of New York, County of New York, and that within ten days after the making of such order, a copy of such publication thereof shall be filed with the Clerk of the City Court of the City of New York, in the County of New York; and it is further

ORDERED, that following the filing of these petitions and order as hereinabove directed, and the publication of such order, and the filing of proof of publication thereof, and after the 26th day of October, 1948, the petitioners shall be known by the names of **Jerome Berkley** and **Jewel Berkley**, and by no other names.
ENTER J. A. B., C. J. C. C.



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NEW YORK CITY NEWS

DiFalco Urges Improved NYC Salary Standards

Samuel Di Falco, New York Councilman, this week came for a public employee wage program which would assure the service worker security against constantly increasing living costs.

Mr. Di Falco told The LEADER: Public workers should not be behind as the cost of living rises. The time is over when the men and women working in a city office must be the last to get an upward revision in pay. The City of New York must assure its employees decent working conditions and pay, certainly at least in line with those prevailing in the private industry.

As the cost of living rises, so must pay on City jobs. It is a principle for which I intend to fight to a strong stand."



S. SAMUEL DI FALCO

public employees. While Mr. Di Falco did not specifically endorse

this plan, his thinking is clearly in that direction. The plan, now operating in Westchester County and in General Motors, provides that salary is tied to the cost-of-living index. Every time the index goes up a point, salary goes up accordingly. If the index goes down, so does pay, with however a floor below which pay cannot fall. Public employees view the plan with increasing approval.

Running for Supreme Court
Mr. Di Falco is currently a candidate for Supreme Court in the first judicial district, New York County, and has been a member of the City Council since 1941. Between 1935 and 1939, he served as Associate Counsel with the U. S. Department of Interior. Active in Democratic Party circles, Mr. Di Falco was campaign manager and executive secretary of the National Democratic Committee of the Italian Division for the re-election of Franklin D. Roosevelt, and held similarly active positions in the campaigns of 1940 and 1944.

Transit Board Makes Many Promotions

The Board of Transportation announced the following permanent promotions:

From Conductor to Surface Line Dispatcher—Conrad S. Burke, Jr., Francis J. Day, Frederick R. Myers, Russell D. Newton and Charles Trabold, Jr.

From Motorman to Surface Line Dispatcher—Howard Baker, Frederick H. Beck, David Berger, Samuel Bron, Paul L. Dantzler, Edward Foley, Edward Fredricks, Irving S. Glintz, James J. MacKechula, Curtis C. Meningali, Domenico Mella, Angelo Rovogno, Robert J. Scannell and Harold V. Williams.

From Railroad Clerk to Surface Line Dispatcher—Willie J. Seals.

From Surface Line Operator to Surface Line Dispatcher—Hyman Berkman, Patrick J. Ahern, Mordecai Arden, Rosario Barbato, Vincent Benedict, Louis Bilello, David Brown, Erich S. Brown, Salvatore Bumbalo, Francis Burns, Thomas Cacioppo, Edward F. Cain, Edward G. Carlton, John F. Carey, James T. Carroll, Nicholas F. Celente, James Clarke, John H. Cox, Charles P. Cristiano, Robert J. Conrad, Spergen A. Doswell, John Doyle, George Duke, Charles H. Eden, Julius Fishman, Charles Foote, Frederick J. Galvin,

Angelo J. Giovannone, Theodore A. Greene, Howard E. Gunzel, William R. Hawes, Joseph J. Higgins, John A. Holfester, Vincent J. Internicola, Andrew T. Isaksen, Allen L. Jackson, Jr. Clifford R. Jebens, Philip Kaplan, Emanuel Lemelson, Francis Lertora, Harry Levy, Joseph F. Lipari, Stephen J. Lombardo, John P. Lowth, Cornelius T. Lynch, Michael J. Lyons, Patsy C. Maggiacomo, Abraham Mannes, Patrick R. Manning, Francis W. Maybury, Joseph McBride, Harold McCormick, William J. McGrath, Thomas McHugh, Nathan Milgram, Peter J. Mincieli, Peter Mistretta, Kepple Monk, Embro W. Morgan, Jr., Vincent A. Morrone, Harry Moskowitz, Edward F. Nash, Hollis Newman, George R. Olsen, Stephen G. Persek, Simon Pisk, Harry Porcello, John R. Powell, Herman D. Press, Stephen F. Puglisi, Philip P. Racuglia, William A. Richards, Alexander J. Romanofsky, John M. Roslawski, Eugene Scalzo, Edward C. Shoub, Louis Sieglan, Michael Skelly, Anthony M. Sneska, John Starr, Francis E. A. Taglin, David Taylor, Samuel D. Tete, Eugene L. Tinker, James Trimlet, Dominic A. Verrico, Julian Wasserman, Joseph A. Weinstein, Julius J. Wiczowski, Charles L. Wilkins, Frank R. Wilkins, William Wyman, Jr., Eugene F. Young, Joseph Zoeller.

Internal Revenue Agents Are Needed in the South

A competitive civil service examination for Internal Revenue Agent is now open, at \$3,727.29 and \$4,479.60 for employment in Texas, Louisiana and Mississippi. Application forms may be obtained from the Executive Secretary, Board of U. S. Civil Service Examiners, Bureau of Internal Revenue, 1200 Tower Petroleum Building, Dallas 1, Texas, or the Director, Fourteenth U. S. Civil Service Region, 210 South Harvard Street, Dallas 1, Tex.

Five NYC Resolutions To Be Voted on by State

ALBANY, Sept. 20.—The State Civil Service Commissioner at a meeting this week will act on the following NYC resolutions:

To amend the Rules in connection with the regrading of certain services in NYC to protect the rights of present employees.

To establish exempt positions for Assistant Research Consultant, Consultant on Child Welfare, Consultant on Recreation and Group Work, Research Consultant and Secretary, all connected with the New York City Youth Board, Office of the Mayor.

To permit persons who have reached the maximum of their grades to accept increased compensation as provided for in the 1948-49 budget.

To amend the period for war duration appointments to December 31, 1948.

To amend the non-competitive class of the Department of Marine and Aviation by adding two confidential secretaries at \$4,750 a year.

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Kenneth H. McLellan, Gen. Mgr.
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The LEADER will be glad to have letters from the readers expressing their views on the subject of veteran preference.

Wright Music School, located at 408 Lafayette Ave. Bklyn. (near Grand Ave.) is enrolling pupils to learn piano, voice or accordion, as well as theory and harmony. Individual instruction is given. Professional contracts are often arranged. Their phone number is MAin 2-5957. Ask for Mr. Wright.

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