

MARY R. CORKREY
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NYC CLERK TEST OPENS NOV. 1 FOR 3,000 JOBS

DON'T REPEAT THIS

O'Dwyer Sees Career Plan As Historical Achievement

SO COMPELLING is the case for Mayor O'Dwyer's NYC Career and Salary Plan, and so formidable the array of public support for it, that no attack, however shrewdly contrived, can deflect achievement of its purpose.

The logic of events, together with the internal requirements of a City which is a billion-dollar business, plus certain psychological motivations, lead irrevocably to this conclusion.

Observe the interrelation of these factors:

The Long View

1. The mayor has a sense of history; he wants to leave behind him an achievement which will have long-range influence, and will be always associated with his name in the history books. He sees the Career project as fulfilling this objective.

2. The City's present job-system is demonstrably a hodge-podge, a fantastic patchwork which has grown to such a craziness as to be in many instances incredible; and City services suffer enormously. An overhaul of the entire structure is a basic step to any essential improvement.

3. The civic organizations are solidly behind the proposal. The four daily newspapers which have so far taken a

(Continued on Page 6)

Higher Pay Voted for 250

The Board of Estimate voted funds to permit about 250 promotions and merit salary increases. Most of the titles are in the clerical service.

The largest number of promotions in any one department was in the Board of Education.

Thirteen Playground Directors in the Police Department will have their pay raised to \$2,400 from \$2,160.

Among the merit increases were 27 to employees in the Tax Department and 14 to Engineers in the Board of Water Supply. A \$950 increase, to \$7,500, was approved for the Secretary of the Department of Welfare.

Watson Tells Career Group How to Gain Objectives

James Watson, executive secretary of The National Civil Service League and of The Civil Service Reform Association, was guest speaker at the monthly meeting of the Federal Career Employees Association, held at the Veterans Administration Auditorium, 252 Seventh Avenue, NYC.

"Good government comes through good personnel," said Mr. Watson.

State Program to Train All New Employees Gets Started

ALBANY, Aug. 22 — A training program for State employees now under way has been described by Charles L. Campbell, Administrative Director of the State Civil Service Department, as "one of the most sig-

nificant and far-reaching steps yet taken toward the Commission's objective of optimum job performance and high employee morale throughout the State service."

An orientation session for 38

new employees of the Civil Service Department, held in the State Office Building, was termed a "pilot session" because preparatory to launching a full-scale induction program for all new State

(Continued on Page 2)

Patrolman Applications To Be Received Dec. 1 to 20

Applications will be received for Patrolman (P.D.) jobs from Thursday, December 1 to Tuesday, December 20, the NYC Civil Service Commission announced. The opening date is the same as previously decided, but the closing date is four days later.

The change gives the youngsters a break, as age 20 is the minimum age for application. It will be reckoned as of the closing date.

Since the main object of announcing the test so long in advance was to apprise prospective candidates of their eligibility on

an age basis, the change will come as good news to those who'll be 20 years old on December 17 or 18 or 19 or 20. Those are the four days added for their benefit. The minimum appointment age is 21.

(Continued on Page 8)

THE NYC EMPLOYEE

Probation Period Passes Problem

By H. J. BERNARD
AS A RESULT of the recent hiring pools, half a dozen epileptics or mental cases were appointed to City jobs. The question that bothers the departments to which they were appointed, and the NYC Civil Service Commission that

(Continued on Page 6)

Assn. Board to Meet In Albany Aug. 25

A meeting of the Board of Directors, Civil Service Employees Association will be held in Albany on Thursday, August 25, at 6 p.m.

15 Employee Unions, Firemen, Potent Civic Groups Back NYC Career-Salary Plan

By ANNA LEE KRAM
Employee organizations' representatives, addressing the Mayor's committee holding hearings for employees on overall policies and proposed safeguards in the conduct of a Career and Salary Plan Study, spoke enthusiastically for the project, in the main, at last week's hearings. Especially strong support was voiced by Captain Frederick J. Muesle, president, on behalf of the Uniformed Fire Officers Association; William J. Reid, vice-president, for the Uniformed Firemen's Association; Acting Captain Peter Mesdale, for the Police Lieut-

enants Benevolent Association, and Henry Feinstein, president, for District Council 37, State Federation of Labor, AFL.

Favor Plan 9 to 1

The hearing were conducted by President Joseph A. McNamara, of the NYC Civil Service Commission, and Abraham D. Beame, Acting Budget Director while Thomas J. Patterson is on vacation. The hearings were held in the Commission's board room at 299 Broadway.

The score was nine for and one against the Mayor's proposed Career and Salary Plan at the August 19 hearing.

Of those in favor were eight locals of the District Council. The keynote was set by Mr. Feinstein, who declared that the Council and its affiliated unions "wholeheartedly endorse" the Plan.

The dissenter was Robert W. Brady, president of the Civil Service Forum, who opposed appropriations and hiring of outside experts to conduct reclassification. Mr. Brady held that the City itself, aided by competitive employees, should do the job.

UFOA and UFA Back Plan
"On behalf of the officers of the New York City Fire Department"

(Continued on Page 11)

Liberal Party Joins GOP, Democrats In Support of Mitchell Veteran Bill

By MAXWELL LEHMAN
The Mitchell vet preference bill, which comes before the people of New York State in a referendum this fall, is in a unique position: Leaders of three major political parties have endorsed it.

Latest political group to add its voice is the Liberal Party, which this week appended its program support of the bill.

Liberal Party Statement

The statement, issued on behalf of the Liberal Party by NYC Councilman Ira Palestin, follows: "The Liberal Party urges all voters on election day to support the proposed constitutional amendment regarding veteran preference in civil service. This has already been enacted by two successive Legislatures in Albany, and requires only the confirming vote of the people on November 8. Under the new provision, all eligible veterans will be entitled to extra points credit on civil serv-

ice examinations. Disabled veterans will be doubly compensated in credit points. Such procedure is desirable as a working recognition of the rightful claims of our veterans to civil service preference. At the same time, it does away with an earlier provision which would give veterans absolute preference over others in civil service. Thus the people of the State can be assured of a civil service system selecting employees on the basis of their fitness to do a job, yet, recognizing the special status of veterans.

"We feel the new proposed constitutional amendment will benefit all of our people and all of our veterans. We urge its adoption on election day by a sweeping majority."

Dewey, Fitzpatrick for It
Governor Thomas E. Dewey and

Democratic State Chairman Paul E. Fitzpatrick both came out in support of the Mitchell bill during its consideration by the State Legislature earlier this year. The bill, which seeks to inaugurate a fairer system of veteran preference in New York State, passed overwhelmingly, and will be before the people in referendum on election day.

Study Books for Exams

Study books for Patrolman, Clerk, Stenographer, Mail Handler, Maintainer's Helper (all groups in one book), and books for other popular exams are on sale at LEADER bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advt., P. 15.

STATE AND COUNTY NEWS

Southern Conference Plans For Coming Year Announced

Broad Program Arranged for Sept. 10 Meeting

Under the leadership of Francis A. MacDonald, its chairman, the Southern Conference of The Civil Service Employees Association will meet at Westfield State Farm on Saturday, September 10, to adopt a far-reaching program, including a campaign for the enactment of the Mitchell amendment, resolutions to be presented to the Association for consideration at the annual meeting in October, and a general statement of what will be expected of the Association officers to be elected at the October meeting.

Statement by MacDonald
"We expect to formulate Conference plans for the fall and winter," said Chairman MacDonald.

"We shall organize all our efforts behind the Association's bill for an age-55 optional retirement plan, as we feel confident that the bill can be enacted at the next

session of the Legislature. The bill applies to members of the State Retirement System, whether employees of the State or of civil divisions, such as counties and cities.

"The campaign for the Mitchell amendment to the veteran preference section of the State constitution will be marked by personal visits, mailings and speeches, with activities conducted by the chapters that are members of the Conference, as well as by the Conference itself.

'Greatest in U. S.'

"The Conference is and will remain 1,000 per cent behind the Association, the greatest Association of civil service employees in this country, and which is going to scale even greater heights than ever before."

The September 10 meeting will

be opened by Chairman MacDonald at 2:30 p.m. and is expected to last until 5 p.m., when a clambake will be enjoyed on the premises.

The Westfield Farm chapter of the Association will be the Conference's host, under the guidance of Everett H. Quinn, chapter president.

September 5 Last Day

The arrangement for the clambake are being made by and directed by Kay Randolph, Westfield chapter treasurer. Clambake tickets are \$1.50 and may be obtained from Miss Randolph at Westfield State Farm, Bedford Hills, N. Y. The last date for receipt of reservations for the clambake is Monday, September 5.

Invitations have been sent to State officials and officers of the Association, of other Conferences and of chapters.

What Employees Should Know

By THEODORE BECKER

Determining the Quality of a Probationer's Services

WHEN a civil service commission certifies you as eligible for appointment to a position, it says in effect that chances are you will succeed on the job. The Legislature has recognized, however, that such prediction of probable success may not be accurate in some cases. Accordingly, it has provided that you serve a probationary term to see if you really are satisfactory for the job.

The periods of probation are found in your civil service commission's rules. They apply to veteran and to non-veteran alike. Although you are entitled to charges of incompetency or misconduct before you can be removed either during or after your probationary term, you can be dropped without charges at the conclusion of such term. You are entitled to charges in the former cases because you should be given a chance to complete your probationary term in the first case, and you have acquired tenure by successfully completing your term in the second case. But by the very end of your probationary period you have had an opportunity to prove yourself. If you are then found wanting, all you are entitled to is notice that your services have been found unsatisfactory and are no longer required.

Probationary Probation Officer

One probationer, a Probation Officer, protested to the courts that his appointing authority—the Board of Judges of the Kings County Court—had not properly determined that his services were unsatisfactory before they dropped him and therefore did not comply with the State Civil Service Commission's Rule. This Rule provides as follows:

"Every officer under whom any probationer shall serve during any part of his probation shall carefully observe the quality and value of the services rendered by such probationer, and his conduct, and if so required shall report in writing to the proper appointing officer the facts observed by him, showing the character and qualifications of such probationer, and of the services rendered by him, and such reports shall be preserved on file."

The courts ordered a trial of the issue of fact raised. Upon the trial it was disclosed that the probationer had worked under a Deputy Chief Probation Officer who found his services unsatis-

factory. This was concurred in by the Chief Probation Officer after a review of the probationer's work. A discussion of such work by the chief with one or two of the judges resulted in the submission of a report on this matter to the Board of Judges. The Board on the basis of the discussion of the report, duly adopted a resolution one week before the end of the probationary term dropping the probationer at the end of such term.

Judging Judges

On the basis of these facts, the Supreme Court in Kings County held that the dropping of the probationer was not improper. So the court:

"While this court might have followed a different procedure in determining the quality of the petitioner's services, it does not lie with it to question the judgment or substitute its judgment for the judgment of the Board of Judges. In my opinion, there is sufficient evidence to substantiate the findings of the Board of Judges, and it may not be said on the record that their action was arbitrary, capricious or unreasonable."

Accordingly the petition was dismissed. (Silverman v. Taylor, 6/27/49 N.Y.L.J. p.2269 col.3.) [See NYC Employee column, P. 1]

FINGERPRINTS

While a number of county commissions have made a practice of filing fingerprints of town and village law enforcement officers, a new section enacted by the 1949 legislature requires the fingerprints of all town policemen, and constables, and village policemen, to be taken by the appointing authority previous to appointment or reappointment. The law provides, however, that fingerprints need be filed only on pursuant to this section with the same appointing authority.

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State Does Record Job In Testing for Purchases

ALBANY, Aug. 22 — New York State, which buys more cake mix at one time than a housewife uses in a lifetime, doesn't base its purchases on chance. Meet Raymond J. Roohan, Associate Analytical Chemist, who, assisted by four other chemists, tested hundreds of different items on the State's shopping list.

Mr. Roohan is in charge of a little-publicized laboratory in the State Division of Standards and Purchase, which is the "buying agency" for New York State, sup-

plying State departments and institutions with everything, from typewriter ribbons to fruit gelatins.

This staff of five employees is charged with seeing that the State receives its money's worth, and that the samples, tested before the contract is signed, are the same as the actual goods delivered to a state hospital or operating agency.

Majority of Items O. K.

"Actually," Mr. Roohan said, "the great majority of items, which

we test in our laboratory, meet the State's specifications. But occasionally a large shipment of foodstuffs to an institution or a block of supplies for a department have to be rejected when it is found that the lots do not stand up against the pre-tested samples."

One day the laboratory may be conducting tests on diaper cloth, even this is included among State purchases, and the next, testing stationary for use by one of Governor Dewey's cabinet members.

One of the laboratory's main jobs is to test the vast number of foodstuffs that go into the diet of patients in state hospitals and institutions.

For example, they test the "oleo," which is purchased for use in institutions at the rate of 175,000 pounds a month for the "proper taste." Several brands were rejected recently because samples tasted like grease.

Equipment Made on Spot

Members of the laboratory staff, in addition to Mr. Roohan, are John L. Polk, Sr.; Arthur S. Rodgers, Mrs. Eleanor Morris and George Poyer, Jr. The work is divided among the staff with each member specializing in a particular type of product.

Mrs. Morris, Chief Baker for the laboratory, whips up a cake or pie or some pan biscuits during a day's work, while others on the staff are testing next year's license plates, or cloth for trooper uniforms or some floor wax samples.

When Mr. Roohan started out on his testing career for the State, he had to work with some borrowed test tubes and equipment from the Department of Agriculture and Markets. Now he is in charge of a laboratory, whose equipment alone is worth \$30,000.

Because of the nature of the work, much of the equipment is made by staff members in order to conduct specialized tests. The staff faces new problems every day, making it one of the few laboratories of its kind in the country.

As far as it is known, no other State has a complete laboratory or does as complete a testing job as New York State.

New Employees' Training Starts

(Continued from Page 1)

employees, in the late fall, in Albany and NYC. It will reach employees in other centers later. The subject-matter to be covered ranges from the history of civil service in New York State to how to punch a time clock.

Dr. Klein Is Director

Participating in the training session, which will be repeated monthly for new recruits of the department, were Mr. Campbell; William J. Murray, Assistant Administrative Director; Henry A. Cohen, Chairman of the Merit Award Board; Mary Goode Krone, Chairman of the State Personnel Council; Mrs. Betty Warrel, a representative of the Finance Unit, and Virginia Leatham, a representative of the Training Division.

The program was under direction of Dr. Charles T. Klein, Director of Public Employee Training. The Training Division, established last January, has already conducted or collaborated in-service training of more than 1,000 employees of all departments in various subjects. Orientation

training will round out the Civil Service Department's rapidly growing program for fostering the maximum development of employees in their jobs.

What the Plan Is

The department's plan calls for a continuous three-pronged induction program to be conducted in cooperation with operating departments. The first phase, covering general orientation to government service in New York State, which will make clear to new employees the obligations as well as the privileges that go with public employment, will be conducted by the Civil Service Department.

The second and third phases—departmental induction training and training by the supervisor in the unit to which the new employee is assigned—will be carried out by the operating departments. The Civil Service Training Division will advise and assist with these latter phases when requested to do so. Such training is given now in some departments, but no organized over-all orientation has been attempted previously.

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STATE AND COUNTY NEWS

Pay and Title Hearings to Begin After Labor Day

ALBANY, Aug. 22 — "Starting after Labor Day we'll begin a number of hearings on appeals in cases that are not clear-cut, both as to salary classification matters," J. Earl Kelly, Director of the Division of Classification and Compensation, announced.

The new Division of the Department of Civil Service was created by act of the last Legislature and takes over duties of the former Salary Standardization and Classification Boards.

Mr. Kelly said that hearings will be held to adduce additional information to what is contained in the papers submitted in the appeals cases, with an expectation of obtaining facts overlooked in the papers.

Board Appointments Awaited

Meanwhile the appointment of membership of a five-man Classification and Compensation Appeals Board is expected to be made soon by Governor Thomas Dewey from among persons already in State service, as the positions carry no salary. The Appeals Board will have authority only to hear appeals from decisions of the Classification and Compensation Division.

The terminology concerning appeals in general has become somewhat confused, some observers said, because the applications for upgrading of salary, or of reclassification of title are also known as appeals, while a review sought before the prospective board would be an appeal.

Kelly on the Job

All the unfinished work of the former Salary and Classification Boards has been transferred to the new Division and Mr. Kelly has been busy organizing the same.

Some applications already have been made to Director Kelly for reconsideration of cases decided by the old Boards, on the grounds of new evidence, incomplete evidence or decisions deemed by employees not to be in line with the facts as previously fully presented.

It is not possible to take before the new Appeals Board, when it's appointed, cases decided by the

old Salary and Classification Boards, but a decision of either affirmation or denial by the Classification and Compensation Division would enable the Appeals Board to acquire jurisdiction.

What Work Was Taken Over

Any employee or group that's dissatisfied with a determination by the Director of Classification and Compensation would have the right to take his case before the new Appeals Board.

"On July 1 we took over 81 appeals from the cases that had been before the Salary Board and 250 that had been before the Classification Board," said Mr. Kelly, who himself had headed the Classification Board. "The classification cases are usually those brought by individuals. The Salary Board cases are mostly group appeals."

He said that there had been no urgency about the appointment of the Appeals Board, as there were no applicable cases as of July 1, and any appeals would have to be from determinations made since then, and these normally would be from denials. Since July 1 about 10 salary appeals and 50 classification appeals have been denied, while approval was given in three salary and 15 classification cases.

Monthly Announcements

Mr. Kelly said that monthly announcements would be made of the decisions of the Classification and Compensation Division decisions and that the next one could be expected soon after September 1. He declared that every effort would be made to give as expeditious a decision as was consistent with full investigation of the facts and that employees would serve their interest best by fully presenting all the facts in their application papers in the first instance which, in the majority of cases, he found that they did.

"We'll announce monthly any recommended allocations of titles as well as any proposed elevation from one grade to another," said Mr. Kelly.

The Budget Director has to approve the recommendations be-

fore they become effective. Any employees who already had submitted appeals to the former Boards for reclassification or re-allocation needn't submit them again, and have been so notified; but if additional facts are needed, Mr. Kelly has requested them directly.

J. Walter Mannix

I had known J. Walter Mannix for six years. The first time I met him was in Albany, and we got to arguing about some point which I've long since forgotten. After ten minutes of this give-and-take, Walter roared out his big, wonderful laugh. "Just kidding you, Mac," he said, "just kidding!" Walt Mannix could growl when he had something to growl about, but it is no overstatement when I say he was one of the most beloved State employees. There was a rare quality of warmth about Walt, and that big heavy body of his was joviality incarnate. It was only recently that he lost much weight.

There was the time I attended a dinner of his Craig Colony group, in Mount Morris. As I arose to give my scheduled talk, Walt stood up next to me, to make the contrast in size more obvious, and of course put the audience in a good mood. Then, instead of my making a formal speech, we just bantered back and forth.

Walt had an ambition — he wanted to do a double act with me in an amateur theatrical — said I was just the type to offset him. It never happened; now it never will.

For the employees he did much. And they returned to him loyalty and affection.

And it gave him personal pleasure when he could note that patients in Craig Colony Hospital were showing improvement. He couldn't be objective about the people for whom he cared. He had worked 13 years at the institution.

He Loved Music

I was at his home once, and I remember the proud way in which he told me his daughter was now learning to play the cello. I picked up the instrument and played out a few strains. Walter's response was electric. He threw his arms about me. Walt loved music. Life without music, he once told me, would be too difficult to bear. He sang often and recommended that everybody should sing. "It's an emotional tonic," he would say.

Tight-Knit Family

For his tiny wife, for his family, he had a deep sense of protection. They were a tight-knit unit. And for those closest to him who will see him no more, his absence will be incredibly difficult to bear.

For Walt Mannix is now lost to them and to all of us. On Thursday, August 11, while resting at Owl's Head, he passed away, of cerebral hemorrhage.

MAXWELL LEHMAN



The Public Employee

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

YOU ARE THE BOSS

LAST WEEK I asked your personal interest and action in determining the policy of the Association for the coming year. I stated my belief that the power and potency of the organization depend as largely on you as a member as on your officers and the Association staff.

First in importance among our objectives I put the protection and extension of the merit system, that great plan of public employment in a democratic state.

In my opinion the present peril to the merit system is due to the intrusion of a modified spoils system in a somnolent civil service seriously disrupted and disorganized by war and after-war conditions. The unhealthy dilution of public service has been brought about (1) by the appointment of an army of temporary and provisional and exempt employees, (2) by the more recent selection and certification of appointment of competitive employees by tests so low as to be virtually no tests at all, (3) by the wholesale appointment of non-competitives where competitives are mandated by the constitution, (4) by the appointment through extralegal preference of political favorites and (5) through legal preference of disabled and non-disabled veterans over non-veterans with a higher rating in examinations.

Plea for Mitchell Bill

The protection of the merit and fitness system includes full use of present opportunity such as occurs but once in a lifetime — the opportunity to pass the veterans preference amendment to the constitution which will give fair but limited preference to the veteran in place of the unfair, absolute preference that has been used and found wanting, both to the veteran and the civilian.

If the friends of civil service win this fight to continue veteran preference in fairer form over those who propose that the non-disabled veteran lose everything in order that the disabled veteran may save everything — if this fight is won it might well prove the first step in a campaign to make the public service a model service to the people and a real career opportunity for those who can best serve the people. If this battle is won, the interest of the people in the merit and fitness system will be deepened and popular support of civil service will be strengthened.

More Competition, Less Pull

The next major step in the project of the civil service, in my opinion, is more competition and less pull in obtaining public jobs. A career system implies maximum opportunity for earned promotion for all up to but not necessarily including top policy forming positions. The best civil service systems are so constructed. In New York State the constitution is so planned. The Civil Service Law mainly follows the constitution. But Civil Service Rules follow neither the constitution nor the law as faithfully as they should.

The big question marks are the subject of this column. I am aware that few people fully appreciate the importance of the larger issues to their life and work and are chiefly interested in things that seem closer because they are more irritating. Some of these next week.

Janet MacFarlane Declines To Run Again for Secretary

Janet MacFarlane, Secretary of the Civil Service Employees Association, has announced she will not run for re-election. Miss MacFarlane who works in the headquarters office of the Mental Hygiene Department, is one of the best-known functionaries of the Association. Charlotte Clapper, of the State Health Department, now remains unopposed as candidate for the office.

Miss MacFarlane's Letter

Miss MacFarlane's letter of resignation, sent to Dr. David Schneider of the nominating committee, follows:

"I appreciate very much the action of the nominating committee in naming me again as a candidate for the office of Secretary of the Association, but I feel I must decline the nomination.

"The fact is that last year, because of the home and other taxes upon my time, and because I realized the activities of our present large Association require many meetings, I was reluctant to re-

main as Secretary. I felt then that because of the extent of our county expansion and the taking over of a new building, it was helpful to keep the 'team' of former years together for 1948 and 1949.

"I feel now that the Association will be served very well indeed by Miss Clapper, who has shown splendid interest and ability as a member of the Board of Directors.

Served Many Years

"I came into the secretaryship during Mr. Brind's presidency, and have served all of the many years of my association with our organization. I am certain that it is very desirable to make clear to the many capable and enthusiastic Association members throughout the State that there is no monopoly of Association officialdom and that change with progress is the healthiest possible stimulus to the growth of the Association, and to the success of the Association program."

Assn. Procedures Surveyed on Field Trip

WHITE PLAINS, Aug. 22 — A field trip to the central and western parts of New York State has been completed as a part of a survey of the publicity facilities, organizational and other procedures of The Civil Service Employees Association. This survey in accordance with directions of the delegates at the Association at the annual meeting in October 1947. Meetings and conferences were held at a number of central points with representatives of the association chapters in those areas. A complete report of the survey, which is under the guidance of J. Allyn Stearns, 4th vice-president of the Association and chairman of the special committee to survey publicity facilities, is expected to be presented at the annual meeting of the Association in October, 1949. Those in attendance at the various meetings follow:

August 1, Binghamton: Chairman, Clarence W. F. Stott, chairman, Central New York Conference; Ernest L. Conlon, 5th vice-president, president, Binghamton chapter and Gerald J. Reilly; Gladys A. Butts, president, Oneonta chapter; Dr. Kenneth A. Tice, president, Cortland County chapter and Harold D. Widger; Charles Schneider, treasurer, Oxford chapter.

August 2, Buffalo: Local chairman, Robert R. Hopkins, chairman, Executive Council, Western New York Conference; Grace Killery, president, Buffalo chapter and Joseph F. Waters and Celeste Rosenkranz; Noel F. McDonald, president, Northwestern chapter; Margaret Kelley, president, Gratiwick chapter and Anna

Aungst and Marion Render; Harry B. Schwartz, president, Buffalo State Hospital chapter and Joseph Ieta, Jr.; Joseph A. Crotty, president, Hamburg chapter; Michael F. Brennan, delegate, Indian School chapter.

Three Other Sessions

August 3, Rochester: Local chairman, Raymond L. Munroe, chairman, Western New York Conference; Willard E. Hardies, president, Rochester chapter and Lillian M. Wilson; J. Gerald Zugelder, president, Rochester State Hospital chapter and Ruth MacDonald; Kenneth Stuart, delegate, Cornell chapter; Arthur N. Troiche, secretary, Genesee Valley Armory chapter and Michael J. Murphy.

August 4, Syracuse: Local chairman, Doris LeFevre, secretary, Syracuse chapter, Edward J. Killen, president, Syracuse chapter and Raymond Castle and Floyd S. Neely; Harold F. Webb, president, Onondaga Sanatorium chapter and Ivan Studley; Vernon L. Tapper, president, Onondaga County chapter, Marion L. Klotz and Irene Kocher; Alyce J. Bogert, 1st vice-president, Cayuga County chapter and Marie Harwood.

August 5, Utica: Local chairman, Edward J. Riverkamp, president, Utica chapter and Ella E. Weikert; Agnes McLoughlin, Harry Johnpollo and Vincent Karwarchi; Margaret M. Fenk, president, Utica State Hospital chapter; Anne E. LeVine, president, Broadacres Sanatorium chapter and Phyllis Brisebois; Red H. Earwaker, president, Fort Stanwix chapter and Ruth Stedman; Herman L. Stevens, representative of Rome City employees.



J. WALTER MANNIX

STATE AND COUNTY NEWS

Tentative Agreement Reached On Waging Maintenance Tax Suit

Tentative procedure for testing the legality of U. S. income taxation of maintenance has been worked out and is awaiting only official approval by the U. S. Department of Justice, after which a law suit will be begun on behalf of employees of New York State and its civil divisions.

Mortimer M. Kassell, Deputy Commissioner and Counsel, State Department of Taxation and Fi-

nance, saw Charles Oliphant, Chief Counsel of the U. S. Treasury Department, in Washington, D. C., and the tentative procedure was worked out by them. Mr. Kassell has been retained by The Civil Service Employees Association to wage the suit on behalf of the employees. He is a tax expert.

What Agreement Is
The tentative agreement is that the Association shall wage its

suit against the State with Comptroller Frank C. Moore as a defendant, charging that the employees are not receiving their full salary. The Comptroller would enter the defense that he is making the deductions, for U. S. income tax purposes, from the pay of the employees pursuant to a ruling of the U. S. Treasury Department. The Federal Government then would move for per-

mission to become an intervenor and would ask that the case be transferred from the State court, in which it would be begun, to the U. S. District Court, because of the Federal jurisdiction involved.

As soon as Mr. Kassell receives word from Mr. Oliphant that the tentative agreement has become official, the Association will go ahead with the suit.

Two Examples Selected

John T. DeGraff, counsel to the Association, has selected two representative cases which meet all requirements for suitable plaintiffs—one a Head Psychologist and the other a House Mother.

The maintenance furnished to institutional workers would be an issue, although the test case could determine policy generally in maintenance cases under modern type pay structures which evaluate maintenance and pay a lesser salary accordingly, especially as institutional circumstances often require employees to accept maintenance on the premises.

The Internal Revenue Bureau of the Treasury Department had ruled that employees of State institutions must pay a Federal withholding tax on their maintenance.

Discrimination Charged

Mr. Moore sides with employees and would be a defendant only in a technical sense.

Mr. DeGraff characterizes the Internal Revenue Bureau's ruling as discriminatory because it applies only to units of government which have established modern pay schedules and in which the value of maintenance is ascertained and deducted from gross salary.

Employees of State and local units of government who are not on salary schedules and who receive cash compensation plus maintenance of indefinite value are not subject to the tax, he noted, if the maintenance is furnished for the convenience of the employer.

Albion Fetes Its New Chief

ALBION, Aug. 22—Employees at Albion State Hospital held special reception to welcome the new Superintendent of that institution, Fred J. Brummell. The event was arranged by the local chapter of The Civil Service Employees Association.

With Mr. Brummell on the receiving line were his wife and family. On the line too, were Mrs. Elizabeth V. Robinson, Assistant Superintendent, and Mrs. Mary P. Houghton, chapter president. Mrs. Earl I. Hamlin, wife of the institution's Protestant chaplain and Ann Montgomery, supervising teacher, were in charge of the punch bowl. Assisting in the dining room were Mrs. Rowena Phillips, Mrs. Bernice Irvine, and Mrs. Mildred Walker. Jessie DiJulio played the piano and accompanied a barbershop quartet.

Among the guests were Senator and Mrs. Earl Bridges of Wilson Assemblyman and Mrs. Alonzo Waters of Medina; Nile Miles, president of the Albion Board of Visitors; Hon. and Mrs. Charles G. Signor; Mrs. Dorothy S. Blake, member of the Board of Visitors; Mr. & Mrs. Burt Ludington of Holley.

There was enough punch, cookies and sandwiches left for a group of the uniformed personnel coming off duty at 10:30 to join the festivities.

Law Dept., Albany

The following candidates were unanimously selected by the Nominating Committee:

For president, Percy Leiberman. For vice-president, Richard A. Eagle.

For secretary, Eleanor McGee. For Treasurer, John A. Hartigan.

The election of officers will be held at the annual meeting of the chapter on Monday, September 19. The hour and place will be announced.

Metro Conference to Wage Mitchell Bill Campaign

Plans to Be Discussed for Getting Age-55 Pension Law Enacted

Energetic support of the Mitchell bill to amend the veteran preference law and a plan of campaign to get the age-55 retirement bill of The Civil Service Employees Association adopted will be the principal topics of discussion at the first meeting of the Metropolitan Conference for the fiscal year, said the new Conference chairman, Sidney Alexander, of Psychiatric Institute. He added:

"We're going to organize an all-out campaign by the Conference, through the member chapters, for the ratification at the polls on November 8 of the Mitchell bill, which twice was approved by the Legislature. Since the time is short, we're planning to concentrate on this project, for we have at least two more months before activities of the Legislature begin. Our appeal for the retirement bill will be to the Legislators from our area."

Voice of Members

Mr. Alexander stressed the need of co-operative action and said that under his chairmanship the Conference "would not be a one-man Conference" but that he would act as the voice of the members and speak up for what they tell him they want.

The meeting will be held on Saturday, September 10 in the fire house lecture hall at Manhattan State Hospital on Wards Island. The Manhattan State Hospital chapter, of which John Wallace is president, will be host to the Conference. The meeting starts at 1:30 p.m. and at its

conclusion a buffet supper will be served.

John Harris to Be Guest
John Harris, Mental Hygiene Department Representative on the Board of Directors of the Association and president of the Letchworth Village chapter, will be a guest of the Conference.

At the meeting resolutions will be proposed from the floor for submission by the Conference to the Association meeting in Albany in October, with the idea of having them come up for discussion then. The Conference will have about half a dozen main bills which it particularly desires to see enacted, Mr. Alexander said.

Committee Chairmen
Besides Chairman Alexander the officers are George Siems, vice-chairman; Clyde Morris, treasurer, and Edith Fruchthender, secretary. Messrs. Siems and Morris are members of the Wadsworth chapter, while Miss Fruchthender hails from the PSC chapter. Michael L. Porta, president of

the NYC chapter, is chairman of the Conference pension committee. Conference's pension committee. Co-members appointed are Patrick Geraghty, of Manhattan State Hospital, and Al Corum, of DPUL.

Solomon Helfetz remains as chairman of the legislative committee of the Conference. Biagio Romeo, of Psychiatric Institute, is chairman of the grievance committee; Elizabeth McSweeney, of Manhattan State Hospital, chairman of the education committee, and John Woods, of the Motor Vehicle Bureau, Department of Taxation and Finance, chairman of the veterans preference committee. In September a constitution revision committee will be appointed.

Great Hopes
"We have great hopes for the Metropolitan Conference," said Mr. Alexander, "and feel that by real co-operation, and direction from the bottom up, instead of from the top down, that we can accomplish a great deal."

State Promotion Tests Now Open

9162. Personnel Administrator, (Prom.), Department of Welfare \$3,582 plus five annual increases to \$4,308. Fee \$3. One vacancy in Albany at present. Candidates must presently be employed in Grade G-9 or higher, must have two years' appropriate experience and college degree, or satisfactory equivalent combination of educa-

tion and experience. Written test September 17. (Closes Thursday, September 1).

9171. Senior Stenographer (Medical), (Prom.), Department of Health \$2,346 plus five annual increments to \$3,036. One vacancy at present. Candidates must be employed in Grade G-2 or higher. Fee \$2. Written test October 1. Performance test December 3. (Closes Wednesday, September 7).

9172. Psychologist, (Prom.), Department of Mental Hygiene, \$3,450 plus five annual increases to \$4,176. Fee \$3. Candidates must be presently employed as Junior Psychologist. Written test September 17. (Closes Thursday, September 1).

9173. Senior Dentist, (Prom.), Department of Mental Hygiene, \$5,232, plus five annual increases to \$6,406. One vacancy at present in Craig Colony. Fee \$5. Candidates must be presently employed as Dentist. Written test October 22. (Closes Wednesday, September 7).

9174. Personnel Administrator, (Prom.), Department of Public Works, \$3,582 plus five annual increases to \$4,308. One vacancy at present. Fee \$3. Candidates must be employed in Grade G-9 or higher; or must have served for six months as Junior Personnel Assistant. In addition, candidates must have either two years of appropriate experience, plus college degree; or satisfactory equivalent combination of training and experience. Written test September 17. (Closes Thursday, September 1).

9175. Senior Personnel Administrator, (Prom.), Workmen's Compensation Board, Department of Labor, \$4,242, plus five annual increases to \$5,232. Fee \$4. Candidates must be presently employed as Personnel Administrator. Written test September 17. (Closes Friday, September 2).

9123. Senior Clerk (Maintenance), (Prom.), \$2,346, plus five annual increases to \$3,036. Fee \$2. Candidates must have served one year in Department of Public Works as clerks, stenographers,

typists or machine operators in grade G-2 or higher. Written test October 1. (Closes Wednesday, September 7).

9124. Senior Clerk (Purchase), (Prom.), \$2,346, plus five annual increases to \$3,036. Fee \$2. Candidates must have served one year in Albany Office, Department of Education as clerks, stenographers, typists or machine operators in grade G-2 or higher. Written test October 1. (Closes Wednesday, September 7).

9132. Senior Stenographer (Law), (Prom.), \$2,346, plus five annual increases to \$3,036. Fee \$2. Candidates must have served in the Department of Law for one year in a position the grade for which is G12 or higher. Written test October 1. Performance test December 3, at which candidates will have to take dictation at rate of 110 words per minute. Minimum pass mark on performance is 75 per cent. Combined average of written and performance tests must come to at least 75 per cent. (Closes Wednesday, September 7).

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State Chemist Tests Floor Slipperiness, Wins \$100

ALBANY, Aug 22 — A machine which he built to test the slipperiness of floor wax has won \$100 in cash and a Certificate of Meritorious Service for John L. Polk of Albany. The award was granted by the New York State Merit Award Board.

A chemist in the Laboratory of the Division of Standards and Purchase, Mr. Polk designed and constructed the device from old typewriter parts, an alarm clock mechanism and other odds and ends in his home work shop. Beyond the scope of his regular job, he performed all of the work on his own initiative outside of regular working hours.

It's Unique

The committee which investigated the practicability of the equipment, pointed out that it is unique in its field, in that it is

portable and weighs but seven pounds, while other machines for testing the slip properties of floor finishes are expensive and cumbersome. The Laboratory tests floor waxes before purchase for use in all State institutions to insure a safe surface and to eliminate as far as possible the danger of falls from too slippery floors. The device provides a practical means of obtaining uniform data for comparison purposes since it may be used directly on the floor to which the wax has been applied.

Second Award
Henry A. Cohen, Chairman of the Merit Award Board, pointed out that this is the second time Mr. Polk has earned recognition for an outstanding accomplishment having won a \$50.00 award last year for ingenuity in developing other laboratory equipment.

Since its initiation in 1947 the Merit Award Board has received 2202 Suggestions from employees on ways to increase efficiency and economy in State Government. Nearly \$300,000 in savings has accrued to the State from adoption of approved proposals, while countless benefits not measurable in dollars and cents have resulted to the taxpayers through the implementation of more efficient operating procedures.

The members of the Merit Award Board serve without compensation. In addition to Mr. Cohen the Board is composed of Dr. Frank L. Tolman and Edward D. Igoo.


They all speak well of it

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STATE AND COUNTY NEWS

Job Applications Checked Closely

The State Civil Service Commission is placing increased emphasis on the necessity for true and accurate statements on applications for State positions, says the Municipal Civil Service Bulletin. This is evidenced by the enlarged staff of the Investigations Unit of the Examinations Division, and the fact that the number of investigations completed in 1948 (1500) was triple the number made in 1947. The Investigations Unit checks not only the experience and training of job candidates, but also

investigates their character, residence and citizenship. In the past year, more than 100 individuals were subject to punitive action by the civil service commission as a result of findings made by this unit. Penalties imposed for "material false representation" included disapproval of applications, removal from eligible lists, reduction in ratings, suspension of certification and disbarment from competing in civil service exams for a period of years, the severity of the penalty depending upon the seriousness of the particular misrepresentation.

Conway Points the Way To Better Civil Service

J. Edward Conway, President of the State Civil Service Commission, sent a message to the Conference of Mayors at its meeting in Syracuse, outlining improvements in store in State civil service.

He pointed out that while the State has improved its examination processes and services to local Commissions, further improvement is needed in promptness and in fitting the examinations to the needs of individual jurisdictions. Municipal Service Division examiners are striving towards the goal of making examinations more practical and realistic so that they will produce eligibles qualified for the job, he declared.

Better Public Relations

He commended those Commissions which have adopted modern rules and classification plans and have worked with other officials to adopt pay plans and otherwise improve municipal working conditions.

"There is," he declared, "no excuse for a Civil Service Commission to be operating under rules last amended around the time of the First World War."

Public relations was an area in which he was gratified to see improvement, but in which he felt much remains to be done. Such things as courteous letters, pleasant telephone technique, and adequate reporting will "go a long way in establishing a reputation for being a true service agency," he asserted.

He reaffirmed the importance of the goal of a sound public personnel program towards which civil service administrators are striving, and judged that Civil Service Commissions take leadership in making municipal employment attractive and in getting the cooperation of other officials to that end. While believing thoroughly in the soundness of the home rule principle, he emphasized that the State Commission is vitally concerned in maintaining a high standard of municipal civil service administration.

STANDARDS PROPOSED FOR SALARY STUDY

Foremost among the steps recommended by the Portland Civil Service Board in its 1948 Annual Report as necessary to improve civil service administration in that city is a salary study. The following standards for salary ranges are set forth in the report as the goal toward which such a salary study should aim:

- (1) Provide for internal consistency between classes of work.
- (2) Approximate the existing salaries being paid in the area for comparable work.
- (3) Be sufficiently high to attract qualified personnel to the city service.
- (4) Provide salary steps as work incentives to employees.

INSTRUCTORS

Established private trade school in Manhattan has openings at attractive salaries for full or part time instructors in criminology, elements of criminal law, fingerprint identification, and applied laboratory and photographic techniques in investigative work. State education, experience, and salary expected. Box 906, Civil Service Leader, 97 Duane St., NYC.

Central Conference Holds Summer Meeting, Field Day

BINGHAMTON, Aug. 22 — The Central Regional Conference, on the week-end of August 13 and 14, held its summer field-day and interim meeting. The events took place in Binghamton and in the nearby Chenango Valley State Park.

Clarence W. F. Stott, chairman of the Conference, presided. Guests came from many parts of New York, included among them were Jesse B. McFarland, 1st vice-president of the Civil Service Employees Association; Ernest L. Conlon, 5th vice-president; Harry G. Fox, Association treasurer; and Mrs. Fox; Francis A. MacDonald, chairman of the Southern Regional Conference and member of the Association Board of Di-

rectors, and Mrs. MacDonald; Joseph D. Lochner, executive secretary of the Association, and Mrs. Lochner; "Ike" Hungerford, of the State Comptroller's Office; Maxwell Lehman, LEADER editor.

All chapters of the Conference were represented.

Swartwood Reports

Paul Swartwood, of Cornell, made a report dealing with the resolutions. He emphasized the great importance which employees place upon retirement matters, and urged all those present to submit resolutions to him for presentation to Association headquarters at the fall annual meeting.

The guests all made short talks — and they kept them short. Mr. Lochner emphasized the need of going after membership; Mr. MacDonald told the employees they were facing harder times, and to prepare to meet them courageously and with toughness; Jesse Mc-

Farland brought greetings from the Association, Harry Fox cited the healthy condition of the Association's treasury; Mr. Lehman said The LEADER would always fight to attain employee objectives.

Following the regular meeting of the Conference on Saturday, a buffet-supper was held. Then there was entertainment consisting of a "German band, a barbershop quartet, dance numbers by Yvonne Goundrey.

The field day the following Sunday provided sports, games, swimming, and much good eating.

Albert E. Launt was in charge of the festivities. Working with him were: Stuart H. Anderson, Frank Bell, Gerald Reilly, Curtis Gardner, C. Albion Kenworthy, Paul H. Swartwood, Harold E. Boyce, Clarence Stott, all with their wives; and Mrs. Maros Jenkins, Mrs. Minnie Foster, Edward Strong, Stanley Potter. (P. S. They did a good job.)

Personnel Costs 'Way Low in State

In its annual report, the Civil Service Board of the City of Portland, Ore., points to the city's annual expenditure of \$11.90 per civil service employee for personnel purposes as "unfavorable," since that amount is only about one-half the \$20 per employee recommended by the Civil Service Assembly of the United States and Canada as minimum. In this respect, it might be noted that in 1948 the average expenditure per classified employee of municipal civil service commissions (city and county combined) in New York State was only \$6.05, or less than 1/3 of the approved minimum.

Good Public Relations Need Is Stressed

Recognition of the importance of public relations is on the gain, not only among civil service administrators, but in an increasing number of government agencies, said Ralph G. King, Commissioner of Public Welfare of Essex County, in a recent speech. He emphasized the value of good public relations as a means of improving federal - state - local relationships and thus increasing administrative efficiency in the public welfare field.



Janet Macfarlane has declined the nomination for re-election as secretary. The Civil Service Employees Association.

Exams for Public Jobs

STATE Open-Competitive

0340. Principal Account Clerk, State Departments and Institutions, \$3,450, plus five annual increases to \$4,176. Fee \$3. Requires high school graduation and four years' specialized experience in maintaining financial records and accounts; or college graduation with 24 credits in accounting and three years' experience; or satisfactory equivalent. Written test October 22. (Closes Friday, September 16).

0341. Clothing Clerk, State Departments and Institutions, \$1,840, plus five annual increases to \$2,530. Fee \$1. Requires high school graduation and one year of experience handling clothes in a store or warehouse, or six months of such experience in a mental institution. Written test October 22. (Closes Friday, September 16).

0353. Marketing Investigator, Department of Agriculture and Markets, \$3,036, plus five annual increments to \$3,714. Fee \$3. Requires three years' experience involving buying, selling, grading, inspection, or preparation for market of fruits and vegetables, and high school graduation; or satisfactory equivalent. Written test October 22. (Closes Friday, September 16).

0354. Dairy and Food Inspector, Department of Agriculture and Markets, \$3,036, plus five annual increases to \$3,714. Fee \$3. Requires high school graduation

plus: Three years' appropriate experience; or completion of agricultural course of not less than two years in a college with appropriate courses; or satisfactory equivalent. Written test October 22. (Closes Friday, September 16).

COUNTY Open-Competitive

0324. Multilith Operator, Department of Health, Erie County, at present, one vacancy. Appointment expected at \$2,300 total. Fee \$1. Candidates must have been legal residents of New York State for at least one year and of Erie County for at least six months immediately preceding the examination date, October 22. Requirements are either (a) graduation from a standard senior high school and one year of satisfactory office experience, including the operation of a multilith or similar. (Closes Friday, September 16).

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TUESDAY, AUGUST 23, 1949

U. S. Exam Fraud On Public Goes on

Another one of those quickie examinations has been pulled off by a U. S. Local Board of Civil Service Examiners. The LEADER has been campaigning against the evil practice of stifled competition, a deceit practised by closing the period for receipt of applications almost as soon as it's opened. The offenders are Local Boards of Civil Service Examiners who don't seem to care much about civil service but more about copying the wiles of petty politicians.

This time the Board of Civil Service Examiners at the New York Naval Shipyard in Brooklyn is the offender. It opened a period for applications on Thursday last, closed it yesterday (Monday). The LEADER regrets that it was unable to apprise its readers of the opportunity to apply for positions at the shipyard as Refrigeration and Air Conditioning Mechanic at \$12.56 to \$13.52 a day.

No doubt many of its readers would have liked to apply, but the Local Board didn't see fit to open the examination honestly and fairly to the public. It probably wants to use the pretended open-competitive examination merely as a means of permitting non-status employees in that title in the shipyard to attain permanent status, as they could do by passing the examination.

An examination that opens on a Thursday and closes the following Monday provides less than three full days for the receipt of applications, as no business is transacted on Saturday and Sunday, in addition to practical suppression of the fact the test is open at all.

This kind of fraud on the public has been going on right and left. There is no sign that the central office of the Commission, in Washington, D. C., or the Regional Office of the Commission in NYC, is lifting a finger to stop this mockery of the merit system, but instead each is siding solidly with the spoilsmen. Not for long, if public indignation triumphs as it has done in the past when people became aware of being victimized by public officials.

Photostats You Can Read Needed by Those Who Write

The LEADER is indebted to the State and the NYC Civil Service Commissions for official notices of past examinations, as an indication of what the future examinations will require of candidates, and similar data, received in photostat form.

It is not considered good policy to complain when somebody is helping you — even though he may be helping himself at the

same time. Yet for nearly a decade now the LEADER has found photostats of the NYC Commission illegible in part, if not in toto, because of out-of-focus reproductions and has gently called the fact to the Commission's attention. We're patient enough to keep up the reminders for the next decade, but hope we won't find it necessary.

Honeymooner Wins Politeness Award

A honeymooning rookie of the Sanitation Department was named eighth winner of a \$25 prize in the Department's courtesy contest. He is Joseph A. McNeill, of Brooklyn. On his return from his Vermont honeymoon he will receive his award from Assistant to

Commissioner Andrew W. Mulrain.

Mr. McNeill had been on his present Brooklyn sweeping route only a week when overtaken by a Sanitation "courtesy reporter" whose identity he did not suspect. Odd questions were put to Mr. McNeill during a rainstorm and he replied courteously.

FIRE LINES

The Fireman eligible list will be promulgated as soon as Fire Commissioner Frank J. Quayle requests certifications, and he'll do that the moment he gets approval from Budget Director Thomas J. Patterson. Commissioner Quayle hopes to make about 100 Fireman appointments September 15, for by then he figures that there will be that many vacancies.

Before the Budget Director is a memorandum request for the promotion of Clerks, Stenographers and the like, a long list on which some action is expected soon.

As for promotions in the uni-

formed force, nothing will be done about these until Commissioner Quayle returns from his vacation on September 6. Such promotions are requested in writing, as a matter of policy, only after oral agreement has been reached beforehand, and as soon as the Commissioner gets back he'll draw on his vocative powers.

While Commissioner Quayle is away, First Deputy Commissioner Jim Moran is Acting Commissioner, as usual.

The department argued before the City Planning Commission on behalf of Commissioner Quayle's building program, which includes new firehouses,

(Continued from Page 1) stand are strongly for the plan, and are continuing their editorial campaign for it.

Out of Politics

5. The issue is out of politics. The Liberal Party has endorsed the Career and Salary Plan; many of the leading Republicans have endorsed it. The Plan is right, necessary, and a good government tool which all men of good will can gather around. It would be foolhardy for any political candidate to oppose such a project.

6. The employee organizations, always wary of major changes, are behind the proposal. At hearings held before officers of the Civil Service Commission and the Budget Office, almost no one opposed the principle itself, although criticisms were directed dartslingly at various aspects of the NYC personnel and budgetary situation. The employees want assurances; the Mayor has given them several important ones; and he will make these assurances of safeguards even stronger. Opposition to the project, where it has shown itself, is in fact opposition to other things. The Mayor will insist that his record of interest in behalf of the public employees entitles him to their confidence in this matter.

7. The forces favoring the project are so sturdy in their support that no retreat would now be possible.

Behind the Plan

Examine the range of those who stand behind the Career and Salary proposal — the economic, social, and political range. There are trade unions — nearly all of the AFL trade unions in the City service, one of the two CIO unions; and there is the Citizens Budget Commission. There is the Correction Officers Benevolent Association; and the Citizens Union. There is the most potent group of the Civil Service Forum — The Welfare Council whose head is Raymond E. Diana; and there is the Civil Service Reform Association. There is John Crane and the Uniformed Firemen's Association; and Charlotte Carr of the Citizens Committee on Children. Former Governor Herbert H. Lehman has put his weight behind the plan, and so has Charles Burlingham, Republican and Democratic legislators have lauded the project; so has Helen M. Harris of the United Neighborhood Houses. Philip Brueck and the Civil Service Technical Guild have taken their stand behind the project, and so has the Liberal Party. And many more.

Few segments of the NYC community go unrepresented in this

Don't Repeat This

galaxy of support. The New York Times, the New York Sun-Telegram, the New York World, and the New York Herald-Tribune, are all solidly behind the plan.

The Opposition

And what is the opposition? None has revealed itself outside a few civil service circles. Within those circles, opposition has for the most part been concentrated in the United Public Workers, CIO, and certain segments — but not all — of the Civil Service Forum. And even this opposition is not to the Career and Pay principle.

The opposition is so palpably based on erroneous ideas that Mayor O'Dwyer, who well understands the intricacies of such a project, cannot take the criticism with seriousness. All employee units which have spoken on the Plan, whether for or against, have only buttressed the case, substantiated the soundness of the project, by citing example after example which could only be cured by reclassification. Some of the speakers have thus been placed in the untenable position of being for and against the Career study at the same time.

(Parenthetically, let it be said: The employees of New York State have a Career and Salary Plan. They call it reverently their magna charta. It would be suicidal for anyone to attempt to take it away from them.)

How Long a Study?

Perhaps the point most frequently repeated, in opposition, has been the length of time which a full-fledged Career study will occupy. Two years has been a time-limit which seems surreptitiously to have fastened itself within employee consciousness. But where is any official verification of such a time-limit? There is none. The true fact is: The Mayor wants the survey report as speedily as it can be prepared. The probability is that it will be ready in about a year after the

Comment

List Substitution Proposed

EDITOR, The Leader: In reference to the comment by Michael J. Killeen that the Firemen list be substituted for the NYC Patrolman list, I should think the Transit Patrolman list would be a more appropriate substitution because the duties are practically identical.

Another reason is that the essential phases of the Patrolman physical were taken into account on the Transit Patrolman physical test.

E. B. WASIELEWSKI

The NYC Employee

(Continued from Page 1)

certified them, is: What can be done?

The nature of the Commission's rule on probationary service indicates that the employee is entitled to serve out his full probationary period, that no decision can be made against him until that period has been completed.

One of the appointees was committed to a State mental institution.

Section 9 of the Civil Service Law provides: "All appointments or employments in the classified service shall be probationary and the civil service commission having jurisdiction shall, by rule, provide for the conditions and extent of probationary service."

What NYC Rule Provides

From then on, it's up to the Commissions, to adopt enabling rules. NYC Rule VIII, Subdivision 3 (a) provides:

"There shall be a probationary period of six months for all permanent appointments, at the end of which period the appointing officer may terminate the employment of an unsatisfactory employee by notice to the employee and the Commission."

That reads like a flat guarantee of six months' probation, regardless.

The Rule is now being construed by the Commission as making it impossible to dispense with the services even of an appointee committed to a mental institution, except by removal on charges. One of those charges could possibly

be absence without leave, but that would hardly constitute meeting the question squarely. Another possibility would be for scrutiny of the application, and statements made by the candidate to the Investigating Division, wherein a declaration may have been made that there was no previous history of epilepsy or mental illness, but even such a statement would require proof to the contrary, hard to obtain. The real question is whether the department has to carry on the unpaid payroll until after the probationary period the appointee who's been committed to an institution, or keep a mental case on the paid payroll, in lieu of preferring charges of mental incompetency and producing the difficult, and usually costly proof.

The Time Element

An examination begins with the notice of examination and ends with the termination of the probationary period. It is therefore clear that the Commission has continuing jurisdiction for six months after appointment, as to the rating function, while the department has administrative control over the employee during that period.

Section 14 of the Civil Service Law possibly throws some reflected light on the subject: "... Commissions may refuse to examine an applicant, or after examination to certify an eligible ... who is physically so disabled as to be rendered unfit for his performance of the duties of the position to which he seeks appointment." The section does not cover any period

Career and Salary committee gains work; John T. DeGraff, Mayor's eminent appointee supervise the huge task, de this to be a feasible time-limit

The Many Protections

Moreover, Don't Repeat This in a position authoritatively to report that all the normal procedure of civil service and reclassification will continue during the period the survey; and no employee as a result of the survey propose any gain which he otherwise have achieved.

In further protection, the Mayor has given his personal guarantee against any wage cuts result from the Career study. It is probably the broadest guarantee of kind ever made.

Additionally assuring the employee that his interests will be watched, is the provision for establishment of employee committees to work with the subcommittee from the beginning.

When these safeguards guarantees are added together can be seen that opposition misinformed, prejudiced, politically motivated, or just plain nonsense.

Sounding Board

Some employee representatives have used the hearings to voice a variety of grievances — length of the work-week, the retirement system, the need for more promotion exams, etc. — some may deem it a sly device employ these hearings as a general sounding-board. But sly or not, these matters have nothing to do with the tasks of a Career and Salary study; and they have only confused the hearings.

Democratic Procedure

As for safeguards, the Mayor himself, together with Mr. DeGraff, have advanced all the proposals made thus far. And supplement all other safeguards this column can report that if the Career and Salary committee report is filed, there will be further public hearings. Everyone will have his opportunity, in one of the most democratic procedures its kind that has ever been devised.

Great Municipal Achievement

A Career and Salary study would solve all personnel problems. It will set up a substantial base from which to proceed toward the solution of other problems, the employees it will offer new securities; to the City it promises superior government.

It is a task impregnated with essential greatness. It has waited a half-century to be done. Its embryo has so grown that it cannot be undone.

These things the Mayor knows. The Career and Salary Plan stands as one of the great historic municipal achievements.

(Continued on Page 13)

NEWS OF PUBLIC EXAMS

Editorial Positions To Be Filled

A nation-wide examination for editorial information and editorial positions in the Washington, D. C., area will be announced probably next week by the U. S. Civil Service Commission. Salaries from \$1,974 to \$4,103.

This will be the first examination announced by the Commission for editorial information and editorial positions in this salary range since the end of World War II. After the examination is announced, applications will be accepted for about three weeks.

Applicants will be required to show that they have had appropriate experience or education. Written tests will be scheduled in the fall.

Those passing this examination will be appointed to information-editorial positions in such fields as press, periodicals and publications, radio and motion pictures. Others will be appointed as information clerks, editorial clerks, indexing clerks and proofreading clerks.

Do not attempt to apply until the actual opening of the exam is announced. Blanks will be obtainable then at the Second Regional Office, 641 Washington Street, New York 14, N. Y., and at post offices, other than New York, N. Y. (Manhattan and The Bronx).

Skilled Trades Jobs Open in Raritan Arsenal

Applications will be received until further notice for positions in the Raritan (N. J.) Arsenal. The jobs are:

Machinist Helper.
Spray Painter Helper, Major Arms.

Woodworking Machine Operator.
Carpenter Shop (Machine Operator).

Bricklayer, Maintenance.
Bricklayer, Maintenance, Leader.
Carpenter, Maintenance.

Painter, Signs, Leader.
Welder, Combination.
Steamfitter, Maintenance.

Plumber-Steamfitter.
Refrigerator Mechanic.
Office Machine Mechanic.
Sheet Metal Worker.

Pay ranges from \$1.20 to \$1.59 an hour.

Applicants should have six months to five years of appropriate experience pertinent to the position for which they are applying. Supervisory experience may be required for some of the higher grade positions.

Applications may be obtained by mail or in person from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.; or from the executive secretary, Board of U. S. Civil Service Examiners, at the Raritan Arsenal.

Monroe School Opens Fall Term Sept. 12

The fall term of the Monroe School of Business, East 177th St. and Boston Road, will start on Monday, September 12. Students will be admitted once a month after that date. The school is accredited by New York State Department of Education, Veterans Administration, and the National Council of Business. The new term marks the opening of the 17th year.

The new Simplified Gregg Shorthand System will be featured as part of an intensive course in stenography and typewriting. New courses also include civil service preparation, Stenotype, Shakes and Spanish stenography. One and two year courses are offered to Veterans in Accounting and Business Administration.

A study book for Dairy and Food Inspector is being prepared by the Arco Editorial Board. Copies will be available within the next several weeks at The LEADER Book Store, 97 Duane Street, New York 7. The price will be \$2.

U. S. Clerk Test for Jobs To \$48 Closes Sept. 6

Applications will be received until Tuesday, September 6, for the nation-wide U. S. Clerk examination to fill positions in and near Washington, D. C., at \$2,284 (CAF-2) and \$2,498 (CAF-3). Appointments at \$2,086 (CAF-1) will also be made, as such vacancies arise, from among eligibles who indicate a willingness to accept the salary.

The notice should be studied by those who want clerk jobs in New York and New Jersey, too, as an exam for positions in those areas will be held, at a date not yet set.

The examination number is 185. Mention both the title (Clerk) and the number when applying by mail. Blanks may be obtained in person or by representative also. (See Where to Apply, below). Send filled-in applications to U. S. Civil Service Commission, Washington 25, D. C.

Location of Positions

Departmental and field positions in Washington, D. C., Alexandria, Va., Arlington County, Va., and Montgomery and Prince Georges Counties, Md., will be filled from this examination.

Among the types of Clerk positions to be filled from this examination are: Appointment, Correspondence, Docket, Accounting, Time, Leave, Pay-Roll, Statistical, Coding, Test Rating, Property and Supply, Mail, File, Information, Proofreading, Editorial, Indexing, Purchasing, Traffic, Transportation Rate, etc.

This examination will not be used to fill the following positions: Stenographer, Clerk-Stenographer, Typist, Clerk-Typist, Telephone Operator, Messenger, Office Machine Operators (such as Book-keeping Machine Operator, Calculating Machine Operator, Tabulating Machine and Tabulating Equipment Operators) and Storekeeper.

Requirements

Time and Place of Examination.—Examinations will be held in the places listed below. Applicants should indicate on their application cards where they wish to be examined. All competitors will be notified of the exact time and place to report for the test.

It is announced that there will be no educational or experience requirements, but candidates will have to pass a written test. In New York State the tests are expected to be given at Albany, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hamilton, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, Malone, Newburgh, New York, Ogdensburg, Olean, Oswego, Plattsburg, Poughkeepsie, Rochester, Schenectady, Syracuse, Troy, Utica, Watertown, Yonkers, Batavia, Hempstead, Middletown, Oneonta, Riverhead, Saranac Lake.

Idea of Written Test

The written examination may consist of questions designed to test aptitude for learning and adjusting to the duties of the position and include questions of the following general types:

1. Alphabetizing.
2. Computations and questions involving simple arithmetic reasoning.
3. Name and number comparison.
4. Word meaning — questions requiring a knowledge of words.
5. Reading — questions testing the ability to read and properly interpret material.
6. Spelling.
7. Grammar — questions requiring a knowledge of grammar.

The examination should require about 2½ hours.

The test will be open to men and women.

Ratings.—Competitors will be rated on a scale of 100. A higher standard will be required for eligibility on the register for Clerk CAF-3 than for eligibility on the register for Clerk CAF-2. Competitors who do not have veteran preference must make a rating of at least 70; competitors entitled to 5-point preference, a rating of at least 65, not counting preference credit; and competitors entitled to 10-point preference, a rating of at least 60, not counting preference credit.

Applicants must be citizens of or owe allegiance to the United States.

Age Limits 18 to 62

Applicants must have reached their eighteenth birthday but must not have passed their sixty-second birthday on the closing date for acceptance of applications.

These age limits do not apply to persons entitled to veteran preference.

Age limits will be waived for war service indefinite employees who on September 6, 1949 are serving in positions which would be filled from the eligible register resulting from this examination, and who could normally be expected to have completed 15 years of Federal service by their seventieth birthday.

These age limits will also be waived for war service indefinite employees who on September 6 are serving in positions which would be filled from the eligible register resulting from this examination and who could not be expected to have completed 15 years of Federal service by their seventieth birthday. However, the names of eligible war service indefinite employees in the latter group will be entered on supplemental lists which will be used only after all other eligibles have been given appropriate consideration. An eligible on the supplemental list may be accorded a competitive status only in the position he held on the closing date, or one of lower grade for which the list is appropriate.

Physical Abilities

Applicants must be physically able to perform the duties of the position, which are described elsewhere in this announcement. Good distant vision in one eye, and ability to read without strain printed material the size of type-written characters, are required, glasses permitted. Ability to hear the conversational voice, with or without a hearing aid, is required for most positions; however, some positions may be suitable for the deaf. In most instances, an amputation of arm, hand, leg, or foot will not disqualify an applicant for appointment, although it may be necessary that this condition be compensated by use of satisfactory prosthesis.

Any physical defect which would cause the applicant to be a hazard to himself, or others, or which would prevent efficient performance of the duties of the position, will disqualify him for appointment.

A physical examination will be made by a Federal medical officer before appointment. Persons who are offered appointment must pay their own expenses in reporting for duty. If, upon reporting at the place of assignment, they are found ineligible because of physical defects, they cannot be appointed and no part of their expenses in returning home can be paid by the Government.

Registers to Be Established

Two registers will be established as a result of this examination, one for Grade CAF-2 and one for Grade CAF-3. Names of applicants may be placed on one or both of these registers if they attain appropriate eligibility. In filling Clerk positions paying \$2,086 a year (Grade CAF-1), certification will be made from among those eligibles who indicate a willingness to accept the salary.

Persons who qualified under Announcement No. 4-L, issued February 4, 1947, or Announcement No. 125, issued October 12, 1948, and who have not yet received an appointment from the registers, need not apply for this new examination as their eligibility will be continued. Those who have eligibility on the old Clerk CAF-1 and 2 registers will have such eligibility transferred to the new register for Clerk CAF-2. Those who eligibility on the old Clerk CAF-3 register will have such eligibility transferred to the new register for Clerk CAF-3. Those who have eligibility on the old Clerk CAF-4 register will have such eligibility continued for grade CAF-4.

Certification to fill vacancies in the departmental service in the Washington, D. C., area, will be made of the highest eligibles on the appropriate register.

Certification to fill field positions in the District of Columbia will be made first of eligibles who reside in the District of Columbia and in nearby Virginia and Maryland, in filling field positions in Mary-

land, certification will be made first of eligibles who reside in the State of Maryland and in nearby Virginia and the District of Columbia; and for field positions in Virginia, certification will be made first of eligibles who reside in the State of Virginia and in nearby Maryland and the District of Columbia.

Salary and Workweek

Salary is based on the standard Federal workweek of 40 hours. Additional compensation is provided for any authorized overtime worked in excess of the 40-hour week. The salary range for each grade of these positions is given below. For employees whose services meet prescribed standards of efficiency, the entrance salary is increased by the amount shown in the table, following the completion of each 12 months of service, until the maximum rate for the grade is reached.

Grade	Entrance	Increment	Maximum
CAF-1	\$2,086.00	\$66-75.24	\$2,498.28
CAF-2	2,284.00	66-75.24	2,724.00
CAF-3	2,498.28	75.24	2,949.72

A Federal employee serving in a position in the competitive civil service, at a salary above the basic entrance salary for the position in which he is appointed or classified from this examination, may continue to be paid at his current salary rate if it is not beyond the maximum salary for the position in which he is so appointed or classified. All basic salaries are subject to a deduction of 6 percent for retirement benefits.

How to Apply

File application card Form 5000-AB only. Be sure to show the title of the examination, the number of this announcement (No. 185), and the lowest salary you are willing to accept. Other forms will be forwarded with notice of admission to the examination.

Form 5000-AB may be obtained from any first- or second-class post office, except New York, N. Y. (Manhattan and The Bronx); also from the Second Regional office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., and from the U. S. Civil Service Commission, Washington 25, D. C.

Applications may be obtained and filed by mail, but mail filing requires that the application be in on the closing date. A postmark of that date is not enough.

NYC to Open 23 Exams On Sept. 12

Applications will be received from September 12 to 27 for the following 23 NYC exams. The tentative dates of the written tests are given.

5746. Asst. Supt. of Construction (Bldgs.), Grade 4, 12-3.
5671. Dietitian, 11-16.
5805. Elevator Mechanic's Helper, 12-5.

5745. General Supt. of Construction (Bldgs.), Grade 4, 12-3.
5808. Gasoline Engineman (Marine), 11-28.

5849. Home Economist, 11-21.
5874. Inspector of Foods, Grade 3, 10-29.

5809. Instrument Maker, 12-19.
5907. Junior Statistician, 10-29.
5871. Locksmith, 12-5.

5848. Nutritionist, 11-30.
5827. Sewage Treatment Worker, 12-10.

5974. Stenographer (Reporting), Grade 3, 11-5.
5785. Stock Assistant (Men), 11-19.

5744. Supt. of Construction (Bldgs.), Grade 4, 12-3.
5810. Welder, 12-17.

Promotion

5668. Electrical Engineer: Various Depts. (re-opening), 10-22.
5898. Furniture Maintainer (Metal Work): Public Works, 11-3.

5776. Gardener: Hospitals, Parks, Public Works, Housing Auth., 12-3.

5867. Rammer: Bd. of Transportation, 11-16.
5816. Senior Pharmacist: Correction, 1-12.

5882. Supervisor of Menagerie: Parks, 11-15.

Labor Class

On September 7, 8 and 9 applications will be received for Bookbinder's Seamstress positions, Exam 5836. The test date is November 13. The position is in the Labor Class.

UNION WANTS STAFF KEPT

Herman Epstein, chairman of the Manhattan Beach Hospital Chapter, Local 20, United Public Workers of America, sent a telegram to Administrator Carl R. Gray, Veterans Administration, calling upon him to stop all deactivation proceedings at the Manhattan Beach Hospital, since Mayor O'Dwyer has announced that the city will not exercise its right to Neponset Beach Hospital.

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FEDERAL NEWS

NFPOC Is Dissatisfied With Amended Postal Bill

Dissatisfaction with the reduced benefit proposed in amended postal bills was expressed by Patrick J. Fitzgerald, president of Local 10, New York Federation of Post Office Clerks, in a statement. "Postal employees throughout the country have been hit with a vacuum, as far as beneficial legislation in this session of Congress is concerned," he said. "Many believed that when 218 Congressmen signed Congressman John R. Walsh's petition discharging the House Civil Service and Post Office Committee from further consideration of H.R. 4495 that all obstacles were removed. However, Chairman Tom Murray reported a watered-down version of H.R. 4495 before the petition could be invoked and now the legislation is tied up in the House Rules Committee. "Mr. Murray requested of the Rules Committee for 'special rule' to allow early consideration of the bill on the House floor. Congressman Robert J. Corbett, member of the Post Office Committee, submitted a resolution to discharge the Rules Committee and if they fail to take prompt action another discharge petition will be filed. "Assurances had been obtained from House Leader McCormack that the postal pay raise and reclassification bill as reported by the Post Office Committee would be acted upon at this session. Congressmen from all parts of the country are anxious to give the postal employee the adjustments needed if they are given an opportunity to vote on the bills. "It is demoralizing to the service when men find they are going

into debt, losing their savings and not being able successfully to cope with the high cost of living which, contrary to reports, show no decline. Men with many years of service have not been recognized by promotion to their proper grade for more than four years and are at the point where they have no hope of ever obtaining recognition before retiring. When vacation time rolls around, postal employees are ever mindful of the lack of appreciation accorded them when they note other Federal employees getting 26 days' annual leave." The postal employees are seeking passage of the original H.R. 4495 bill to provide a \$150 annual salary increase, equalized vacation and sick leave with other Federal government workers, immediate credit for past service for salary grades to senior employees and allowance toward purchase of uniforms where required by the service.

Medical Officer Test; Jobs Pay to \$10,305

An examination for Medical Officer positions was announced by the Fourth U. S. Civil Service Region, Washington, D. C. Positions are in Federal agencies in the States of Maryland (except Arlington County and the City of Alexandria), and West Virginia. The positions pay beginning salaries ranging from \$5,232 to \$10,305. Application blanks may be obtained from the information office, Fourth U. S. Civil Service Region, Washington, D. C.



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LEGAL NOTICE

STATE OF NEW YORK — INSURANCE DEPARTMENT, ALBANY. I, Robert E. Dineen, Superintendent of Insurance of the State of New York hereby certify pursuant to law, that the Hardware Indemnity Insurance Company of Minnesota, Minneapolis, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$4,771,779.68; Total Liabilities (except Capital) \$3,557,347.49; Capital Paid-up, \$500,000.00; Surplus and Voluntary reserve, \$714,432.19; Surplus as regards policyholders, \$1,214,432.19; Income for the year, \$3,458,114.10; Disbursements for the year, \$2,570,535.85.

STATE OF NEW YORK — INSURANCE DEPARTMENT, ALBANY. I, Robert E. Dineen, Superintendent of Insurance of the State of New York hereby certify pursuant to law, that the Mutual Implement and Hardware Insurance Company, Owatonna, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$15,704,462.39; Total Liabilities (except Capital) \$11,317,438.81; Surplus as regards policyholders, \$4,386,978.58; Income for the year, \$11,911,479.73; Disbursements for the year, \$9,763,616.81.

STATE OF NEW YORK — INSURANCE DEPARTMENT, ALBANY. I, Robert E. Dineen, Superintendent of Insurance of the State of New York hereby certify pursuant to law, that the Mutual Implement and Hardware Insurance Company, Owatonna, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$12,212,038.23; Total Liabilities (except Capital) \$8,831,337.01; Surplus as regards policyholders, \$3,380,699.22; Income for the year, \$9,733,743.43; Disbursements for the year, \$7,523,066.09.

KANDLER, ERMA. — SUPPLEMENTAL CITATION. — P. 1539, 1949.—The People of the State of New York, By the Grace of God Free and Independent, to Gretchen Schelzke, residing at Goettinger, Germany, Schildweg 20A Lulu Pfennig, residing at Berlin-Zehlendorf, Germany, Nikolastrasse 33A Richard Kandler, residing at Bocas del Toro, Rep. Panama Edmund Kandler, residing at Bocas del Toro, Rep. Panama the next of kin and heirs at law of Erma Kandler, deceased, and greeting:

Whereas, Hermanna Entrup, who resides at 355 East 88th Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated the 19th day of January, 1949, relating to both real and personal property, duly proved as the last will and testament of Erma Kandler, deceased, who was at the time of her death a resident of The City of New York (at 175 East 91st Street Borough of Manhattan), the County of New York. Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 28th day of September, one thousand nine hundred and forty-nine, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness Honorable George Frankenthaler [L.S.] Surrogate of our said County of New York, at said county, the 11th day of August in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court

Advice on How to Win Given to Career Group

(Continued from Page 1) employees directly, though these two points of view very often run parallel. Commenting on the Career Employees' Association's fight to push its own good government bills through the current session of Congress, Mr. Watson advised that close work and friendly relations with the legislators are not in themselves sufficient. Similar contact must also be maintained with the Administration. This branch of the government, he stressed, can do much to help or hinder progress of the merit system, through appointment of key officials such as the civil service commissioners, through executive orders, and through executive pressure on Congress. Mr. Watson also called for non-competitive appointments to be made within the merit system and not the spoils system and for adoption of the reforms proposed by the recent Hoover Commission on Organization of the Executive Branch of the Government. Israel H. Stillman, president of the Federal Career Employees Association, conducted the meeting, which closed with a question-and-answer period.

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Conservation Aid Test Is Open Indefinitely

An examination has been opened by the Board of U. S. Civil Service Examiners, Department of Agriculture, Atlanta, Ga., to fill Conservation Aid positions for duty in the Soil Conservation Service of the Department in Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia. The positions pay beginning salaries of \$2,284 and \$2,724.

Applicants must have had from one to two years of experience in soil conservation work, such as contouring, terracing, strip cropping, gully control structures, sodding, and planting trees. Applications will be accepted until further notice. Application blanks may be obtained from the Board of Examiners (address above) by mail.

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NEW YORK CITY NEWS

Uniformed Forces Back Career Plan

(Continued from Page 1) ment, approval and endorsement is given to the proposed Career and Salary Plan for . . . reclassification of titles in the city service, said Captain Muesle, UFOA president, at last Wednesday's hearing.

"We have faith," said Captain Muesle, "in Mayor William O'Dwyer's promise that as a result of the study no salaries will be reduced either directly or indirectly."

The Uniformed Firemen's Association also "has decided to place its weight behind this project," said UFA Vice-President Reid. He added:

"Our organization goes further: We feel that the principles which Mayor O'Dwyer has enunciated in proposing this plan goes to the very heart of a decent civil service; we feel that there can never be an efficient municipal government in New York City until our employment practices are completely modernized. And the basis of modernization lies in the Career and Salary Study.

"We can only conclude that the opposition arises out of ignorance of the plan or an attempt to sabotage it.

"The Mayor's appointment of John T. DeGraff to conduct the study meets with our approval. We worked with Mr. DeGraff on the Mitchell veteran preference bill and we know of his whole-

hearted interest in the welfare of the public employee."

Police Lieutenants Approve
The Police Lieutenants Benevolent Association likewise went on record strongly in favor of the Plan.

"It is our opinion," said Acting Captain Peter Nesdale, "that the Career and Salary study will be a great memorial as the first step forward in giving to the City an efficient personnel system . . . will be attached to Mayor O'Dwyer's name as a great achievement for generations to come. Some organizations in this town purport to speak for all City employees in opposing the Career and Salary Plan. They do not speak for us in the Police Department. . . I am sure you will have the support of the great army of City employees . . . the time . . . and the cost will be more than compensated for in better service to the people of the City of New York and a happy and contented body of City employees."

Against the Plan was Frederick Q. Wendt, acting secretary, Police Civilians Council 179, Civil Service Forum. Mr. Wendt stated that the Council was opposed to the \$150,000 appropriation on the ground that the City has qualified personnel to do the job. Mr. Wendt recommended action

be taken by the City on freezing of bonus into base pay, upgrading employees, improving and extending increments, enacting a longevity increment plan and abstinence from use of open-competitive exams where promotion ones could be held.

Carton States Views
John E. Carton, President, Patrolmen's Benevolent Association, took a neutral corner. He did not wish to commit himself on the question of "outside technical assistance," he said, since his group would not be affected by the Plan. (Police and Fire Department rules and regulations must be amended by statute.) But Mr. Carton cited the inadequate number of promotions made in the Police Department as a grievance upon which any action of the Salary committee might have

long-range effects. Walter Gerety, president, Correction Officers Benevolent Association, declared his group to be "fully in favor" of the Plan, and stressed the value of outside expert assistance. He deplored the fact that the Correction Department has been "shrouded in secrecy" because of the need for security in operation of prisons, and called for outside assistance to "penetrate the curtain of prison operation . . . as information is not now available either to the general public or to City officials."

(Continued on Page 12)

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NEW YORK CITY NEWS

CIO Group Counters UPW, Takes Stand For Career Plan

Lining up behind a Salary and Career Plan with safeguards the Civic Employees Union, CIO, has taken a stand directly the opposite of that held by the United Public Workers, CIO, on this issue.

The American Civic Employees Union spent several weeks gathering data before issuing its statement, which was released by Stephen S. Gorey, executive secretary, and Edward J. Barry, chairman of its Reclassification Committee.

Main Purpose of Hearings
The statement follows: "The Civic Employees group will urge their union to avoid the personal complaints and pleas for special treatment for individual groups which have characterized most of the hearings so far. The main purpose of the hearings, according to the terms of the Board of Estimate's referral, was to discover what safeguards the employees thought they required.

The objective has been almost completely submerged in the discussions. The confusion, the Committee felt was not entirely due to the employee groups. Such remarks on the part of the City officials presiding as that the employees had not shown where the City could get the money only added to the obscuring of the fundamental purpose of the hearing, namely the safeguards required by the employees, the Committee stated.

Citizens, Too
"The ACEU has taken the position that in their dual role as citizens and employees, they must take a positive stand in favor of the long overdue reclassification, which if properly administered will straighten out the muddle of the City's personnel policies. The employees themselves have the greatest stake in an efficient Civil Service. At the same time, realizing the dangers which might arise from any job survey, the ACEU will insist upon a number of safeguards and the creation of a permanent agency with full employee representation which will be strong enough to see to it that the safeguards are enforced, it was stated.

Safeguards
One of the safeguards which the Committee will urge is that a guarantee be written into the resolution setting up the survey that there will be no loss whatsoever in the present and prospective rights of the incumbent employees. Another is that the survey not delay any salary upgrading upon which substantial progress has already been made nor be used as a bar to individual or group raises. The Committee is also recommending a guarantee that each proposal will be put into effect upon its completion without waiting for the termination of the entire city wide survey.

The ACEU will also require the active participation of the employees themselves at every step in the survey and that the final proposal be submitted to "collective bargaining" between the employees representatives and survey officials before submission to the Board of Estimate for adoption.

System of Appeals
"After the adoption, the Civic Employees would demand a permanent set-up to keep the system up-to-date and to afford speedy appeals for any individual who feels himself aggrieved in the reclassification.

Criticism Must be Fair
The Civic Employees committee has urged that their union avoid blanket endorsement of the Career and Salary Plan without safeguards, as some organizations have recommended or blind opposition, which other groups have gen-

Employee Aims Stated at Hearing

(Continued from page 11)

Out-of-title work, pay scales way below those of State Correction Officer and NYC Patrolmen — similar jobs — are among needed reforms, said Mr. Gerety.

N. J. Pitsy spoke for the Marine Stokers of the Fire Department, asking more promotional opportunities for the Stokers. His group would not be opposed to the use of outside help to complete the study.

Previous Hearings

NYC's civil service sorely needs reclassification, according to previous employee testimony given before the committee on Wednesday and Friday of last week.

President McNamara and Assistant Budget Director Beame, listened patiently as six speakers denounced injustices and inequities in their departments. Chief Examiner William F. Shea and Examiner John Carty of the Budget Office sat in, too.

Ethel Maslansky, of the Bureau of Nutrition, Department of Health, said that Nutritionists who worked six years received only \$300 increase over that period of time. She pointed to the heavy turnover, because the highly skilled Nutritionists find more lucrative positions in private industry.

"We know a job of reclassification has to be done," said Miss Maslansky, "and we know the need is urgent. It must be done efficiently, by skilled specialists."

Scores Low Pay of Nurses

Aubrey Summers, president of Registered Nurses Guild 312, A. F. of L., scored low salaries paid nurses and called for establishment of grades and salary scales and the bringing of nurses into the competitive class.

"We don't want to wait a year or two," said Mr. Summers. "We

erated. In analyzing "opposition," the ACEU came to the conclusion that the reasons alleged actually can be fully covered by adequate safeguards. Particular criticism was leveled at those who demanded immediate salary upgrading as a "substitute" for reclassification. One of the safeguards universally called for by employees, that there be no delays in projected upgrades by reason of the survey, would cover this objection. But merely giving a higher salary to a Grade 3 Clerk in the Welfare Department who is doing a job equivalent to that of a Clerk Grade 5 in another department is a palliative not a solution, the Committee pointed out. An honest reclassification would also see to it that the Welfare position carry the rating of a Clerk Grade 5 job with a commensurate salary. Upgrading salaries without a real reclassification offers no solution to the problem of fewer opportunities for promotion in one department than in another, the Committee pointed out."

want immediate upward revision of salaries."

"The reason that nurses are now in the non-competitive class is that the demand exceeds the supply," observed Commissioner McNamara. "The present shortage of nurses is so acute, we can't wait for eligible lists to make appointments."

"We have no objection," replied Mr. Summers, "provided that the outside assistance is competent and not biased in any way against civil service employees."

Eugene Byrne, chairman of the Civil Service Committee, Hospital

Council 77, Civil Service Forum cited instances in NYC history when employees were graded downwards as a result of reclassification and had to accept salary cuts after promotion. He expressed fear that this would happen again.

"But you have the word of the Mayor that salaries will not be reduced," said Commissioner McNamara.

Praise for O'Dwyer
"I know the Mayor has done well," Mr. Byrne admitted, "but went on to describe past cases" (Continued on page 15)

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NEW YORK CITY NEWS

Fire Dept. Annual Report Lists Gains

Plans for the future, as well as a recounting of the advancements made during the year, are contained in the annual report of the Fire Department for 1948, submitted by Commissioner Frank J. Quale to Mayor William O'Dwyer. The report consists of 128 pages, with flaming red stiff cardboard cover showing a Fireman squirting a hose. The report is well illustrated with photographs.

Plans Listed
Studies and plans now in progress, which represent the hopes for the future, were described by Commissioner Quale as follows:
Purchase of an automatic printing machine.
Four new company buildings.
Central fire alarm telegraph station in Richmond.

A new Fire College and training school in Brooklyn.

Placing the initial installation of two-way F. M. radios in the fireboats, rescue companies, and in the care of Battalion Chiefs, Deputy Chiefs, and other officials. Then engines and truck companies will be similarly equipped.

Use of radio pack sets to provide communications in a brush fire area in addition to its other uses. The packs will be operated in conjunction with a suitable vehicle equipped with a two-way radio for communication with the dispatcher at the central station.

Extension of facilities of Queens Central Office — made necessary by the growth of that borough.

Rehabilitation of Manhattan Central Office to improve conditions for operating personnel

and to provide space for control equipment for the proposed new radio system.

Improving methods of recording movements of fire companies responding to alarms and relocating.

Installation of underground conduit and cable to replace aerial fire alarm wires throughout the city.

Redesigning of combustible permits and other forms so that permits and fees may be handled through the United States mail.

Maximum Efficiency and Morale

In his letter to the Mayor, transmitting the report, Commissioner Quale said: "I am grateful for your active participation and cooperation in helping to develop and maintain the Fire Department at its maximum efficiency and high morale, the highest in its existence according to veteran members of the uniformed force."

In reporting on accomplishments Commissioner Quale stressed the following:

"The accomplishments during 1948 represented in many instances the completion of plans laid down in 1946 and 1947. As an outstanding example, the platoon system establishing a work week of 45.8 hours for pilots, marine engineers, and firemen, established in 1947, was extended on November 1, 1948, except for two battalions, up to the Deputy Chiefs of Department. With the active aid of this Administration, the referendum to guarantee the continuation of this modified elimination system, which was advocated by the uniformed force, was overwhelmingly approved by the voters at the polls.

"Vacation periods for 1948 were increased for members of the uniformed force by seven days, and a salary increase of \$250 per annum was granted, effective July 1, 1948, with a cost of living bonus continued.

"Selective transmission of alarms, operative between the hours of 8:00 p.m. and 8:00 a.m., was installed on September 8, 1948, whereby the sending of first alarms is localized to the area affected. This has reduced operating costs and makes for healthier personnel by lessening hypertension and heart ailments, producing an overall increase in efficiency."

The NYC Employee

(Continued from Page 6)

dition first arises after appointment or, at least, it can not be proved to have existed previously, the problem becomes knotty. The probationary employee then has the same rights as permanent employee, until the probationary term is completed, of notice of charges, and an opportunity to present his side, and in the case of veterans, and some others, a hearing before he can be dropped.

The State has its own rule regarding probationary periods (Rule XII, Subdivision 1): "Every original appointment to a position in the competitive class shall be for a probationary term of three months except as otherwise provided herein."

Thus the general rule in the State calls for a probationary period half as long as the absolute one in NYC. The State's exceptions are: six months required for appointments to the Health Department, excepting the Division of Laboratories and Research; six months also for Public Health Nurses, Game Protectors, Tax Examiner, Junior Tax Examiner and School District jobs. Then the Rule provides that in institutions, excepting Mental Hygiene institutions, the period shall be three months, "provided, however, that if the conduct, capability or fitness of the probationer after one month of service be not satisfactory, his services may be discontinued at any time during the remainder of the probationary term." In Mental Hygiene institutions the period is nine months, excepting that for demonstrated unfitness probationers may be dropped after three months.

The State therefore, to meet a single situation, makes one month the minimum probationary period, six months in other instances, but generally three months. It does so by Rule officially adopted, and that Rule specifically allows for possible discontinuance of service only after the expiration of specified minimum period of probationary service. In about the same way the NYC Rule seems to give assurances of the full six months for all. Whatever the minimum period — and in NYC the minimum is also the maximum — there is nothing said about possibility of dispensing with an employee's

services before that minimum has expired, for any reason, in either jurisdiction.

[See Theodore Becker's column, P. 2.]

Railroad Porter Decision

The decision by the NYC Commission to hold a Railroad Porter examination in the fall, instead of using the existing Attendant (Male) eligible list, was based on fairness to those who may desire to start a career in the Board of Transportation, with its excellent promotion possibilities.

If the Attendant list were used, men who, knowing that there are many provisionals in the Railroad Porter job, and didn't take the Attendant test but waited for the other, would be deprived of opportunity. There is a division of opinion in the Commission on the subject, but the holding of the examination for Railroad Porter was the decision made in conference, soon to be adopted by formal action.

The Commission could have declared the Attendant list appropriate for filling the Railroad Porter jobs. Section 14 of the Civil Service Law provides on this score:

"... Appointments shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing from which appointments may be made."

The theory therefore is that the Attendant list is not appropriate for filling the Railroad Porter jobs.

THUMBNAIL

Morris Paris, Assistant Deputy Comptroller of NYC (a job in the competitive class), will be back on the air with his national and international commentary on Thursday, September 15, at 10 p.m., over WEVD. Mr. Paris has been on the air as commentator for 13 years, or one year longer than he's worked for the City. You can hear him every Thursday, starting September 15, with his partner in commentary, S. Stephenson Smith, ex-associate editor of Newsweek, ex-professor of economics, University of Oregon, present editor of the national periodical of Petrillo's Musicians' Union, and teacher of editorial writing at NYU.

NURSE TEST CLOSES AUG. 31

The deadline for filing applications for NYC Public Health Nurse, \$2,400, is Wednesday, August 31. There are 500 vacancies. Apply by mail or in person to the NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y.

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Opportunity for Middle-Aged To Get Porter Jobs in Subway

(Continued from Page 1)

six days a week, eight hours a day. Thus, for 48 hours, the starting pay is \$55.72 a week.

The duties of a Railroad Porter are to keep stations clean. He sweeps up, washes pillars and tidies up in general.

Simple Test

It is expected that there will be a simple written test, which will be little more than a literacy test, of the same order as that used in examining applicants for citywide laborer jobs. Reading some short easy passage in English may be required.

The decision to hold the test followed rejection of the idea of using the Attendant (Male) eligible list to fill the Railroad Porter positions, now held by provisionals, of whom there are 753. Additional vacancies are expected to raise the job opportunities. Incidentally, the suggestion that the Auto-Engineman list be used for filling Surface Line Operator jobs was rejected. Now the Operator test will open in October.

Opportunity for Middle-aged

As no arduous physical duties are performed by Railroad Porters, it is expected that no age limits set. When that is true, the minimum hiring age is 21 and the maximum is 70, which is the compulsory retirement age. Thus the examination would afford an opportunity to men over 45, who find it difficult to obtain employment in private industry.

The appointees would be in the competitive class and required after a short service to become members of the NYC Employees Retirement System. They would have the opportunity of coming under the new provision which permits retirement at half pay after 25 years of member-service. The basis is 2 per cent total of

final average salary for each year. An employee who gets the position at the minimum age could retire at nearly full pay at compulsory retirement age.

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NEW YORK CITY NEWS

Muesle Asks Gains For Fire Officers

Speaking for the Uniformed Fire Officers Association, President Frederick J. Muesle strongly backed the Career and Salary Plan Study.

"We have faith in Mayor William O'Dwyer's promise that as a result of the Study, no salaries will be reduced, either directly or indirectly."

He then listed 11 items he would like the Career and Salary Panel to study, when it's appointed:

"1. The inadequate compensation paid to the various officer ranks commensurate with the risks and hazards involved together with the technical skill, experience and responsibility attached to the fire-fighting vocation.

"2. All future salary increases should be on a percentage rather than a flat basis.

"3. The inclusion of all titles and ranks under the merit system of civil service and none left to the whims of any single administrative official.

"4. The elimination of the present permanent (policy of having Fire Officers) acting out of title. Today this constitutes a condition that exists in our department to a greater degree than ever before in our history and has resulted in a major problem.

appropriation for additional personnel has never been made.

"5. Equalization of the present pension system at 5% and 6%. Due to a new pension law passed and in effect since 1940, as an aftermath of depression times, a new actuarial pension system was established wherein new members pay almost triple for the same protection afforded older men.

"6. Liberalization of widows and orphans pensions.

"7. A shorter work week of not more than 40 hours.

"8. The compulsory filling of existing vacancies within 60 days from an appropriate eligible list.

"9. The continued care and treatment of men who have been injured in the line of duty and have been retired on a service connected disability.

"10. Credit and additional compensation for extra service rendered beyond a members contractual agreement with the city, to be on a 1/60th basis rather than a flat sum of \$50 for each additional year of such service.

"11. Overtime pay. In the past official orders to suspend their working schedule and made to perform extra tours of duty due from time to time, without either having been reimbursed or compensated in time back or monetary."

The Ultimate Test

The probationary period, is, if properly utilized, a final and most vital step in the examination process. It is the ultimate test of an employee's competence, in that it determines his ability to perform work in the actual job setting.

'Career Study Has Got to Be Made'-Brueck

"We realize that a sound, objective Career and Salary study has got to be made," Philip F. Brueck, president of the Civil Service Technical Guild, told the Mayor's committee hearing suggestions from employees regarding the Career and Salary Plan.

Mr. Brueck said he would wait until he had the full intent and procedure of the plan before giving unqualified endorsement. He added, however, "our organization wishes fully to cooperate in the study. We have, on the basis of experience with the present administration of NYC, full confidence that the intent is objective."

Brueck's Suggestions

The recommendations: 1-The Mayor's committee issue immediately a definite statement of intent and plan of procedure.

2-The committee issue positive assurances that the reclassification or the study thereof shall not retard or in any way interfere with the adoption and effectuation of the upgrading plan for Engineers, Architects, Inspectors, Chemists and Examiners, which have been presented to the Board of Estimate and have been awaiting a report of the Director of the Budget for approximately one year.

3-The committee be enlarged to include representatives from bona fide, interested employee organizations to participate in the development of the general plan and the work of reclassification insofar as it affects the titles of members of those organizations. The Civil Service Technical Guild is prepared to immediately nominate a representative for such phases of the study as affects its members.

4-The committee should agree in advance that nothing shall be adopted which may adversely affect any person subject to the reclassification in respect to status, rights, salary and duties. This guarantee was placed in the Engineering Reclassification of 1942 and though adhered to by the Civil Service Commission, has been circumvented from time to time by the Director of the Budget. The inclusion of the Director of the Budget on this Committee and

DeGraff Praised By Reid, of UFA



WILLIAM J. REID

In his advocacy of the Career and Salary Plan Study before the committee appointed by Mayor O'Dwyer, William J. Reid, vice-president of the Uniformed Firemen's Association, speaking for the UFA, said:

"Vast inequities exist in the civil service of NYC, and the hearings before this committee have brought out some of them. We know of cases where lower grade employees supervise those of higher-grade, where men with three different titles do the same job. We know there are dead-end, jobs with no chance of advancement for the employee; that out-of-title work is widespread, with the employee doing a superior grade of work

but being paid on the basis of his lower title. These are only some of the things which a Career and Salary Study will rectify.

Achievements Cites DeGraff's "The Mayor's appointment of John T. DeGraff to conduct the study meets with our approval. We worked with Mr. DeGraff on the Mitchell Veterans Preference Bill, and we know of his whole-hearted interest in the welfare of the public employee. It was through him that State employees made many gains, including incorporation of the full bonus into base pay, unemployment insurance, retirement advances and many other accomplishments. The Career and Salary project will be well handled with Mr. DeGra, in charge.

We wish to suggest the following safeguards: First, that a committee of employees be set up to work with Mr. DeGraff and the survey committee. Second, the Mayor's assurance that there will be no wage cuts either in the bonus or in the bonus base pay be complied with. Third, that there be adequate machinery set up for hearing appeals.

'Good for Labor'

"We have been somewhat troubled by the opposition to this plan. We can only conclude that the opposition arises out of ignorance of the plan or an attempt to sabotage it. We strongly resent the statement that the UFA and other AFL organizations who support this plan, are a group of 'company unions.' Our fighting record in behalf of firemen, and on behalf of the merit system over the years, even under the toughest of circumstances, speaks for itself. We exercise our voice in the American Federation of Labor in behalf of all labor, and we support this reclassification because we know it to be good for labor in civil service.

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LEGAL NOTICE

The People of the State of New York, by the Grace of God Free and Independent, To LUNA SALOM ALKALAJ (ALKALAJ), also known as LUNA NACA ALKALAJ (ALKALAJ), alleged deceased; RENE (Renee) ALKALAJ, an infant under fourteen years of age, as a distributee of Luna Salom Alkalaj (Alkalaj), also known as Luna Naca Alkalaj (Alkalaj), alleged deceased and as an alleged distributee of David (Dido) Alkalaj, deceased, a distributee of Luna Salom Alkalaj (Alkalaj), alleged deceased; HAYDEE MORINI ALKALAJ, as an alleged distributee of David (Dido) Alkalaj, deceased, a distributee of Luna Salom Alkalaj (Alkalaj), also known as Luna Naca Alkalaj (Alkalaj), alleged deceased; JULISKA SCHMIEDT ALKALAJ as an alleged distributee and legate of David (Dido) Alkalaj, deceased, a distributee of Luna Salom Alkalaj (Alkalaj), also known as Luna Naca Alkalaj (Alkalaj), alleged deceased; WILBER FORCE SULLY, JR., as guardian of the property of Renee (Renee) ALKALAJ, infant; CONSUL GENERAL OF CZECHOSLOVAKIA; STATE TAX COMMISSION;

Upon the petition of the Public Administrator of the County of New York, who has his office at Room 309, Hall of Records, 31 Chambers Street, City and County of New York you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 20th day of September 1949, at half-past ten o'clock in the forenoon of that day, why the Surrogate should not inquire into the facts and circumstances and thereafter make a decree determining the fact of death of the said LUNA SALOM ALKALAJ (ALKALAJ), also known as LUNA NACA ALKALAJ (ALKALAJ) and granting Letters of Administration on the Goods, Chattels and Credits of LUNA SALOM ALKALAJ (ALKALAJ), also known as LUNA NACA ALKALAJ (ALKALAJ), deceased, who resided in Sarajevo, Yugoslavia, to the Public Administrator of the County of New York. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler [L.S.] a Surrogate of our said county, at the County of New York, the 10th day of August in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court

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LEGAL NOTICE

SZOSTCZUK, STANISLAW, a/k as STANLEY SZOSTCZUK, STANISLAW SZOSTCZUK and STANLEY SOSHUK. - CITATION. - P 1906, 1949.-The People of the State of New York, By the Grace of God Free and Independent, To ADAM SZOSTCZUK, HENRY SZOSTCZUK, ISABELLE SZOSTCZUK, ZUK MARCHINAK, the next of kin and heirs at law of STANISLAW SZOSTCZUK, a/k as STANLEY SZOSTCZUK, STANISLAW SZOSTCZUK and STANLEY SOSHUK, deceased, send greeting:

Whereas, HENRY SHOSTCHUK, who resides at 49 Hazenwood Road, Staten Island, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to personal property, duly proved as the last will and testament of STANISLAW SZOSTCZUK, a/k as STANLEY SZOSTCZUK, STANISLAW SZOSTCZUK and STANLEY SOSHUK, deceased, who was at the time of his death a resident of 406 East 6th Street, in the City of New York, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 23rd day of September, one thousand nine hundred and forty-nine, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, [L.S.] Surrogate of our said county, the 15th day of July, in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court

STATE OF NEW YORK - INSURANCE DEPARTMENT, ALBANY - I, Robert B. Dineen, Supt. of Insurance of the State of New York hereby certify pursuant to law that the Farm Bureau Life Insurance Company, Columbus, Ohio, is duly licensed to transact the business of insurance in this State and that its statement filed for the year ended Dec. 31, 1948 shows the following condition: Total Admitted Assets, \$21,221,424.49; Total Liabilities, (exclusive of Capital) \$17,078,081.98; Capital Paid-up, \$200,000.00; Surplus & Voluntary Reserves, \$3,043,842.51; Surplus as regards Policyholders, \$3,243,342.51; Income for the year, \$7,069,091.16; Disbursements for the year, \$3,204,260.04.

NEW YORK CITY NEWS

Many Employees Enthusiastic for Career Plan

(Continued from Page 12) downward salary revisions. "We want safeguards," he insisted, "and we want them to be very definite and very specific." Mr. Byrne, wanted to know what would happen if the Administration were to change after January 1 next. "As was stated in a memorandum sent out to all those appearing before the committee," said Mr. Beame, "the Career and Salary Committee will submit its findings to the Board of Estimate. It is the Board that will appropriate the money. The committee is sole-

ly for the purposes of gathering data to be submitted to the Board." Raymond E. Diana, president, Welfare Council 330, Civil Service Forum, said that the hearings themselves were taking on the appearance of a job survey, whereas "the real purpose of the hearings, is to explore methods and aims of conducting the survey." "Of course," commented Commissioner McNamara, "many employees have come here with a wrong slant. We can't help that. We're here to listen to them, to let them say what they wish. The questions we are here to decide

are what methods shall we use, how long shall we take. And we must remember this job can't be done overnight. It'll have to be a fairly long study." DeGraff's Competence Cited "Continued, prolonged discussion is only delaying reclassification," declared Mr. Diana. He described the present job setup as a "merry rat race." He wanted the study to begin as soon as possible, so that the entire job could be completed by January 1. Commissioner McNamara and Mr. Beame smiled. Mr. Diana also emphasized the need for employee surveillance of the committee's work through all stages, to insure a result that would be satisfactory to all employees. "You don't really expect to satisfy all the employees, do you?" the Commissioner interjected. Abraham Umanov, Trial Counsel, Board of Transportation, 35 Flatbush Avenue Extension, praised John T. DeGraff and spoke of the fine job that Mr. DeGraff, had done in reclassifying State service. "Those who protest the expense of \$150,000 are short-sighted," said Mr. Umanov. "That's about \$1 per employee — a measly sum when one considers the long-range beneficial effects of such a study."

outside assistance on the counsel on the salary study, Dr. Weiss, said no, but felt that advisers in the psychiatric field should be called in once the plan gets under way. Plea for Probation Officers At Friday's session Mr. Beame again asked speakers if they opposed the idea of a reclassification or the hiring of outside help, and none of them did, although some thought that their own grades could be moved upward on the pay scale at once, without further study. Lloyd V. Thomson, president of the Probation Officers Association of Greater New York, complained about the low pay of Probation Officers in the Domestic Relations, Magistrates and Special Session courts; told of the requirements of the position which include a college degree, and the importance of the work in curbing juvenile delinquency. He repeated the arguments he'd made before the Board of Estimate, the Budget Director and Mayor O'Dwyer himself. He felt that his group should be upgraded without study. Court Stenos' Case Stated Alexander Paley, president of the City Magistrates' Court Stenographers Association, read a brief argument in which he asked that the cost-of-living bonus be frozen immediately. He wanted a reclassification "as quickly as possible," assurances that employee representatives will be consulted before any final recommendations

are made on reclassification, wanted a comparison made of Court Stenographer pay in the Supreme and County Courts, promotion opportunities and a longevity pay plan. On behalf of Court Interpreters and others, Albert Schor, of the uptown Magistrates' Court, also asked that employee consultation should precede any final recommendations that would emerge from the Career and Salary study, to be undertaken by a panel other than the one holding the hearings. The object of the present hearings, which continue on Wednesday, is to permit employees to suggest safeguards and voice any other overall suggestions for a general plan of reclassification. At the session the reclassification project was supported also by Philip F. Brueck, president of the Civil Service Technical Guild, Irving A. Ashworth, chairman, Joint Committee on Engineers' and Architects' Salaries, added his organization's support.

Fireman Eligibles In Order of Call

The LEADER continues this week the publication of the NYC Fireman (F.D.) list in prospective appointment order:

- 2,251, John Melnik, John Carbone, Joseph Flora, James McCabe, Eugene Saggese, John Shea, Richard Connors, Howard Claeson, Michael Deery, Frederick Kruer, Francis Hunt, Charles Salerno, Richard Kenny, Henry Cordes, Joseph Rivera, Walter Stachowiak, Stanley Moesser, Alphonso Ferrer, William Winklarek, John Logan, Phillip Goodman, Eugene Cywinski, Martin Anderson, John Crimmins, William O'Hearn, Arthur Hanson, Raymond McCormick, Edwin Bird, Vincent Dooley, Bernard Kofsky, Thomas Regan, Jr., John Skinner, Michael Gribbins, Anthony Taranto, Milton Robinson, Adolph Jacob, John Dolan, Joseph Rimi, John Leonowich, David Mullen, John Supple, Alan Smithwick, Francis Hogan, James Nardella, Eugene Feeley, Steven Dubovsky, Charles Deith, Luke Casamassa, Kenneth McPoland, Salvatore Pascandola. 2,301 Arthur Kurz, Edward Barrett, John Crane, Stanley Olson, Harry Loring, Frank Sepp, Oscar Dieterich, Thomas Oberine, Gerald Schultz, John Greer, Joseph Russell, Jr., Kenneth Favreau, George Carson, John Kelly, Vic-

- tor Crozzoli, John Kiernan, Robert Devlin, Victor Ruggieri, Louis Foy, John McKeegan, William Linden, Robert Magan, Thomas Reid, Robert Talbot, Jr., Thomas Dillon, Edward Grace, Donald Mitchell, Joseph Holihan, Edward Foley, John Gillooly, Anthony Grieco, Alvin Perina, John Waters, Lawrence Gaffney, Kenneth Schneider, Joseph Lynch, Harry Winterling, John Callaghan, James McGivney, Aldo Gileno, William Ambrose, James McGrath, Martin Miller, Richard Mold, Paul Andricosky, John Schmuck, Peter Valenti, Michael Rafferty, William Libasci, Howard Fitzgerald.

- 2,351 Thomas Tilley, Joseph Galvin, Robert Salter, Jerome Craig, Thomas Colgan, James Wilson, Jr., Louis Culpepper, James Scalis, Martin Gavora, John Livingston, Walter Baldwin, James Cusick, Robert Lynch, Robert Jackson, John Luongo, Michael Ryan, Bradford Sherwood, Samuel Pike, William Iannone, Henry Eberle, Robert Harris, James Linekin, Jr., John Kane, Robert Kaiser, Harry Grimaldi, Henry Dolzonek, Adolph Koster, Henry Horner, King Fothergill, Jr., Francis Granton, James Stanley, Andrew Callahan, Frank Loverro, Frank Engel, John Barry, Clarence Kenison, Ralph Mazza, Jr., John Cregg, John McGowan, Arnold Nasta, Vincent Scalia, Emil Karich, Rene Lerolland, Thomas Johnston, Edwin Peters, James Lannon, Stanley Sternefeld, Edward Hensworth, Pasquale Sessa, Gerard Lannon.

(Continued next week)

Complete study books for Junior Professional Assistant, Junior Management Assistant and Junior Agricultural Assistant have been prepared by the Arco Editorial Board. Copies are available at The Leader Book Store, 97 Duane Street, New York 7, N. Y. The price is \$2.

Dr. Theodore Weiss, executive secretary, New York Psychiatric Advancement Committee, and Senior Psychiatrist in the prison ward of Bellevue Hospital, confined his speech to the need for more adequate public psychiatric service. He mentioned low salaries and pitifully small staff, in spite of the growing roster of psychiatric patients. When asked if he objected to

Word for Psychiatrists

Sydenham Employees To Be Covered-in The NYC Civil Service Commission will consider a resolution to cover the employees of Sydenham Hospital into the competitive and non-competitive classes, as soon as the legal aspects of taking over the privately-owned hospital are completed. The Board of Estimate voted pay for the present employees, now actually City employees on a provisional basis, commensurate with going rates in City service. This meant raises of from about \$150 to more than \$400. The titles and new pay are Hospital Helper, \$1,680; Attendant, \$1,740; Registered Nurse, \$2,400, and Practical Nurse, \$1,800. The City has been running the hospital on a temporary basis since last March. The covering-in, it is expected, will benefit employees who have been working for the hospital for at least a year prior to acquisition by the City.

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Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 20th day of September 1949, at half-past ten o'clock in the forenoon of that day, why the account of proceeds of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. In Testimony Whereof We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, HONORABLE GEORGE FRANKENTHALER, a Surrogate of our said County, at the County of New York, the 22nd day of July in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court

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NEW YORK CITY NEWS

15 AFL Unions Laud O'Dwyer Career-Pay Study Call It a 'Desperately Needed' Advance

Fifteen American Federation of Labor unions have gone officially on record supporting the O'Dwyer Career and Salary study.

New York District Council No. 37, speaking at a hearing before Civil Service Commissioner Joseph A. McNamara and Assistant Budget Director Abraham D. Beame, last week made these points:

A Career and Salary study is desperately needed in NYC.

Mayor O'Dwyer's guarantees of safeguards can be accepted because the Mayor has done more than any of his predecessors for civil service employees.

The appointment of John T. DeGraff to conduct the study means that the ablest man in the United States has been found to do the job.

Departments Represented

District Council 37 represents employees in the following departments:

Borough President Queens, Courts, Board of Education, Board of Transportation, Department of Water Supply, Gas & Electricity, Public Works, Health, President Borough of Manhattan, Purchase, Housing and Buildings, Hospitals, Fire, Fordham Hospital, Sanitation and Finance.

The statement made by Henry Feinstein, president of the Council, follows:

"New York District Council together with its affiliated unions wholeheartedly endorse Mayor O'Dwyer's proposed Career-Pay Study, and in accordance with his request are submitting their recommendations for safeguards which thousands of employees affiliated with the District Council consider necessary for their protection.

Recommendations Listed

"1. We recommend that organization of the study shall provide

for the assignment of a technical director who shall be responsible for the full direction of a study which will individually classify every job, every employee and every function, with salary levels assigned to each new job title.

"2. We recommend and request the creation of a Board, to be composed of 9 members; 3 of whom shall represent the employees, 3 the public and 3 the Mayor and his administration, and to whom final decisions of the Technical Director shall be submitted for joint approval.

"3. We recommend the creation of a three member appeal board, one member of whom shall be a representative of the civil service employees involved.

present set-up.

"The Mayor, himself, gave best safeguard of all — no salary would be cut a single penny as a result of the reclassification.

"Too many employees appearing before these hearings have either misunderstood or deliberately misinterpreted the purpose of the hearings.

Why Council Favors Plan

"District Council No. 37 favors Mayor O'Dwyer's proposed Career-Pay Study because it offers only promise of equity among employees. Most of the confusion surrounding this problem has been generated by the United Public Workers, C. I. O.

Praises DeGraff

"We know that Mayor O'Dwyer gave the most careful thought to the Career and Salary Study before giving the decision on it. He knew that in order to bring down the accumulation of a half-century of injustices and crass classification that the country would have to have the best person in the United States to conduct it. Let it be said to the greatest credit that politics paid the slightest part in his decision. He looked for the ablest, and selected John T. DeGraff of Albany to perform the job.

"One has only to read the Federal Hamilton Law, which set up the State classification system which State Employees call the Magna Charta, to understand how wise a choice the Mayor made. The State law had been written by Mr. DeGraff.

"Mr. DeGraff has suffered an ashamed attack based on absolute falsehoods. His background for this task is great, not only because of the depth of his knowledge and accomplishments, but because through the years he has shown himself to be a true friend of the public employee. It is pertinent to enter into the record of these hearings the facts about Mr. DeGraff and the reasons for our confidence in him as the Mayor's choice.

DeGraff's Career Cited

"He is Secretary of the State Board of Law Examiners, one of the most distinguished positions of its kind. He is a Phi Beta Kappa scholar, and was named one man in his law school class. In 1936 Mr. DeGraff drafted a bill inaugurating the 8 hour day in State Institutions thereby ending the sweat shop conditions which existed before that time.

"Mr. DeGraff fought for a long time and finally had written into the law measures giving the Civil Service Commission the power to review dismissal cases on appeal of employees. He fought for and obtained a law extending unemployment insurance coverage to State employees and, more recently extending unemployment insurance coverage on an optional basis to employees of cities and counties. He has done more to improve the retirement system of the State than any other single individual. He negotiated emergency compensation requirements in the State.

"He drafted laws governing overtime payment for overtime work and establishment of a 40 hour week and a 37 1/2 hour week in the State services.

"In 1947 he was one of the chief fighters against the O'Don-Wadlin Anti-Strike Law which law passed despite his position and ours.

"He has worked consistently for a program of labor relations machinery and received a commendation from Governor Dewey that such machinery would be set up by Executive Order.

"Mayor O'Dwyer made a wise decision in selecting Mr. DeGraff and we heartily approve his selection and promise our complete cooperation."

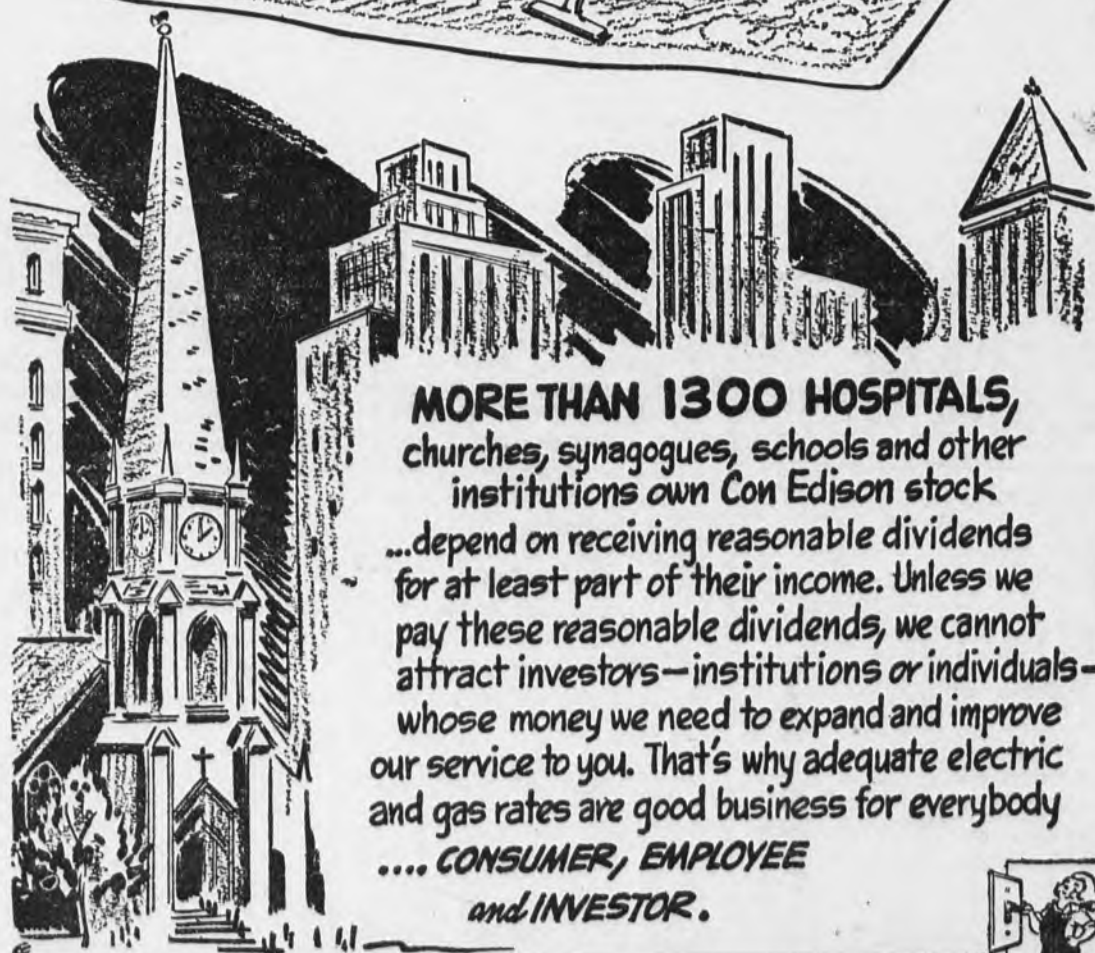
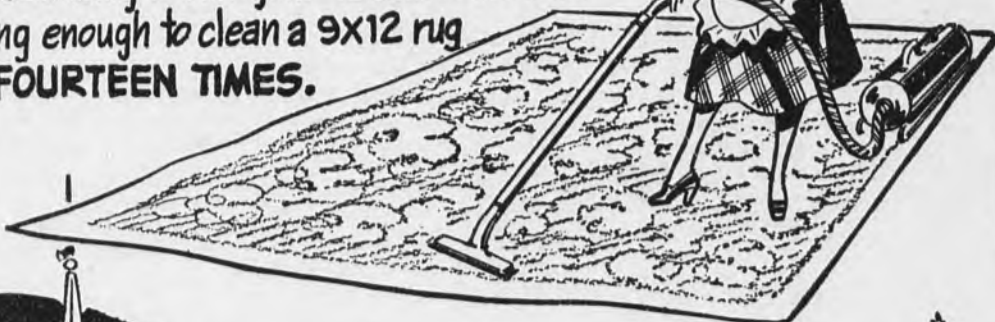
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