

FULL TEXT OF REPORT THAT RAISES PAY OF 100,000 EMPLOYEES IN NYC

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Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. 8—No. 16 Tuesday, December 31, 1946 Price Five Cents

Preview of Exam For U. S. Clerk

See Page 9

APPLICATIONS OPEN FOR PATROLMAN JOB AT \$400 MORE PAY

Congress Worries Federal Workers

Special to The LEADER

WASHINGTON, Dec. 31.—Federal economy, as a policy of the incoming Congress, is bound to affect U. S. employees, especially as Republicans who will hold key committee places are openly economy-minded.

The employee organizations have made a study of probabilities and recognize that they will be kept steadily busy trying to prevent the enactment of measures that would be injurious to government operations and the morale of employees. They realize that reductions in force will take place, but they want these restricted to the minimum and based on rational appraisals.

The committee situation is as follows:

Representative John Taber will be Chairman of the House Appropriations Committee, a key spot, and he seeks reduction of the Federal rolls by 1,000,000 more employees.

Senator Joseph H. Ball, of Minnesota, will be an influential member, if not chairman, of the Senate Appropriations Committee. He is co-author of the no-strike rider in appropriations made by the last Congress.

Representative Clare Hoffman, of Michigan, probably will head the House Committee on Expenditures in the Executive Department. He has been strict-economy-minded for a long time, and openly so.

While Senator Harry Flood Byrd, of Virginia, being a Democrat, will lose the chairmanship of the Committee on Non-Essential Federal Expenditures, his presence will be felt as a member, and besides he shares the economy view of Republicans expected to be on the Committee. Nobody is out front yet for the chairmanship.

Of the House and the Senate
(Continued on Page 7)

Strong State Assn. Drive Is on For Local Employee Members

ALBANY, Dec. 31.—The Civil Service Employees Association, Inc., now fully launched as a State-wide civil service employee group and accepting in its membership workers in State, county, city, town, village and district units, is already engaged in a vigorous campaign to carry out the objectives of the association "to extend the principle of merit and fitness in public employment and to advance the interests of civil service employees everywhere throughout the State."

Throughout the months following a meeting on June 11, 1946, when delegates from many county and city groups met at the DeWitt Clinton Hotel, cited the great need for an independent association of public workers and expressed complete confidence in the type of organization exemplified in the Association of State Civil Service Employees, the members of the

State Association discussed earnestly the expansion which is now a fact. Delegates took action at two important meetings of the State Association, held on June 25 and October 15.

New Members Welcome

With the approval of reorganization of the State Association by

the Board of Standards and Appeals of the Labor Department and the incorporation under the new name, Association headquarters has moved rapidly to perfect the machinery to inform civil service employees of 57 counties, 60 cities, 625 incorporated villages,
(Continued on Page 3)

U. S. Mail Handler Exam Opened for NYC Jobs

A U. S. examination for Mail Handler in the five boroughs of NYC, including also Far Rockaway and the Jamaica section, is now open and closes on Wednesday, January 8. It will be for present and future vacancies. Salary is from \$2,000 to \$2,500, with the \$100 increase a year after the first year and the 10 per cent night differential.

The age limit is from 18 to 62, except for veterans. Three months'

Merit Award Board Announces Its Rules

ALBANY, Dec. 31.—The State Merit Award Board today announced its rules.

Chairman Clifford C. Shoro gave a brief history of merit awards in private and public employ, including the Harold J. Fisher Memorial Award, for which The LEADER donates trophies.

[Complete rules in next week's LEADER.]

experience in manual work involving and sustaining physical effort are required.

Applicants must be able to read and write the English language and must be capable of lifting 100 pounds.

Applicants must live in the area covered, unless they are now employed in post offices in those areas. The same rule applies to other examinations, for Substitute Clerk-Carrier, same filing period, announced at the same time, for Long Island localities. Residence in the locality is imperative, excepting for present employees.

Manhattan and Bronx candidates can apply at 641 Washington Street, Manhattan, and those outside that area at their local post office.

The Substitute Clerk-Carrier exam (including Special Delivery Messenger) is for Amityville,

More State News

PP. 2, 3, 4, 6, 16.

Written Test to Be Held Early In March

The period for the receipt of applications for the position of Patrolman (P.D.) has been reopened by NYC. Candidates may apply now and until 4 p.m. on Monday, January 13, at the Civil Service Commission, 96 Duane Street, NYC.

The pay offered is higher by \$400 a year, because of the raise voted by the Board of Estimate. This cost-of-living bonus, added to the previous \$350, plus the \$2,150 base pay, brings the total to \$2,900 a year, or nearly \$56 a week.

Samuel H. Galston, in charge of the Civil Service Commissioner's Examining Division, estimated that the written test will be held by early March. The test would have been held in February, only the reopening required extension of the time by at least two weeks.

The Police Department is figuring on a quota of 20,000 Patrolman, which adds about 3,000 more jobs
(Continued on Page 8)

Patrolwoman Test Expected in Spring

The examination for the position of Patrolwoman, ordered by the NYC Civil Service Commission on October 29, last, will be held as soon as possible, the Commission said, but there has been no change in the exam status since that date.

Other examinations are taking up the Commission's full time, particularly Patrolman (P.D.), for which applications are now being received, and investigations of eligibles, such as Fireman eligibles.

The Patrolwoman exam, it was said, probably would not be held until the Spring.

Health Inspector Exam to Be Rushed

Commissioner Joseph A. McNamara has requested speedy action on holding the NYC written examination for Health Inspector. The Civil Service Commission is expected to announce the date any day now.

24 Canal Employees Win Prizes

Salary Bonuses Given For Excellent Locks

Special to The LEADER
 ALBANY, Dec. 31—The New York State Department of Public Works rewarded 24 employees engaged in operation and maintenance of the three locks chosen as prize winners in a 1946 competition. Cash awards in the form of salary bonuses, totaling close to \$1,000, are made to employees directly engaged in the maintenance of the prize-winning locks.

The locks on the Barge Canal System to which prizes were awarded for the 1946 season were announced today by Vibert L. Ostrander, Superintendent of Operation and Maintenance of the Department, as follows:

First Prize—Lock 10, Erie Canal, Cranesville, Montgomery County.

Second Prize—Lock 23, Erie Canal, Brewerton, Onondaga County.

Third Prize—Lock 11, Erie Canal, Amsterdam, Montgomery County.

Individual Winners

Individuals who will share in the prize awards include:

Lock 10, Erie—T. H. Veditz, Chief Lock Operator; E. D. Evans, F. T. Lusso, J. B. Lockwood (deceased), Charles E. Ryan, Canal Structure Operators; W. C. Stearns, Canal Structure Operator (Relief); L. R. Buchanan, W. L. Beyer, J. Farrell, E. W. Ryer, J. A. Zawisza, Canal Helpers.

Lock 23, Erie—C. D. Bumpus, Chief Lock Operator; U. S. Burton, W. Boughton, Canal Structure Operators; L. Russell, Canal Structure Operator (Relief); Wm. Moorhead, Canal Helper.

Lock 11, Erie—Wm. Waterman, Chief Lock Operator; R. O. Richter, E. W. Gardinier, Canal Structure Operators; W. C. Stearns, Canal Structure Operator (Relief); J. P. Miller, K. L. Gardinier, R. Russo, I. J. Collins, Jr., Canal Helpers.

Decision by Committee

These awards are based on fre-

quent inspections of the locks by a special committee headed by Fred R. Lindsey, Assistant Superintendent of Operation and Maintenance of the State Department of Public Works. Inspections are made to determine the ability of the employees and their efficiency in maintaining and operating locks and other general equipment. A keen rivalry exists among lock crews and as a result the general conditions were found to be so excellent that awards were determined by small fractions, with less than one-quarter of a per cent separating the first three winners.

In commenting on the condition of the canal system Mr. Lindsey said that "all canal locks were in excellent condition." He further said the 1946 inspections revealed that electrical equipment had the "highest insulation rating in thirty years."

"I was particularly pleased with conditions on the entire system," he added. "The men who are employed on the locks on the Barge Canal System are doing an excellent job."

Mr. Ostrander joined with him in extending congratulations to the canal employees for the high degree of efficiency noted during 1946.

Honorable Mention

While cash awards are distributed only to crews on the three prize-winning locks, employees on the locks having the next ten highest ratings are given honorable mention. The locks given honorable mention awards for 1946 were:

Lock 2, Champlain Canal, Mechanicville; Lock 15, Erie Canal, Fort Plain; Lock 4, Champlain Canal, Stillwater; Lock 9, Champlain Canal, Smiths Basin; Lock 16, Erie Canal, Mindenville; Lock 24, Erie Canal, Baldwinsville; Lock 8, Erie Canal, Scotia; Lock 99, Erie Canal, Rotterdam; Lock 20, Erie Canal, Whitesboro; Lock 1, Champlain Canal, Waterford.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Court Determines Salary Rights on Reinstatement After Ordinary Disability

Competitive class employees who are laid off because of curtailment of work or funds are entitled to have their names placed on preferred eligible lists for reinstatement to the same or similar positions. This is in accordance with Section 31 of the Civil Service Law. Such section, however, fails to specify the salary at which the reinstatement is to be made. This is left for another section—Section 31-b.

Section 31-b provides that an employee reinstated from a preferred list to the same or to a similar position shall receive at least the same salary such employee was receiving at the time of separation from the service. Thus, a State employee who was laid off after his salary had reached the Feld-Hamilton maximum would not, on reinstatement from the preferred list, be obligated to start again at the minimum salary.

The provisions of Section 31-b of the Civil Service Law are couched in such broad language that it has been urged that they should not be deemed confined only to eligible lists established as the result of a lay-off. More specifically, a New York City employee has urged that Section 31-b applies to the reinstatement of an employee found able to return to work after disability retirement. His case reached the Appellate Division of the Supreme Court. The recent decision of such court, in his case, is applicable to the State as well as to the City civil service, because of the similarity of the reinstatement-after-disability-retirement provisions applicable to each.

Factors in the Case

The City employee involved had been retired on an ordinary disability after many years service as an auto engineman. In accordance with the appropriate retirement law provisions, he was apparently later examined and found able to engage in gainful occupation and his name was certified to the city civil service commissioner. The Commission placed his name on a preferred list for appointment to position for which qualified, of a salary grade not exceeding that from which he was last retired. His reinstatement from such list to the position of auto engineman was made at a salary of about \$800 less than what he was earning at the time of retirement. Part of the difference was made up by the retirement system. The employee accordingly brought suit to obtain a salary equal to what he earned at the time of retirement, plus whatever salary increments were earned since his reinstatement, and for accumulated arrears based on such salary.

The Courts' Decisions

The Court at Special Term dismissed the employee's petition on the ground that the provisions of Section 31-b apply only in cases of reinstatement after a lay-off following abolition of a position in accordance with Section 31 of the Civil Service Law.

On appeal to the Appellate Division the lower court's decision was reversed. The higher court stated:

"It would seem unreasonable, in view of the object of Section 31-b and the broad language used therein, to ascribe to the Legislature an intention to limit the section to cases arising under Sec-

tion 31, merely because of the position and the numbering of the sections. The purpose of the Legislature in adopting Section 31-b apparently was to assure an employee who was separated from the civil service without fault that upon reinstatement to the same or a similar position from a preferred list he would receive at least his former pay. There would appear to be no sufficient reason for the assumption that the Legislature intended to discriminate in this regard between those separated from service by reason of abolition of their positions and those separated because of ordinary disability. Both events are equally fortuitous.

Basis for Conclusions

Pointing out that the pension provisions are designed to protect the retirement system, where a pensioner retired for ordinary disability has a limited earning capacity, by reducing the amount of pension, such provisions do not specify the salary to which a reinstated pensioner is entitled. The only statute dealing with the salary to be paid a former employee reinstated to his old position is Section 31-b of the Civil Service Law. Both this and the retirement statute can be given full force if the latter law is confined to cases where an employee who has been retired for disability may not be able to do his former work, or is unable to find a vacancy in his former position. Where, however, such employee is reinstated from a preferred list to his former or a similar position, he should, this court felt, receive the protection afforded by Section 31-b of the Civil Service Law. On this basis, an employee restored to his former position would be restored to membership in the retirement system at once. Otherwise he would have to wait until his salary reached the amount upon which his retirement allowance was based.

There being no budgetary deficiency involved in the petitioner's case that might limit his right to arrears, the court ordered a trial to determine the amount due, with consideration to be given to the payments received from the pension fund.

Case May Be Appealed

Inasmuch as one of the justices dissented, the City may appeal the case to the Court of Appeals as a matter of right. (Steward v. O'Dwyer, 12-18-46 N. Y. L. J., 116.)

STATE ELIGIBLES

- OPEN-COMPETITIVE**
- Senior Laboratory Technician, Biochemistry
 Veteran
 1 K. Schreiber, NYC..... 76898
 Registrar, Education Department
 Veterans
 1 Kenneth Doran, Valatie..... 84878
 2 R. Dyerburdon, Buffalo..... 79050
 3 Ralph Marks, NYC..... 78059
 4 G. Silverberg, Bklyn..... 77975
 5 Arthur Wellins, Bklyn..... 76809
 Non-Veterans
 6 Ailea Reid, New Plats..... 90559
 7 M. McLaughlin, Plattsburg..... 88509
 8 Ruth Hendes, Oneonta..... 89509
 9 Thos. P. Fallon, Albany..... 85625
 10 Annie Aikin, Syracuse..... 83159
 11 Mary C. May, Ayon..... 83125
 12 Helen Huff, Buffalo..... 82409
 13 Clara Bauer, Buffalo..... 73025
 14 Mary Hulse, Buffalo..... 70009
- Bottling Plant, Assistant Foreman,
 Conservation Department
 1 Robt. J. Mann, Saratoga..... 94104
 Correctional Institution, Vocational
 Instructor, Auto Mechanic
 Disabled Veteran
 1 Lawrence Diccold, NYC..... 84009
 Veterans
 2 Joseph Lipssett, Walkill..... 97009
 3 W. Preisinger, Monticello..... 90009
 4 Robert Gray, Horseheads..... 85009
 5 Ernest W. Davis, Napanoch..... 78009
 6 Chas. McQuillan, Wadswa..... 82009
 7 Julius Cherny, Wadswa..... 77009
 8 John Knapp, Corning..... 75009
 Non-Veterans
 9 Raymond Donnelly, Varysburg..... 97009
 10 Laurence McIntyre, Potsdam..... 90009
 11 Thomas Barkley, Woodbourne..... 84009
 12 Isadore Bernstein, Bklyn..... 81009
 13 James Hewitt, Elmira..... 78009
 14 William Roy, Astoria..... 78009
 15 James Mahoney, W. Brighton..... 77009
 16 John D. Amico, Attica..... 76009
 17 Frederick Eck, Napanoch..... 75009
 18 Alex J. Pula, Sheepshead Bay..... 75009
- PROMOTION**
- Erie County
 Veterans
 1 Etta M. Zimmerly, Buffalo..... 91483
 2 Harry Parker, Buffalo..... 89831
 3 Grant Scott, Buffalo..... 88418
 4 Carlton Hannet, Williamsvl..... 87179
 Non-Veterans
 5 Loraine Zimmer, Buffalo..... 94334
 6 Arda Loughlin, Kenmore..... 92154
 7 John A. Neil, Buffalo..... 91619
 8 George Grossmann, Buffalo..... 89218
 9 Clara Emiller, Buffalo..... 88903
 10 Aida Fufia..... 88213
 11 Harry A. Seely, Buffalo..... 88168
 12 Florence Gaston, Buffalo..... 86974
 13 Wm. H. Malseed, Buffalo..... 86874
 14 Marie Andros, Hamburg..... 86536
 15 Norman Frank, Buffalo..... 86479
 16 Agnes Jones, Buffalo..... 86334
 17 Ellen Scott, Buffalo..... 84936
 18 Anne Cullen, Buffalo..... 84794
 19 Nina Boshat, Buffalo..... 84794
 20 Ethel Warner, Buffalo..... 82761
- Residence Investigator, Department Public
 Welfare, Westchester County
 Non-Veteran
 1 Elizabeth Holmes, Valhalla..... 85689
 Junior Administrative Assistant,
 Workman's Compensation Board,
 Labor Department
 Veteran
 1 Sidney Frost, Bronx..... 79357
 Non-Veterans
 2 Theodore Nocerino, NYC..... 86612
 3 Harold Walbauer, Hollis..... 85228
 4 Arthur Rush, Bklyn..... 83447

Results Are Analyzed In Chest X-Ray Report

Special to The LEADER
 ALBANY, Dec. 31—Shadowx indicating active tuberculosis were found in three-tenths of one per cent of the free chest X-ray examination of State employees in Albany.

In reporting on the x-raying of State workers, Dr. Robert E. Plunkett, head of the State Tuberculosis Control program, said that with few exceptions, these cases of tuberculosis were newly discovered and that each one will have opportunity for necessary medical supervision or treatment. This illustrates, he said, the value of this type of case-finding, made possible under the expanded New York State Tuberculosis Control program.

About 1 per cent additional x-ray films were interpreted as

showing evidence of apparently cured tuberculosis. These cases will be checked periodically.

In other employees, x-ray examinations brought to light diseases of the chest other than tuberculosis of which four were suggestive of tumors of the lung.

X-rays of those in whom disease of the chest was discovered have been referred to family physicians, and the employees themselves have been advised to visit their physicians for consultation and advice.

Dr. Plunkett commented that it is apparent that New York State's contribution to the personal health of its employees is of value not only to those in whom disease was found but also to those who know that at present they are free from any type of lung infection detectable by x-ray.

WESTERN ASSOCIATION FORMED BY EMPLOYEES OF ARMORIES

Special to The LEADER
 BUFFALO, Dec. 31—Armory employees from Buffalo, Niagara Falls, Tonawanda, Dunkirk, Jamestown and Olean met at the 65th Armory and formed the Western New York Armory Employees Association to be affiliated with the Buffalo Chapter of the Civil Service Employees Association. The following officers were elected:

President, George Leber, Tonawanda Armory; Vice-president, Joseph Shuart, 174th Armory, Buffalo; Treasurer, Milton Klein, Delavan Avenue Armory, Buffalo; Secretary, Joseph F. Kenney, 174th Armory, Buffalo, and Sergeant-at-Arms, Robert Brennisson, Naval Militia, Buffalo.

Mr. Leber appointed the Superintendent of each Armory in the area as a member of the Legislative Committee, and George Lund, Edward Then and Thomas Lanagan, all of the 65th Armory, Buffalo, as a committee to draw up by-laws for the association. These committees were directed to submit a report to the Association at its next meeting at the Tonawanda Armory, Tonawanda, at 8 p. m. on January 23.

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Culyer to Visit Local Employees Who Are Seeking Membership In Enlarged Civil Service Assn.

(Continued from Page 1)

933 townships and thousands of districts throughout the State that they are welcome to membership and to active participation in the program to improve the salaries and other employment practices throughout public service in New York State.

Dr. Frank L. Tolman, President of the Association, State Director of Adult Education, member of the Merit Award Board and a former member of the State Salary Standardization Board, has already announced the appointment of Charles R. Culyer, formerly a manager of a metropolitan State Unemployment Insurance Office, and formerly President of the NYC Chapter of the Association, as Field Representative to care for municipal organization activities.

Culyer's Plans

Mr. Culyer plans to visit every part of the State and to confer with presently organized groups of civil service employees and with the scores of other municipal workers who have expressed a desire to join in a strong single, statewide association devoted strictly to improvement of the civil service and the welfare of civil service employees.

Mr. Culyer will assist in the organization of the county chapters which form the County Division of the Association and through which appeals to the common councils and officials of cities, the boards of supervisors and officials of counties, and the governing bodies of towns, villages and districts with reference to all employment problems, will be made. The term "County Chapter" refers to area only, as all cities, towns, villages and districts within a county will be members of the County Chapter with full representation in the County Division. In some instances several counties may form a single "County Chapter."

The need for strength in numbers in an area to carry on successfully a progressive program for improvement of employment practices in local governments is apparent and it is intended that each county unit will be strong in numbers and in leadership and resources.

First Destinations

The Westchester County Competitive Civil Service Association,

Inc., was the first presently-organized group to take official action to become a part of the Civil Service Employees Association, Inc. This group totals some 1,500 civil service employees. It has made great strides in improving employment conditions in Westchester County and sees the opportunity in a strong, state-wide group of public employees in promoting better public service and better employment conditions generally.

Groups in the counties of Erie, Onondaga, Orange, Suffolk and Rockland and other units of local government have already been formed by local leaders who were awaiting the opening up of membership in the State Association. Now the opportunity exists. These communities will be the first to be visited by Mr. Culyer and other representatives of the Association.

It is intended that every public official and every civil service employee in every political subdivision of the State will be thoroughly informed as to the aims and purposes of the Association

Booklet Tells All of Services State Renders

Special to The LEADER

ALBANY, Dec. 31.—As part of its community development program, the State Department of Commerce has begun distribution of "A Guide to State Services," Commissioner M. P. Catherwood announced today. The 130-page booklet, first such State compilation, lists in detail and fully indexes the many services available to communities and public and private agencies through the 19 Departments and several commissions of New York State government.

A foreword to the booklet was written by Governor Dewey.

The services listed and described in the booklet range from the State highway, police, health and conservation activities to more recently instituted services such as airport planning, business aid of the State Department of Commerce and the work of the State Youth Commission.

within as short a time as possible.

The officials of the Civil Service Employees Association, Inc., believe that it offers all civil service employees of the State and its sub-divisions the first opportunity they have had since the merit system was written into the State Constitution in 1894 to enroll in a democratic organization devoted to the upbuilding of public service and the welfare of public employees. The officers and committees and delegates of the Association are unpaid and will be chosen by public workers on all levels of government.

Statement by Dr. Tolman

"Every public worker whether he be employed by the State, county, city, town, village or district is interested in seeing the merit system fairly and fully applied, and in upholding the dignity of the civil service worker and making possible his enjoyment of the best possible living standards," says President Tolman.

"Every civil service employee in State service and in the service of the political sub-divisions is interested in the State's retirement system and in the same civil service laws relating to tenure and career service."

It is this common interest that gives rise to optimism of officials of the Association that the enthusiastic support thus far shown for a single, state-wide public employee group will develop into a membership support of 150,000 to 200,000.

The present membership of the State Association of 30,000, through its more than 70 chapter organizations in State service, will lend aid in making known the facts. The record of accomplishment of the State group over 36 years of organized effort lends tremendous prestige and influence to the new organization.

Association Headquarters will remain in Albany, and Mr. Culyer will be located there for the present. Other members of the headquarters staff include Joseph D. Lochner, Business Secretary; William F. McDonough, a former member of the State Classification Board, Executive Secretary; Laurence J. Hollister, Field Representative; John T. DeGraff, Counsel, and John Holt-Harris, Assistant Counsel.

The State Employee

By Dr. Frank L. Tolman

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



ANNUS MIRABILIS

1947 is a year of destiny. It may be a year of promise and of performance beyond any recent year or it may be just another year or it may be a year of unparalleled disaster. The result is up to all of us.

Will 1947 be the beginning of real and lasting peace for the world? Will industrial peace and good will be reestablished in our own country? Will we start on the road ahead which leads to plenty and higher general standards of living, or will selfishness and ignorance force us back to unnecessary poverty and narrow living?

Will Government seek to promote the common welfare, to serve all the people, to interpret and to find the way to satisfy the deepest needs and desires of the people? Will Government seek the promised land or will it be content to wander longer in the wilderness of obscurantism, of outworn political dogmas, of ancient outmoded customs and cowardly reactions?

Government Must Keep Things Moving

Government is a great traffic policeman. It has the primary function of keeping things moving, in preserving order and promoting progress. Government can only do this when it does not take sides with any group and against any groups. One-way traffic is always slow and inefficient. Broad many-lane highways to maximum general well being are our present need.

It is not always easy for the public or even the public employee to understand the importance of his or her job in government.

As Comptroller Frank C. Moore stated in a chat with the winners of the Harold J. Fisher Merit Award: "State employees are the Government." The people judge their government by the way State employees act and behave. If we are polite and pleasant in our contacts with John Q. Citizen, they think of the State government as friendly and interested. If we show knowledge and intelligence, they think of the State as able and informed. If we are arbitrary and opinionated, they judge the State to be bureaucratic and authoritarian.

The First Obligation of an Employee

The first obligation of every State employee is to do his particular job well. In this way, he not only renders better service to the people, he makes his job ever bigger and more important. He will be ready for the bigger job when opportunity knocks.

The State employee expects a fair deal from his employer, the State, and from the people he serves. His most potent argument is the importance of the job he is doing. He hopes for a prosperous and happy New Year for everyone in New York including all public employees.

DPUI Name Simplified To 'Employment Security'

As another step in carrying out his policy of simplification of organization and terminology in the State Department of Labor, State Industrial Commissioner Edward Corsi has announced that effective January 1, the Department's Division of Placement and Unemployment Insurance will be known as the Division of Employment Security.

"The new name is just as descriptive of the Division's operations as the old," he said, "and will be easier for the public and the administration."

At the same time, Mr. Corsi said, the name of the Division's Bureau of Tax and Wage Records will be shortened to Bureau of Taxation. Names of the Bureaus of Claims, General Administration and Research and Statistics will be unchanged. The placement service, recently returned to the State by the federal government, will become the Bureau of Employment, but its field offices will be identified to the public as New York State Employment Service. Field offices of the Claims Bureau will be identified as New York State Unemployment Insurance offices.

Southern Conference Organizes; Six Chapters Join, More to Come; MacDonald Permanent Chairman

Special to The LEADER

BEACON, Dec. 31.—The new Southern Conference of Chapters of the Civil Service Employees Association got started into action with six charter Chapters, more expressing desire to join, and with Francis A. MacDonald, President of the Warwick Chapter, as Per-

manent Chairman. He had been Temporary Chairman and has been an outstanding leader in the formation of the Conference, now the third one of the possible five allowed by the Association constitution.

The Six Chapters

Besides Warwick the Chapters are Rockland State Hospital, Palisades Interstate Park, Wall-

kill Prison, Matteawan State Hospital and Wassaic State School.

Employees of the N. Y. State Bridge Authority Chapter expressed a desire to join up as soon as their charter is approved by the Civil Service Employees Association.

List of Officers

Besides Chairman MacDonald the newly elected officers are Fred Seminara, President, Rockland State Hospital, Vice-chairman; Angelo J. Donato, President, Palisades Interstate Park (Bear Mountain) Chapter, Treasurer; Adeline Foley, Wassaic State School Chapter, and Secretary.

Committee Heads

The committee chairmanships follow:

Harry J. Phillips, Legislative; Charles Scanlon, Grievance, and Miss Nellie Innocent, Auditing.

Invitations have been received to attend the meeting of the Western Conference at Buffalo on Saturday, January 25.

Nellie Innocent, President of the Wassaic State School Chapter, invited the Conference to hold its next meeting, scheduled for February, at Wassaic.

Started with Enthusiasm

The Conference was enthusiastically approved at a meeting in Albany last October, when Mr. MacDonald was elected Temporary Chairman. Its charter was approved later by the State Association. Now that organization is complete, the Conference plans lustrous activity for '47 and the years thereafter. But the integrated program will stress gains deemed imperative in '47.

LEGISLATOR WANTS WARWICK TO BE MADE A VET HOSPITAL

Special to The LEADER

ALBANY, Dec. 31.—Incensed over the commitment of a youthful player to Warwick State School in Orange County, Assemblyman Wilson C. Van Duzer said he is going to seek legislation to convert the institution to a general hospital for war veterans.

Mr. Van Duzer, who lives in the county, said he has asked Attorney General Nathaniel Goldstein whether the New York City judge who sentenced the youth had a right to send him to Warwick school, which is administered by the social welfare department.

"The recent commitment by a metropolitan judge to Warwick State School of a young man who fatally stabbed another has thoroughly aroused the people in my district, who have suffered severely from depredations of the inmates of this school," said the

Assemblyman. "The guards and keepers are not allowed to carry clubs and the inmates leave almost at will and when they get out commit all sorts of crimes."

Will Introduce Bill

"I have in my possession a letter from an officer veteran who is highly indignant at this latest extra hazard imposed upon the people living in the vicinity of the school. He seriously questions the right of a judge to commit such a person to an institution which imposes no restraint upon its inmates leaving at will."

Assemblyman Van Duzer also said he is launching a campaign to organize veterans to work for the conversion of the Warwick School into a veterans general hospital, which would automatically cause the charges to be sent to other places of confinement.

"I shall introduce a bill to accomplish this purpose, as soon as the 1947 session of the legislature convenes," he said.

Progress Report on Exams

ALBANY, Dec. 31—The State Department of Civil Service issued a report on the progress of State examinations, as given below. If an examination in which you are interested was previously reported, and is not reported now it means that no change has taken place since the previous report, or that the eligible list has been issued.

Open-competitive

Senior Inspector of Penal Institutions, Correction: 29 candidates, held April 27, 1946. Training and experience to be rated.

Stenographer, State Departments and Institutions: 2,367 candidates, held June 29, 1946. Rating of the written examination is in progress. Administration of performance test is in progress.

Typist, State Departments and Institutions: 3,735 candidates, held June 29, 1946. Administration of performance test is in progress.

Assistant Hydraulic Engineer, Department of Public Works: 7 candidates, held September 21, 1946. Rating of written exam is completed. Clerical work is in progress.

Assistant Hydro-Electric Operator, Department of Public Works: 6 candidates, held September 21, 1946. Rating of written exam is in progress.

Assistant Plumbing Engineer, Department of Public Works: 11 candidates, held September 21, 1946. Rating of training and experience is in progress.

Bank Examiner, Statewide: 90 candidates, held September 21, 1946. Rating of written exam is completed. Clerical work is in progress.

Custodian of Buildings and Grounds, Education Department, State College at Plattsburgh: 58 candidates, held September 21, 1946. Rating of written examination is completed. Clerical work is in progress. Rating of training and experience is in progress.

Registrar, Department of Education: 46 candidates, held September 21, 1946. This examination has gone to the Administrative Department for Printing.

Supervisor of Vocational Rehabilitation, Education Department: 50 candidates, held September 21, 1946. Rating of the written examination is completed. Training and experience to be rated. Interviews to be held.

Telephone Inspector, Public Service: 24 candidates, held September 21, 1946. Rating of the written examination is completed.

Rating of training and experience is in progress.

Promotion

Senior Civil Engineer (Design), Department of Public Works: 22 candidates, held July 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Junior Administrative Assistant, Labor, Workmen's Compensation Board: 10 candidates, held September 21, 1946. Rating of written examination is completed.

Senior Account Clerk, Health Department: 20 candidates, held September 21, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Account Clerk, Health: 20 candidates, held September 21, 1946. Rating of written examination completed. Rating of training and experience is completed. Waiting for Service Record Ratings.

Assistant Manhattan District Supervisor, Department of Taxation and Finance: held November 16, 1946. Rating of the written examination is in progress.

Assistant Supervisor of Industrial Inspection, Department of Labor: 57 candidates, held November 6, 1946. Rating has not been started.

Canal Section Superintendent, Department of Public Works: 8 candidates. Rating of the examination is in progress.

Head Hearing Stenographer, Department of Labor, Workmen's Compensation Board, New York Office: 19 candidates, held November 16, 1946. Rating of the written examination has not yet been started.

Junior Bacteriologist, Department of Health: 9 candidates, held November 16, 1946. Rating of the written examination is in progress.

Principal Account Clerk, Department of Health: 11 candidates, held November 16, 1946. Rating schedule being prepared.

Principal File Clerk, Department of Correction: 9 candidates, held November 16, 1946. Rating has not been started.

Principal Stenographer, Department of Taxation and Finance: 32 candidates, held November 16, 1946. Rating of written examination not yet started.

Senior Account Clerk, Department of Taxation and Finance, Corporation Tax Bureau: 17 can-

didates, held November 16, 1946. Rating schedule being prepared.

Senior Clerk, Department of Public Works: held November 16, 1946: 107 candidates. Rating schedule being prepared.

Senior Clerk, Department of Taxation and Finance: 644 candidates, held November 16, 1946. Rating schedule is being prepared.

Senior Statistics Clerk, Department of Labor, New York Office: 16 candidates, held November 16, 1946. Rating has not been started.

Supervising Bank Examiner, Department of Banking: 22 candidates, held November 16, 1946. Rating of the written examination is in progress.

Supervisor of Industrial Inspection, Department of Labor: 45 candidates, held Nov. 16, 1946. Rating has not been started.

Associate Civil Engineer (Field), Department of Public Works: 51 candidates, held April 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Engineering Aid, Department of Public Works: 69 candidates, held April 27, 1946. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work is in progress.

Junior Civil Engineer (Design), Department of Public Works: 18 candidates, held May 18, 1946. Rating schedule completed. Written examination is completed. Training and experience is completed. Clerical work is in progress.

Junior Civil Engineer (Field), Department of Public Works: 273 candidates, held May 25, 1946. Rating of the written examination is in progress.

Junior Civil Engineer (Field), Department of Public Works: 41 candidates, held May 25, 1946. Rating of the written examination is in progress.

Senior Civil Engineer (Field), Department of Public Works: 121 candidates, held May 25, 1946. Rating of the written examination has not been started.

Assistant Civil Engineer (Field), Department of Public Works: 171 candidates, held June 8, 1946. Rating of the written examination is in progress.

Assistant Civil Engineer (Field), Department of Public Works: 220 candidates, held June 8, 1946. Rating of the written examination is in progress.

Senior Draftsman, Department of Public Works: 11 candidates, held June 8, 1946. Rating of the written examination is completed. Training and experience is completed. Clerical work is in progress.

Staff Attendant, Department of Mental Hygiene: approximately 1,400 candidates, held June 22, 1946. Rating of the written examination is completed. Rating of seniority is completed. Rating of training and experience is completed. Clerical work is in progress.

Associate Civil Engineer (Design), Department of Public Works: 12 candidates, held July 13, 1946. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work is in progress.

Associate Compensation Claims Examiner, The State Insurance Fund: 16 candidates, held July 27, 1946. Rating of the written examination is in progress.

Clerk, Grade 4, Office of the County Clerk, Kings County: 22 candidates, held July 27, 1946. Examination completed. Rating for training and experience in progress.

Clerk, Grade 5, Kings County Clerk's Office: 11 candidates, held July 27, 1946. Written examination completed. Rating for training and experience in progress.

Clerk, Grade 7, Kings County Clerk's Office: 11 candidates, held July 27, 1946. Rating for written examination completed. Rating for training and experience in progress.

Senior Compensation Claims Examiner, The State Insurance Fund, New York Office: 31 candidates, held July 27, 1946. Rating of written examination completed. Interviews to be held.

Senior Compensation Claims Examiner, The State Insurance Fund, Upstate Offices: 15 candidates, held July 27, 1946. Rating of written examination completed. Interviews to be held.

Stationary Engineer, Department of Mental Hygiene (Institutions): 126 candidates, held July 27, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Assistant Unemployment Insurance Claims Examiner, DPUI: 491 candidates, held July 27, 1946. Rating of the written examination is in progress.

Senior Unemployment Insurance Claims Examiner, DPUI: 200 candidates, held July 27, 1946. Rating of the written examination is in progress.

Assistant Compensation Reviewing Examiner, Department of Labor, Workmen's Compensation Board: 15 candidates, held September 21, 1946. Rating of the written examination is in progress.

Associate Accountant and Contract Utility Accountant, Grade 5, Public Service Commission: 15 candidates, held September 21, 1946. Rating of the written examination is in progress.

Clerk, Grade B, Kings County Supreme Court: 39 candidates, held September 21, 1946. Rating of the written examination is in progress.

Junior Compensation Reviewing Examiner, Labor, Workmen's Compensation Board: 31 candidates, held September 21, 1946. Rating of the written examination is in progress.

Principal Stenographer, Social Welfare: 32 candidates, held September 21, 1946. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work in progress.

Senior Account Clerk, Department of Audit and Control, Bureau of Accounts: 32 candidates, held September 21, 1946. Rating of the written examination is completed. Rating of training and experience is in progress.

Senior Office Machine Operator (Key Punch), Audit and Control, Employees Retirement System: 15 candidates, held September 21, 1946. Rating of the written examination is in progress.

Senior Office Machine Operator (Key Punch), Audit and Control, Bureau of Office Audits: 10 candidates, held September 21, 1946. Rating of the written examination is in progress.

Senior Office Machine Operator (Tabulating), Audit and Control, Bureau of Office Audits: 10 candidates, held September 21, 1946. Rating of the written examination is in progress.

Senior Office Machine Operator (Tabulating), Audit and Control, Retirement System: 11 candidates, held September 21, 1946. Rating of the written examination is in progress.

Senior Office Machine Operator (Tabulating), DPUI: 30 candidates, held September 21, 1946. Rating of the written examination is in progress.

Unemployment Insurance Manager, DPUI: 86 candidates, held September 21, 1946. Rating of the written examination is in progress.

Estate Tax Examiner, Department of Taxation and Finance: 45 candidates, held May 25, 1946. Rating of the written examination is in progress.

Assistant Corporation Examiner, Department of State: 12 candidates, held September 21, 1946. Rating of experience and training is in progress.

Clerk, Grade B, Kings County Supreme Court: 39 candidates, held September 21, 1946. Rating of the written examination is in progress.

Senior Engineering Aid, Department of Commerce: 20 candidates, held September 21, 1946. Rating of the written examination is completed. Pending establishment of veterans' claim for preference.

Parole Officer, Executive Department: 357 candidates, held April 27, 1946. Rating of the written examination is completed. Interviews in progress. Clerical work to be done.

Senior State Publicity Agent, Commerce: 22 candidates, held April 27, 1946. This examination has been completed. Gone to Administrative Division for printing.

Where and How to Apply For Lifetime Positions

FEDERAL

Obtain the official notice of examination and the application blank or blanks, at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. File with the Commission at the same address, unless otherwise directed in the examination notice. Applications may be obtained and filed by mail, but time is lost in waiting for a mailed application. Go to Room 119 unless otherwise stated.

Federal Veteran Preference

All veterans who apply for Federal examinations are entitled to preference, consisting in general of 10 points extra for a disabled veteran and 5 points for a non-disabled veteran. Moreover, in addition, veterans disabled 10 per cent or more may have past exams opened to them.

In the examination, the earned points and premium points are added, and if the total is a passing mark the disabled veteran goes to the top of the list; the non-disabled does not. The non-disabled takes precedence only over a non-veteran of equal total score. For scientific and professional jobs paying \$3,000 or more the veterans get their extra points, but the disabled do not go to the top of the list.

N. Y. STATE

When writing for application form, specify both number and title of position, and enclose a 3 1/2 x 9-inch or larger self-addressed return envelope bearing 6 cents postage. In submitting filled-in applications, enclose required fee.

Examinations for entrance into the State service are being held regularly on a considerable scale. Applications should be obtained from and filed with the State Civil Service Commission, Alfred E. Smith State Office Building, Albany 1, N. Y., or at the Commission's NYC office at 80 Centre Street, New York 13, N. Y.

Veteran Preference

Veterans of any war on any list will receive preference: 1, disabled veterans go to the top of the list in their order of relative standing; 2, non-disabled veterans come next, in the same relative order. But all veterans must first pass the exam. There are no point credits.

NYC

Applications are obtainable at and should be filed with the Municipal Civil Service Commission at 96 Duane Street, New York 7, N. Y. Applications ordinarily may be obtained and filed by mail, but time is saved in getting the application blanks at the Application Bureau at that address. Information may be obtained by telephoning COortlandt 7-8880.

Veteran Preference

Same as for N. Y. State. [Above places to apply will hold unless otherwise stated in notices of examinations, or listing, which appear in *The LEADER*, see p. 16].

NEED CASH?



Sometimes it is good business to borrow. If you need a new refrigerator, washing machine, radio, etc., and you don't have the ready cash for it, why not discuss it with us? You will be pleased by the friendly and helpful service we offer. Usually no co-signers needed.

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PERSONAL LOAN DEPARTMENT—MEIrose 5-6900

BRONX COUNTY TRUST COMPANY

NINE CONVENIENT OFFICES

MAIN OFFICE: THIRD AVENUE AT 146th STREET

THIRD AVE. E. TREMONT AVE. E. TREMONT AVE. FORGHAN ROAD
 AT 179th ST. AT 180th ST. AT 181st ST. AT 182nd ST.
 THIRD AVE. GREEN AVE. 5th STREET HUGH GRANT CIRCLE
 AT 183rd ST. AT 184th ST. AT 185th ST. AT 186th ST.

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Be prepared for next year's Christmas shopping season... save the planned Christmas Club way... it's so easy... so "painless".

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 50¢ Weekly provides \$ 25.
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 MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

Text of Committee's Pay Report to O'Dwyer; Recommendations Adopted As of Jan. 1

The full text of the report of Mayor O'Dwyer's Special Committee on Salary Adjustments, of which Budget Director Thomas J. Patterson is Chairman, is given first newspaper publication in The LEADER today. The Committee recommended \$32,250,000 in additional cost-of-living bonuses to 96,871 employees, ranging from \$400 a year for Police, Firemen and many Sanitation Men, to \$60 for Institutional Workers, depending on the difference between what raise the Institutional Work- previously got, and \$300. The Board of Estimate, on motion of Mayor O'Dwyer at a special meeting, voted the recommended increases effective January 1.

Text of Report

The report follows: On October 17, 1946, you issued memorandum number 13 relative to requests for general salary adjustments for city employee groups predicated on the rise in the cost of living. You created a special committee consisting of the undersigned to study the question of a general overall salary adjustment. Individual requests for merit increases were to be submitted to the Budget Director as heretofore.

Your committee requested the executive heads of the various city departments to submit a report containing their ideas of the type of overall adjustment and the amounts they deemed necessary to meet the requirements of their departments. It was also requested that availability of funds within existing appropriations be stated in order that the additional required amount might be determined.

Representatives of all interested employee groups were invited to attend before the committee on schedule dates. We also solicited their suggestions as to additional sources of revenue or any economies which could be effected which would help finance any plan eventually adopted.

Committee Hearings

From November 26, 1946 until December 6, the committee sat almost daily and heard representatives of various employee groups. Full opportunity was granted for free expression. Representatives of the Press attended all hearings. The employee's representatives were most cooperative and the hearings were conducted in the friendliest fashion. Several newspapers commented editorially on the lack of irresponsible talk and personal abuse even though some of the demands were considered extravagant. The Committee at this time expresses its appreciation to the City employees and the representatives for their manifestation of patience and understanding and for their wholehearted cooperation with us in this most difficult task.

Analysis of Requests

Suggestions were received from all department heads. These suggestions and the requests from employees' organizations were submitted to the staff of the Bureau of the Budget for analysis. This analysis indicates that all the suggestions fell principally in the category of lump sum increases ranging from \$300 to \$600 and percentages to 35 per cent. Almost all the requests were to the effect that such increases granted should be by way of increases in the basic salary rather than by way of cost of living salary adjustment. Suggestions of additional revenues and economies were not material.

What City Has Done

Since the present administration has taken office, the City will have provided approximately \$56,900,000 for the adjustment of employees' salaries as follows:

Cost of Living Salary Adjustments included in current budgets	\$3,200,000
Salary adjustments included in the current budget	8,200,000
Salary Increases for Teachers, approved since July 1, 1946	9,250,000
Nurses and related titles—salary increases and establishment of 40-hour week	4,000,000
Additional cost of living salary adjustment herein recommended	32,250,000
Total	\$56,900,000

Patrolman Gets Record Number of Names on Petition

In the joint drive by the Police and Fire Department organizations for pay increases, the fire-fighters were given the assignment of getting signed petitions in their spare time, the police to induce citizens to write letters to Mayor O'Dwyer and the Board of Estimate.

Traffic Patrolman Raymond J. Thorp walked into the headquarters of the Uniformed Firemen's Association, accompanied by President Raymond A. Donovan of the PBA, and dropped a paper some 14 feet long on the desk of John P. Crane, the fire-fighters' President. This set a record to date. The roll contained 758 signatures to petitions.

OPTION TO DISABLED VETS

The Civil Service Commission grants an option to disabled veteran Probationary Patrolmen to retain their pension for nervousness under 10 per cent and be relieved from active duty or try to get it cancelled and remain on the force.

Florence Shientag to Be Heard Thursday on 'Hi! Jinx' Program



FLORENCE SHIENTAG, Assistant U. S. Attorney, goes on the "Hi, Jinx!" program Thursday

Mrs. Florence Shientag, only woman to serve as a prosecuting attorney in the Criminal Division of the office of the Assistant U. S. Attorney, will be the guest of the CIVIL SERVICE LEADER on the "Hi! Jinx" program over WNBC on Thursday morning, January 2, at 8:30 o'clock.

Jinx Falkenburg, actress and model, and her husband, Tex McCrary, former Chief Editorial Writer of the New York Daily Mirror and Executive Editor of The American Mercury, co-stars of the program, will interview Mrs. Shientag about her activities as a woman "crime buster."

The LEADER will continue to present guests from the city, State, and Federal services Thursday mornings on the "Hi! Jinx" program. Suggestions for future guests should be addressed to Herbert M. Friedland, care of The LEADER, 97 Duane Street, New York 7, N. Y.

Application from Fielding Benjamin Fielding, the last

previous LEADER guest on the program, wrote to Jerry Finkelstein, publisher of The LEADER: "Dear Jerry:

"It was thoughtful of you to ask me to appear on the 'Hi! Jinx' program and I appreciate your courtesy indeed very much. "I think that it will be a service to the City of New York to have this unique opportunity to participate on a program of this nature.

"With best personal regards,
"Faithfully yours,
"BENJAMIN FIELDING,
"Commissioner."

Army-Navy Union In Fire Dept. Elects Edwards Commander

The NYC Fire Department Garrison No. 4100 of the Army and Navy Union, U.S.A., has elected for the second year in succession, a World War II veteran.

The new Commander for 1947 is Claude B. Edwards of Engine Co. 32, who served with the U.S. Marine Corps.

Following are the newly-elected officers of the Garrison: Commander, Mr. Edwards; Senior Vice Commander, Edward Thompson; Junior Vice Commander, John Hobbs; Adjutant, Reuben Timmins; Judge Advocate, Matthew Garity; Paymaster, Edward Howarth; Chaplain, Edward Stevens; Historian, Henry Weisberger; Officer of the Watch, Joseph Hoffman; Officer of the Day, Vincent Lally; Patriotic Instructor, Lawrence Gorden; Service Officer, Walter Percy, and Publicity Officer, Robert C. Krach.

Crane Cites 1,867 NYC Firemen Injured on Duty During '46

By JOHN P. CRANE
President, Uniformed Firemen's Association

Trained manpower, as well as modern equipment, is responsible for the efficiency of the New York City Fire Department, as demonstrated at recent large fires, and in the rescue work performed at the disastrous tenement house collapse early last Thursday morning.

No matter how advanced fire-fighting equipment and technique may be, manpower is basically the foundation stone of any system of fire engineering. It follows, of course, that an organization such as the New York Fire Department, in order to maintain a high efficiency, must have personnel that is as courageous as it is skillful. Recent fires have demonstrated such courage. The annual loss of life among firemen and the high rate of injury also constitute indisputable proof of this.

In 1945, there were 3,410 fires in the five boroughs of New York City; 12,634 false alarms and 4,237 unnecessary alarms, totalling 50,281 separate operations. During the first half of 1946 there were 23,484 fires, 6,300 false alarms and 1,965 unnecessary alarms, a total of 31,749 separate operations.

How Brunt Is Borne

The extent to which the brunt of fighting these fires was borne by the uniformed personnel of the

Department is indicated by the following figures:

In 1945, 12 firemen lost their lives in line of duty and 1,852 suffered injuries. In 1946, from January 1 to December 12, inclusive, 1,867 firemen were injured. The death of Fireman Frank Moorehead, Jr., of Hook and Ladder 93, in the collapse of the roof of the Knickerbocker Ice Co. plant, which preceded the collapse of the adjoining tenement at Amsterdam Avenue and 184th Street, brought the loss of life for 1946 to a total of four.

So far this year, December has been the hardest month on the City's fire-fighters with an average of five men a day being hospitalized for injuries suffered at fires or while responding to alarms. A total of 60 firemen received injuries so far this month.

First Award for Fatalities

Until this year, no posthumous awards were made to firemen who lost their lives in line of duty. In June, 1946, the Uniformed Firemen's Association instituted the Fireman's Medal of Supreme Sacrifice, which was presented to the nearest of kin of the 12 firemen who died in line of duty last year. The presentations were made by Mayor William O'Dwyer during the ceremonies in City Hall Plaza on June 5, 1946.

Awards to the four men who lost their lives this year will be made at the 1947 Fire Department Memorial Day ceremonies.

The Uniformed Firemen's Association conducted special services for Fireman Moorehead at the Walter B. Cooke Funeral Home, 165 East Tremont Avenue, the Bronx, on Sunday night. Funeral services with honors given a Deputy Chief were held on Monday for Fireman Moorehead, with a requiem mass in the R. C. Church of Our Lady of Mercy, 2492 Marion Avenue, the Bronx, at 10 a.m.

UFOA to Install Three Board Members Jan. 7

The Uniformed Fire Officers Association, Local 854 (AFL), will hold its regular meeting on Tuesday evening, January 7, at 8 p.m., in the Hotel Martinique.

Magistrate Edward A. Thompson, former Lieutenant in the Fire Department, will be the guest of honor. He will act as presiding officer at the installation of Bat-

tallon Chief Joseph Rooney, of the 4th Battalion, Capt. Frederick Muesle of Engine 219, and Lieutenant John Dalton, of Engine 63, as Executive Board members for a three-year term.

A report will be made on activities of the Association in its work for a pay raise in conjunction with the Police and Uniformed Fire Associations.

CAUTION PATROLMAN CANDIDATES

Fifty-five out of a group of 140 candidates called for the Fireman's medical were rejected. Some of the failures, and all of the disappointment could have been avoided by an early medical examination and proper remedial follow-up treatment. You may have a minor condition which if uncorrected may cause you to be rejected. See your doctor now.

LAST CALL

All supplies of leaflets for Patrolman candidates will be exhausted by the time this appears. All requests received up to December 31 will be filled.

ANNOUNCING FIREMEN'S COURSES

Morning, Afternoon, Evening
Complete Mental and Physical Preparation
Plus Full Year of Privileges
DAILY — START FEBRUARY 17
9 A.M. to 3 P.M. or 1 P.M. to 6 P.M.
25 Hours Per Week

Veterans taking these courses are eligible for full subsistence
EVENINGS — START FEBRUARY 18
Tuesday, Thursday 6:30 - 8:30

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

APPLY NOW CIVIL SERVICE ASPIRANTS

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Start Jan. 16. ONE NIGHT PER WEEK FOR 12 WEEKS
Thursday 6:15 - 8:15

CIVICS — CITY, State, U. S.
Start Jan. 16. ONE NIGHT PER WEEK FOR 12 WEEKS
Thursday 8:15 - 10:15

GENERAL MATHEMATICS — Start January 21
One Night Per Week for 12 Weeks — Tuesday, 6:15 - 8:15

CIVIL SERVICE INSTITUTE YMCA SCHOOLS

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A THOUGHT FOR THE WEEK

SUCCESS at first doth many times undo at last.
—Venning.



Civil Service LEADER

Eighth Year

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

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TUESDAY, DECEMBER 31, 1946

State-City Pensions And Social Security

THE trustees and administrators of the State and City pension systems are either circumspectly cool or openly opposed to the introduction of the principles of Social Security into the public employee retirement systems. They and the lesser retirement income of Social Security, compared to plans based on average length of member-service and public employee salary.

The proponents of the Social Security principle of enhanced retirement income for both short service period and low-pay and the advocates of a minimum retirement income address themselves to the same problem. In fact, it is always the same problem for the mass of all employees—retirement income not large enough to enable retirement soon enough. It is a problem present under the Social Security system, with its practice of mild redistribution of wealth, as well as under the actuarial public employee pension system linearly based on earnings and length of service.

Employees in the low pay brackets would not mind gaining benefits from those in the upper brackets, but those in the upper brackets, if given a voice, would certainly object. It is difficult to superimpose the Social Security theory of social need upon a system based on what was earned, and for how long.

NYC System More Liberal

The NYC Retirement System, and some of the other plans effective in NYC, represent solid benefits that, if they are to be increased, would involve relatively large extra contributions by employees. On the other hand, the State Retirement System should offer an age-55, 30-year-service, half-pay plan, cost shared equally by employer and employee, and should offer the option of additional annuity purchasable with up to 50 per cent of normal contribution. These would, in a measure, bring the State's system up to the liberal status of the NYC system.

Employees are beginning to recognize the need of adequate provision for the future. They are not looking for a handout, merely for a better break. This they deserve. It is hoped that the State Legislature, about to meet, will enact the necessary laws to effectuate pension liberalization at least to this extent.

Civil Service Shares Top Radio Program

EVERY Thursday at 8 a. m., on the "Hi! Jinx" program over the National Broadcasting Company's network, The LEADER, by special arrangement with Jinx Falkenburg and Tex McCrary, the designers, executors and stars, presents a guest who discusses civil service topics. This chatty additional to the No. 1 morning program gives listeners an opportunity to get an intimate insight into the workings of government, its colorful moments of humor and drama. Interesting personalities, whether top-ranking Commissioner or sewer laborer, bring to the audience facts and sidelights not otherwise obtainable. The innovation makes mighty fascinating listening, and it has become a fitting part of an already notable program. If you've heard the program, you know. If you haven't heard it—are one of the small minority—tune it in, to your benefit. Hear Assistant U. S. Attorney Florence Shientag on Thursday, Jan. 2.

VETS IN FEDERAL EMPLOY NEARLY DOUBLED IN YEAR

Special to The LEADER

WASHINGTON, Dec. 31—About 825,100 veterans were employed in the Federal government in the continental United States at the end of September, the U. S. Civil Service Commission announced today. The veterans comprised 38 per cent of the 2,154,100 civilian employees now in government agencies.

A year previously there were 464,300 veterans employed, representing 18 per cent of the 2,613,400 Federal workers at that time.

Until August and September of this year, the Federal government had for over two years employed an increasing number of veterans in each successive month. At the same time, non-veteran employees were being reduced in number. This opposing trend results from the fact that ex-service men and women are given preference both in filling Federal jobs and in retention under reduction-in-force programs.

The peak number of veterans on the Federal payroll was 836,500 in July this year.

Merit Woman



ADELE R. SHERMAN

WITH a liberal arts education, what does one do when seeking to enter public service as an employee of government, where possession of education and training in specialties is so strongly stressed? This problem confronted Adele R. Sherman. Now she is Personnel Assistant of the Port of New York Authority, and doing an outstanding job.

Her solution is not to be so particular about the type of job that you can get in government as to preclude you from getting any. The important thing is to get started. Then, by diligence and competence, make your value felt. It may be that you'll next go into some field of government work more to your liking, or obtain an opportunity for further specialized study, as she did, and then, with concentration on a specialty, improve your opportunities to be of value to the employer.

Miss Sherman was at the University of Michigan. About midway through college, she began wondering what might be a useful career for a young woman whose main asset was a familiarity with eighteenth-century literature. She tried her hand at social work at the Henry Street Settlement, and, more by accident than design, obtained her first job in public service—running the training film library at the NYC Division of War Training, and subsequently doing research and preparing training manuals at the Division.

Won Fellowship

In 1944, already possessing a degree, she was awarded a fellowship at the National Training School for Public Service in Detroit, which offered a 12-month program of graduate study in public administration. She was a member of the first group to be trained at this institution. Half of her time was devoted to intensive lectures and study of government and administration, and the remainder to related field work. This gave her an opportunity to perform research on municipal problems at the Detroit Bureau of Governmental Research and to work as a technician at the Detroit Civil Service Commission.

For a little more than a year, she has been a Personnel Assistant at the Authority, where she is responsible to the Assistant Personnel Director for all phases of personnel management for clerical and professional employees. She finds her job particularly attractive because the number of Port Authority employees is small enough to permit the organization of the Personnel Office by types of positions serviced, rather than by specific personnel techniques performed. The technician can therefore develop an over-all experience in personnel administration.

"Personnel policies provide us with the incentive and the opportunity to develop an advanced merit system," she says, adding:

"I derive real satisfaction from my work and a conviction of being in the right field. The increasing functions of government and its larger influence on every citizen not only provide fine opportunities in public service but require and depend on managerial competency. I accept that as a challenge and responsibility."

Miss Sherman was born in Albany, her recreations are opera and literature, and she is engaged to Leigh Hebb, Municipal Analyst, formerly with the NYC Civil Service Commission. They met two years ago in Detroit as public service trainees.

Don't Repeat This!

INSIDERS predict failure for John L. Lewis' attempt to lure transit workers into District 50, UMW. The TWU isn't worried. . . . Seems too bad that that vet hospital with two swimming pools is now occupied by bed-ridden cases who can't make use of them. . . . Watch for a drive (which won't succeed) to reduce the fare on the NYC 5th Avenue busses from a dime to a nickel, now that they are single-decker and handled by one man. . . . Real estate all over Manhattan is due to boom because of the coming of UN to the East Side. . . . Former Albany prober George Monaghan succeeds Alex Dreiband as head of DA Hogan's Rackets Bureau. Lou Forer quits D.A.'s office soon.

epidemic of stomach disorders in southeast Manhattan. Nothing wrong with the water supply. . . . Ray Donovan, soon to be a LEADER guest on the popular "Hi! Jinx" radio program, can appear in such promotional activities without departmental approval so long as he is introduced as head of the PBA and not as a Patrolman.

Further local political repercussions are expected from that case of the fixer accused of filching more than \$12,000 from NYC temporary patrolmen on the promise of making their jobs permanent. . . . U. S. Civil Service Commissioner Frances Perkins is pushing for all sorts of safeguards to protect Federal employees from excesses by the new committee set up by President Truman to investigate loyalty. . . . Tony Mazzulo, on Dewey's staff prior to war service, in which he made an outstanding record in the Navy, is slated for a top State post. . . . Mayor O'Dwyer's overcrowded offices are spilling into the city court house next door to City Hall.

Discrimination charges are going the rounds about the Personnel Section of Branch 2, Veterans Administration. . . . A play, movie, and book are being prepared from Richard Revere's recent four-part New Yorker profile of Hummel and Howe, ace criminal lawyers of another age. . . . The Health Department is puzzled by a minor

Labor Contracts And Right to Strike

By H. Eliot Kaplan

Executive Secretary, National Civil Service League

WITH an increasing number of strikes against governmental agencies, dramatically emphasized by the threat of a subway strike in New York City, it is no wonder that the American Municipal Association, composed of city officials throughout the country, recently adopted a resolution advocating legislation prohibiting strikes of public employees.

Fortunately, most public administrators are aware of their responsibilities both to their subordinates and to the public. Likewise, most of the leaders of public employee organizations recognize their responsibilities to the public and have practiced commendable restraint in handling disputes between their members and the agencies in which they are employed. In general, the public has been sympathetic with just demands and grievances of the workers who carry on the day-to-day duties of keeping our public services running, and have been anxious to see that they get a square deal.

Opinions on Right to Strike

It is natural that the flood of strikes and threats of strikes has focused public attention on one dramatic question of public employer-employee relations. The overwhelming opinion of public officials, from the late President Roosevelt down the line, and from the courts, which have been called on to pass on concrete cases, from the average citizen and even the average public employee, has been that a strike against the government cannot be condoned. Some State courts have upheld the dismissal of civil service employees who have participated in strikes. Several of the larger organizations of civil service employees have included no-strike clauses in their constitutions or have publicly declared strikes to be against their policy. It has not, however, restrained some of the local units in some of the organizations from striking.

In its recent report, the Committee on Public Employer-Employee Relations of the National Civil Service League summed up what seems to be the view of the majority—that it is the duty of the State to avoid unfavorable conditions of public employment and provide adequate machinery for the prevention or removal of employment problems at their source. Even if the State fails in that duty it still remains the obligation of its employees to limit the presentation of their cases to peaceable methods. A strike in government is not a strike against a "boss," against the owner of a factory; it is a strike against the public, which is the "boss" of the department head and the subordinate employee alike.

Closed Shop

Another issue often raised is whether the closed or union shop in government can be tolerated. The plain trend of recent judicial decisions is that neither plan can be; that by the very nature of our system of government, public employees cannot claim the same privilege that is granted in private industry in this respect.

Practical as well as legalistic reasons are clearly visible for the denial of the closed or union shop to public employees.

What about collective bargaining? Exclusive collective bargaining as practiced in private industry is not essential in the public service because the conditions differ widely from those in private industry and the relationships between workers and employers are not analogous. It is not desirable because representatives of the people, even in their relations with their subordinates, must always be responsible to the people. Like the closed shop, exclusive collective bargaining could conceivably perpetuate any organization having that right, as the ally of a particular party or faction in power and enable it to exercise perpetual domination and intimidation.

Acceptable Negotiation

If by "collective bargaining" one means negotiation between administrators and representatives of accredited employee organizations, that would be acceptable and would be helpful to both parties. A wise administrator would, of course, give particular heed to the suggestions and recommendations of the organization representing the majority of the employees. Adherence to democratic principles, however, demands that the minority also be given an opportunity to be heard.

Should a government agency make a formal contract with an employee organization? The degree of freedom which a government unit has in making any contractual arrangement, whether formal or informal, must depend upon the amount of administrative discretion permitted by law. Most areas of employment may be considered almost entirely outside the range of discretionary decisions by department heads, for the conditions and terms are fixed by law or appropriation.

Congress to Weigh U. S. Jobs

The Swift Courier

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

Between the passage of the United States Civil Service Retirement Act in 1920, and the Social Security Law in 1935, certain changes in the concepts of the obligations of society have taken place. While these changes, one of which deals with the welfare of widows, were embodied in the Social Security Law, no revisions have been made, to date, in the Retirement Act to bring this older statute in line with these changes.

President Harry B. Mitchell of the U. S. Civil Service Commission, has stated that "the Commission has expressed approval of proposals to amend the Federal Retirement law to make some provision for surviving dependents of deceased Federal employees or annuitants."

Mr. Mitchell explains that this is because "of the additional cost and the opinion that such an amendment would result in loss to the government of the services of some employees whose age and experience has resulted in increasing the value of their services."

At this point, he regrets the very principles that have created the concepts of retirement. In other words, let's keep the age high, so that very few will live to retire.

The pension deduction, when the retirement act was enacted, was 2 1/2 per cent. Today it is 5 per cent, a 100 per cent increase. The salary was then \$1,800 per annum. Today, it is \$3,100. In dollar and cents, the overall average increase has been 200 per cent. However, since there has been no increase in annuity since 1929, the Joint Conference of Affiliated Postal Employees advocates that, in all justice, those employees now due to retire should have their pensions increased, and the age of retirement lowered for all.

Certainly, if retirement is to be realized, the age of retirement should be within the reach of the greater majority, and the annuities adjusted according to present-day salaries and needs. Only then will these Federal employees be able to enjoy some portion of their retirement in economic independence, rather than that the age be fixed so high that they die with their boots on.

U. S. REPORTS ON SHIFT IN EMPLOYMENT

Special to The LEADER

WASHINGTON, Dec. 31.—During September the number of persons added to pay rolls of Federal agencies was the smallest for any month since before the war, the U. S. Civil Service Commission reported. In the same month about 157,000 employees were separated from full-time positions throughout the continental United States. This number was more than twice the number (77,200) added. Of the 2,154,100 Federal civilian workers in the continental United States at the end of September, approximately 1,904,300, or 88 per cent, were employed in full-time positions.

Reduction Figures

A net reduction of 495,000 full-time employees between September, 1945 and September, 1946 has been accomplished with a considerable turnover of personnel. During this period more persons have been separated from full-time service each month than were hired, with the exception of one month. During this twelve-month period after V-J Day, for every 100 employees on the Federal payroll, the various Federal agencies separated an average of 7 persons per month, at the same time that an average of 5 persons were hired.

The accession rate of 4 per cent for September, 1946, was below that of any month during the past year. The separation rate for September, 1946, was 8 per cent, the highest since October, 1945.

EMPLOYEES GIRDING FOR A STIFF FIGHT

(Continued from Page 1)

Civil Service Committees, the House group probably will be headed by Edward Rees, of Kansas, while the Senate group's chairmanship is still in the air. To the foregoing six committees add the Committee on Un-American Activities. This will continue to scan the public payroll along familiar lines.

These seven committees combine to constitute a problem for employee organizations.

In addition, the following members are reported chosen for President Truman's commission to investigate alleged disloyalty among Government employees:

A. Devitt Vanech, Department of Justice, chairman; Under Secretary John L. Sullivan, Navy; Under Secretary Kenneth C. Royall, War; Assistant Secretary Donald S. Russell, State; Assistant Secretary Edward H. Foley, Jr., Treasury; Harry B. Mitchell, President, Civil Service Commission.

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VA Day by Day

Quite a number of staffers came under the jurisdiction of the 346 Broadway Office in NYC. . . Adjudicators working at 2 Park Avenue received notices of termination. . . The Veterans Administration is expanding, yet terminations continue!

Memos are directed by Supervisors to higher authorities without the staffer knowing it. These may serve to bar the employee from consideration for higher grades. . . A pamphlet recently distributed by the VA to the employees cites that there "will be like punishments for like violations. However, those who are in "favor" of the particular Supervisor or Chief get away with almost anything. A case involving a number of employees who were placed in an unfavorable light by an ex-officer Supervisor is being checked by NYC and Washington

officials as well as service organizations.

"My check is late." "My pension check its wrong." "My subsistence didn't come through." These complaints are not rare.

Your correspondent noted some staffers while at "work" were busy standing around one another's desk, some were polishing nails in their desk-drawers; others were chatting merrily over their desks, munching candy.

Of course, this reporter doesn't advocate having personnel treated like erring children, but, it would be wise for the Supervisors to inform their staff of the importance of prompt checks to the veterans.

This week's orchid for outstanding understanding and aid to staffers goes to a Chief who has long been held in high esteem by his fellow-employee for his fairness and wanting to go over and beyond to prove of aid—Joseph

O'Hern, former Manager of the 2 Wall Street Office, who is now with the Branch Office of the U.S. Veterans Administration, assisting the Deputy Administrator, Col. Page. Mr. O'Hern is a LEADER merit man (June, 1945).



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NURSE AND ATTENDANT JOBS OFFERED BY MINNEAPOLIS

Special to The LEADER

MINNEAPOLIS, Dec. 31.—Three examinations were opened today, without residence requirements, hence open to residents of New York and New Jersey, as well as of other States. Non-resident appointees must become Minneapolis residents within five months. The positions are Psychiatric Ward Attendant, \$185 to \$215 a month; School Nurse, \$160 to \$225, and Ward Charge Nurse, \$185 to \$199. The closing date for receipt of filled-in applications is Monday, January 6, for Psychiatric Ward Attendant; Thursday, January 16, for School Nurse and Ward Charge Nurse. Official blanks must be used. Apply to Civil Service Commission, Room 109, City Hall, Minneapolis, Minn. Postmarks of closing dates suffice. Requirements follow:

Psychiatric Ward Nurse—Open to men who have reached their 21st but not their 56th birthday. Applicants must have completed either the eighth grade with at least three years of successful experience in attending mentally ill patients or high school with at least six months of successful experience in attending mentally ill patients. Qualifying education and experience must be verifiable and

clearly indicated on application form.

School Nurse—A degree from a recognized college or university, with a major in public health nursing. Applicants must not have reached their 41st birthday by January 16. Evidence of meeting the educational requirements should be presented at the time of filing application.

Ward Charge Nurse — High school graduation or its educational equivalent, graduation from an accredited school of nursing; a minimum of at least six months of successful practical experience as a Graduate Floor Duty Nurse; or at least two years of college education including one year of specialized training in the field of nursing. Evidence of graduation must be submitted at the time of filing application. Pursuant to the laws of Minnesota, nurses must be registered in Minnesota and have their licenses renewed annually. Registration may be by passing the Minnesota State Board examination or registering by reciprocity. Evidence of such registration must be presented at the time of filing application or within a reasonable specified period of time in order to remain on the eligible list or to retain position if already employed.

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Follow The LEADER
For Civil Service News

Medical-Physical In NYC Patrolman Exam

The NYC medical and physical requirements in both the Patrolman and Fireman examinations are the same, excepting that the minimum height for Patrolman is 5 feet 8 inches, while for Fireman is at 5 feet 6 1/2 inches, and Firemen must have both hands and all fingers normal, while Patrolmen must have at least one normal hand, and no impairment of thumb or index finger, on the other, and number of missing fingers is limited.

The medical requirements and the details of the competitive physical test, as officially issued by Frank A. Schaefer, Secretary of the Municipal Civil Service Commission, follow in full, especially important because the Patrolman examination, for which applications are now being received:

MEDICAL REQUIREMENTS

1. Height—Bare feet; not less than 5 feet 8 inches for Patrolman; 5 feet 6 1/2 for Fireman
2. Vision—Not less than 20/20 in each eye; no eyeglasses; read 4 of 8 letters.
3. Color Vision—Defective color perception must reject.
4. Teeth—No decayed teeth; missing teeth must be replaced except where space is too narrow or too inaccessible to reasonably require replacement.
5. Heart—The rate, rhythm and force of the heart action must be normal and the heart free from murmurs, enlargement or other abnormalities.
6. Blood Pressure—Systolic not less than 100 or greater than 140; diastolic, not greater than 90.
7. Lungs—No abnormality; must be free from any history of tuberculosis, asthma or chronic diseases of the lungs or bronchi; the upper air passage must be free from mechanical obstruction of chronic or acute inflammation; a proven history of hay fever or allergies must reject. (X-ray required before appointment.) In history cases the likelihood of perpetuation of the disease may enter into the medical examiner's determination.
8. Mental Abilities—Any candidate who cannot qualify before the psychiatrist or any candidate who has a mere history of confinement in an institution for mental illness must be rejected; a history of nervous disorder may reject.
9. Epilepsy—The mere history thereof must reject.
10. Acute Venereal Disease—Must reject. Wasserman Blood Tests required.
11. Hearing—Deafness in either ear, however slight, must reject; perforated ear drum and other abnormal ear conditions may reject.
12. Hands and Fingers—Fireman—Both hands and all fingers must be normal. Patrolman—One hand must be in perfect anatomical condition while the other hand must have no impairment of thumb or index finger. Concerning the 3rd, 4th and 5th fingers on an impaired hand, rejection must follow if any two of these are missing or if more than two of these fingers are impaired beyond two phalanges. In any case, regardless of the above, impaired grip must reject.
13. Feet and Toes—A defective foot or a functionally impaired foot must reject. Pronated arches, hammer toes, overriding toes, bunions will be considered in determining what constitutes an impaired or defective foot; the large toe and the 2nd and 3rd toes must be present to qualify.

OTHER CAUSES OF REJECTION

14. Hernia or Potential Hernia (wide rings).
15. Varicose Veins.
16. Varicocele.
17. Testicle defects (missing or undescended) may reject.
18. Hemorrhoids or any defect of the rectum or anus.
19. Pilonidal cyst.
20. Orchitis.
21. Ulcer or the proven history of gastro-intestinal ulcers.
22. Hydrocele.
23. Paralysis.
24. Spinal curvature.
25. Deformed chest.
26. Defective gait.
27. Impairment of arm or leg.
28. Skin disease.
29. Goitre.
30. Speech impediments.
31. Deformities of the mouth or lip.
32. Strabismus (cross-eye).
33. Over-weight.
34. Underweight.
35. Anemia or other blood diseases.
36. Pin-point pupils.
37. Enlarged glands.
38. Glycosuria (transient or intermittent).
39. Chronic catarrh or obstruction to free breathing.
40. Albuminuria.

41. The causes of rejection are not limited by the enumeration set forth above. The medical examiner may put any question, make any examination of the candidate and reject for any cause which in his opinion would impair health or usefulness.

COMPETITIVE PHYSICAL TEST

70 Per Cent Average Required.

Test 1—Strength—Dumbbell Test

A candidate by sheer muscular effort, one arm at a time, must raise dumbbells from a stop position at the shoulder to full arm vertical extension.

Regulations—(A) May use two hands to shoulder; (B) No leg assistance, no snapping or jerking of knees; (C) No drop-away lift, i.e., candidate is not allowed to drop away from under dumbbell while extending the arm and then to lift upward by straightening the torso; (D) 3 trials in each hand unless no weight has been lifted in which case a 4th trial with the 40 pound dumbbell only is allowed; (E) A trial shall consist of any single successful or unsuccessful effort to raise from shoulder.

Pounds	Per Cent
80-80	100
80-70	94
80-60	88
80-50	82
80-40	76
80-30	70
80-20	64
80-10	58
70-60	52
70-50	46
70-40	40
70-30	34
70-20	28
70-10	22
60-50	16
60-40	10
60-30	4
60-20	0
60-10	0
50-40	0
50-30	0
50-20	0
50-10	0
40-30	0
40-20	0
40-10	0
30-20	0
30-10	0
No weight	0

Test 2—Strength—Abdominal Barbell Lift

With his feet held down, while in a supine position, a candidate must assume a sitting position, carrying up a barbell behind his neck.

Regulations—3 trials, unless no weight has been lifted in which case a 4th trial with the 30-pound barbell only is allowed.

Pounds	Per Cent
70	100
65	95
60	90
55	85
50	80
45	75
40	70
35	65
30	60
No weight	0

Test 3—Strength—Pectoral Muscles

Candidate must be in supine position with one hand anchored to a handle at right angles. With the other arm straight, at right angles, he must lift a dumbbell to a vertical position. This operation must be repeated with the hands reversed.

Regulations—(A) Shoulder of arm lifting must remain on mat, allowing no rolling of torso; (B) Feet must be together; (C) Trials with each arm, unless no weight has been lifted in which case a 4th trial with the — pounds dumbbell only is allowed. (Weight of Dumbbells and Percentages will be announced as soon as possible.)

Test 4—Power—Standing Broad-Jump (Modified)

From a full squat position; weight forward, balanced on toes, and with finger tips under raised heels, candidate must jump forward after signal by examiner.

Regulations—(A) No preliminary motions are permitted in making jump such as swinging arms back or raising and then lowering the body before actual take-off; (B) The arms may be swung forward by swinging them from shoulder as forward jump is made; (C) 3 trials.

Test 5—Agility—Follow 3

Candidate must follow through on these series of consecutive events:—

- (A) Start. Supine position. Feet together and toward direction to run. Hands by sides in position of "attention." On signal "Go," given without preliminary warning, rise and.
- (B) Run 5 yards to a 6-foot wall and scale it.
- (C) Run 5 yards to a maze of obstacles and barriers. Dodge through them.
- (D) Run 5 yards to a tunnel 4 feet high, 4 feet wide, and 12 feet long. Proceed through it.
- (E) Run 5 yards to an 8-foot wall and scale it.
- (F) Run 5 yards to a 4 1/2-foot vault box and scale it.
- (G) Sprint all the way back to starting line.

Regulations—(A) 2 trials with an allowance of 3 minutes rest between; (B) Those who finish course are rated on time basis; (C) Those who cannot finish course within time limit will receive 5 per cent for finishing B (above); 10 per cent for C; 15 per cent for D; 30 per cent for E; 35 per cent for F; and 40 per cent for G.

(Times and Percentages will be announced as soon as possible.)

(Distances above subject to modification before final adoption.)

Test 6—Endurance—(Weight 3)

Candidate must stand at a starting line with a 75-pound pack (scrimmage dummy) on his shoulder and hold with both arms. On Signal, "Go," he will run along or around a 176-yard course.

Regulations—(A) 2 trials; (B) 15 minutes rest allowed between trials. (Times and Percentages will be announced as soon as possible.)

GENERAL REGULATIONS

1. The physical examination is competitive and re-examinations are never granted regardless of accidents, injuries, sickness, or other misfortune.

2. There is no prescribed order of taking the test, but the endurance test shall be last for every candidate.

3. Candidates having once entered into the competition must prosecute the examination to its conclusion at the same session of the examination. Failure to do so, regardless of accident, injury, sickness, or any misfortune, must result in complete withdrawal and elimination from the competition.

CAUTION

The Commission publishes these standards at this time merely to inform prospective candidates of the nature of the tests. Until such time as all the distances, times, weights, and percentages are adopted and published by the Commission, these standards remain tentative.

(Continued from Page 1)

to previous estimates. A 10,000 eligible list is expected, 6,000 Patrolman jobs, and others of other jobs to most remaining eligibles.

Official Exam Notice

The official notice of examination follows: No. 5279 PATROLMAN, POLICE DEPT. Amended Notice

Candidates who filed applications from November 12, 1946 to December 2, 1946 need not file again.

Salary: Entrance salary \$2,150 per annum, with statutory increments to \$3,150 per annum. In addition there is a bonus of \$350 per annum at present.

Applications: Issued and received from 9 a.m., December 27 to 4 p.m., January 13.

Applications must be filed, in person, on forms furnished by the Commission at its Application Section, 96 Duane Street, Manhattan, N. Y. 7, and must be notarized. Such application forms may be obtained free at the Application Section from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to 12 noon.

Fee: \$1. Fees are not refunded to persons who are absent from examinations; refunds are made only to those candidates not permitted to take examinations by the Commission because they lack the necessary requirements.

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

Ages: The Administrative Code provides that no person may qualify for appointment to this position who has reached his twenty-ninth birthday at the time of filing his application. No person who has not reached his twentieth birthday may file an application. At the time of investigation, applicants will be required to submit proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence.

Study material for the examination for Surface Line Operator is begun this week with the first 22 questions from the last NYC test for Conductor. No separate Surface Line Operator test was given before, but the nature of the two examinations would be similar. For instance the vacancies filled from the list resulting from the previous test included Street Car Operator.

The filing period for Surface Line Operator closed December 30. The official notice of examination gives the following data on the written test, no date for holding which has yet been set:

Written, weight 100, 70 per cent required. All candidates who pass the written test will be required to pass a qualifying physical test prior to certification and will be summoned in the order of their standing on the list in accordance with the needs of the service.

The written test will be used to evaluate the candidate's general intelligence and ability to read and follow directions.

QUESTIONS AND ANSWERS FROM LAST TEST

1. New York City Police Headquarters is on (A) Centre Street; (B) Church Street; (C) Broadway; (D) West Street.
2. Efforts are being made by the State to have employers operated by the City; (C) and operated by the Transit Commission; (D) by the City but operated by private corporations.
3. The best directions which

However, Local Law 51 for the year 1945 provides as follows: Any person who heretofore and subsequent to July 1, 1940, entered or hereafter in time of war, shall enter the active military or naval service of the United States, or the active service of the women's army corps, the women's reserve of the naval reserve or any similar organization authorized by the United States to serve with the Army or Navy, shall be deemed to meet such maximum age requirement if his actual age, less the period of such service, would meet such maximum age requirements.

Also Chapter 590 of the Laws of 1946, provides as follows: If maximum age requirements are established by law, or rule or by action of a civil service commission for examination for, or for appointment or promotion to any position in the public service, the period of military duty as hereinbefore defined of a candidate or eligible shall not be included in computing the age of such candidate or eligible for the purposes of such examination or appointment or promotion.

Requirements: No formal educational requirements. At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. At the time of appointment, candidates must comply with the section of the Administrative Code which provides that any office or position,

compensation for which is payable solely or in part from the funds of the City shall be filled only by a person who is a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence.

Proof of good character will be an absolute prerequisite to appointment. In accordance with the provisions of the Administrative Code, persons convicted of a felony are not eligible for positions in the uniformed forces of the Police Department.

Applicants must not be less than 5 feet 8 inches (bare feet) in height and must approximate normal weight for height.

Required vision—20/20 for each eye, separately, without glasses.

Duties: General police duties, including detective work, as assigned by the Police Commissioner.

Promotion opportunities to Sergeant, Lieutenant, Captain, Inspector.

Subjects and Weights: Written test, weight 50, 70 per cent required; physical test, weight 50, 70 per cent required.

The written test will be held first and will be designed to test candidate's intelligence, initiative, judgment, knowledge of the organization and functioning of government agencies, laws affecting the work of the Police Department.

The competitive physical tests

Physical Safety High In Federal Employment

Special to The LEADER

WASHINGTON, Dec. 31—Working for the Federal Government is physically safe, more so than working for private industry. Moreover, Government work gets safer year by year, the National Safety Council reports.

Injuries are caused principally by the following in Federal service:

1. Slippery or otherwise defective floors, 27 per cent.
2. Collapse of chairs, tripping over extension cards or desk drawers, or hitting desks, 18 per cent.
3. Falls down stairways, 14 per cent.

Comparison with Industry

As a result of safety measures instituted in recent years, the accident rate on Government jobs is falling much more rapidly than that in private industry as a

whole. The dangers themselves are less in private industry, however. The Council reports that the frequency rate was 13.63 disabling injuries per million man-hours worked in private industry, whereas it was only 9.8 in Government service.

In industry, the severity rate figures show 1.16 days were lost per thousand man-hours worked as a result of injuries; in Government, only 0.61.

Average rates for the Government for years been better than those for industry, and casualties are declining more rapidly in Government than in industry. Since 1941, the ratio of casualties to Government has dropped from 240 to 75, and in industry from 100 to 88. In severity, the Government ratio has dropped from 100 to 44, and in industry from 100 to 74.

Division to the IRT Division are available at (A) the 161st Street station; (B) the Grand Central station; (C) Borough Hall; (D) no station.

18. When a subway car side door becomes defective, the door is locked to prevent its operation. The chief reason for doing this is (A) crowding around the door; (B) passengers from operating the door; (C) passengers from going to another car; (D) accidents and delays in service.

19. In a directory or guide to New York City, the location of Radio City Music Hall would most likely be listed under the heading of (A) Radio Studios; (B) Music Schools; (C) Theatres; (D) Concert Halls.

20. An important reason for prohibiting smoking in the subways is to (A) keep the subways clean; (B) raise money by means of fines; (C) prevent accumulation of smoke in the tunnels; (D) reduce the danger of fire.

21. Ellis Island can be reached directly by ferry from (A) St. George; (B) the Battery; (C) Jersey City; (D) Liberty Street.

22. Starting at 4:00 a.m. trains leave a terminal every 12 minutes. After 6:00 a.m. trains leave every 10 minutes. The number of trains leaving the terminal from 4:00 a.m. to 6:42 a.m. is (A) 13; (B) 14; (C) 15; (D) 16.

KEY ANSWERS

1. A; 2. C; 3. B; 4. D; 5. B; 6. 7. A; 8. D; 9. A; 10. B; 11. A, 12. B; 13. A; 14. C; 15. D; 16. A; 17. A; 18. A; 19. C; 20. D; 21. B; 22. C.

U.S. Clerk Test Preview Based on Official Notice

An idea of what may be expected when an examination for Clerk is opened by the Second Regional Office of the U. S. Civil Service Commission is obtainable from the general form of the notice, already prepared. The Second Region comprises the States of New York and New Jersey. No dates for filing applications have been set yet; when set they will be promptly published in The LEADER.

The grades for which examination notices have been prepared are CAF-5 and CAF-6, \$2,644 to \$3,921. The options listed are:

Property and Supply (not store-keeping); Purchasing; Personnel (\$2,644 only); Law; Correspondence and Review; Mail and File; Editorial and Information; Statistics and Traffic and Transportation.

While the Second Region will advertise to fill its own needs, the following is from an official notice:

Federal employees who are in positions which would ordinarily be filled by certification from the registers to be established as a result of this examination should apply for the examination if they do not have a classified status and wish to qualify for permanent appointment.

In filing Card Form 5000-AB, applicants must clearly indicate the options for which they wish to be examined, the announcement number and the city in which they wish to take the written test.

Salary and Work Week: Salary is based on the standard Federal

work week of 40 hours. Additional compensation is provided for any authorized overtime worked in excess of the 40-hour week. The salary range for each grade of these positions is given below. For employees whose service meets 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 or Position	Basic Salary	Periodic Increase	Max. Basic Salary
CAF-5	\$2,644	\$125	\$3,397
CAF-6	3,021	125	3,773

Federal employees serving in positions which are in the classified civil service whose salaries have been increased above the basic entrance salary for these positions may be permitted to retain the benefits of their salary increases (but not beyond the maximum salary of the respective grades), in accepting an appointment from these registers, or in a non-status appointment converted to an appointment with civil service status. (All basic salaries are subject to a deduction of 5 per cent for retirement benefits.)

Duties—Clerks of the above grades may perform under general supervision difficult and responsible clerical work related to one of the subject matter options above; or may supervise (and work with) a group of employees of lower grades who are engaged in various tasks related to the subject matter options.

Specifically—Work in the various options will involve difficult and responsible clerical duties in connection with the activities as listed below:

Property & Supply—The requisitioning, receipt, recording, storage, custody, issue or shipment of Government owned supplies, materials, equipment or other property, including the maintenance of property records and accounts. (This option does not include storekeeping positions.)

Purchasing—The procurement, purchase, and delivery of supplies, materials, equipment or other property; or the maintenance of procurement records and accounts.

Personnel—The recruitment, selection, placement, qualifications examining, and interviewing of applicants and employees in the Federal service; or the maintenance of personnel records concerned with personnel administration.

Law—The indexing and digest of legal material; research in a particular field of law such as that involved in the clearance of the title to real property; or research used in preparation for hearings before a regulatory agency.

Correspondence & Review—The composition, dictation, or writing of correspondence in the application of a large body of rules and regulations; or the review of correspondence written by lower grade correspondence clerks.

New Rule Aids Vet Promotions In Federal Jobs

Special to The LEADER

WASHINGTON, Dec. 31.—So that veterans who are not quickly reappointed to a Federal job will not thereby lose seniority credit toward in-grade promotions, the U. S. Civil Service Commission has increased by 90 days the period of non-reemployment, for which credit will be allowed nevertheless.

Credit toward periodic in-grade salary advancements, up to a maximum of 120 days, may now be granted to any war veteran restored to his civilian position in Government service for the period between the date of his discharge from the armed forces and the date of his restoration to his civilian position.

Formerly, the maximum credit allowed was for 30 days. Veterans restored to positions hereafter will be eligible for the increased credit.

The purpose of this change is to avoid penalizing any war veteran who has applied for restoration within the statutory period, but who was not restored immediately by the agency. Drastic reduction-in-force programs in many agencies have delayed the restoration of some veterans because of the increasing difficulty in finding suitable positions for them.

Manila
Wire Chief, \$1.70.
Repeaterman, \$1.66.
Radar Technician, \$1.55.
Sr. Telephone Inst. Repairman, \$1.65.
Telephone Construct. Foreman, \$1.75.
Korea
Repeaterman, \$1.66.
Tel. & Tel. Officer, P-4, \$6127.50.
Signal Equip. Officer, \$6127.50.
Japan
Automatic Tele. Man, \$1.55.
Telephone Transmission Engineer, P-6, \$8877.75.
Telephone Engr., P 5, \$7381.25.
Radar Technician, \$1.80.
Automatic Tele. Man, \$1.55.
Tele. Repeater Supervisor, \$1.85.
Dial Maintenance Suprv., \$1.75.
Telephone Repair Suprv., CPC-9, \$4089.75.
Supervisor Instrument Repair Shop, \$1.80.
Construction *supervisor, \$1.65.
Equipment Foreman, \$1.75.

Benefits Defined For Coast Guard (T)

Special to The LEADER

WASHINGTON, Dec. 31—Agencies were notified by the U. S. Civil Service Commission that Government employees who hold certificates of disenrollment from the Coast Guard Reserve (temporary) will be regarded as having veteran preference for reduction in force purposes.

Similar consideration will be given them in connection with Section 14 of the Veterans Preference Act, which provides for 30-day advance written notice before adverse action is taken against veterans, and for the privilege of appealing to the Commission on proposed action.

The Coast Guard Reserve (T), however, does not give veteran preference in civil service examinations. The ruling followed a court case that the Commission lost.

Overseas Positions Offered in 42 Titles

The War Department signal Corps Photographic Center, 35-11 35th Avenue, L. I. City 1, N. Y., announced overseas jobs open to civilians.

The following is a complete up-to-date list of the jobs in the areas indicated. Interview hours are from 9 a.m. to 1 p.m., Monday through Friday. Positions are accepted from civil service lists. Appointments are on a two-year basis. Men from 21 to 50 are acceptable for these positions.

The hourly wage rate is for a 40-hour week. A 25 per cent differential for overseas service is included in all wages and salaries listed below. Annual rates and per diem rates are given.

Hawaii
Control Techn., SP-7, \$3776.25.
Control Maintenance Technician, SP-8, \$4246.50.
Print. Teletype Repairman, \$1.79.
Sr. Teletype Repairman, \$1.54.
Crystal Technician, \$1.32.

Germany
Communication Control Technician, CPC-8, \$319.50.
Okinawa
Telephone Engr., P-5, \$7381.25.
Tele. Suprv. CAF-6, \$3776.25.
Central Office Repairman, \$1.55.

Japan
Teletype Operator, \$2710.35.
Telephone Operator, \$2442.50.
Cryptographic Techn., \$2932.50.
Facsimile Equip. Repairman, \$1.65.
Auto. Telephone Equip. Inst., \$1.65.
Telephone Installer Repairman, \$1.40.
Cryptographic Repairman, \$1.65.
Radio Repairman, \$1.65.
Electrician, \$1.49.
Radio Repairman, f.s. (SSB), \$1.70.
Mechanic, Engines \$1.49.
Draftsman, \$2992.50.
Sr. Radio Teletype Repairman, \$1.65.
Sr. Radio Repairman, \$1.65.

Manila
Wire Chief, \$1.70.
Repeaterman, \$1.66.
Radar Technician, \$1.55.
Sr. Telephone Inst. Repairman, \$1.65.
Telephone Construct. Foreman, \$1.75.
Korea
Repeaterman, \$1.66.
Tel. & Tel. Officer, P-4, \$6127.50.
Signal Equip. Officer, \$6127.50.
Japan
Automatic Tele. Man, \$1.55.
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Telephone Engr., P 5, \$7381.25.
Radar Technician, \$1.80.
Automatic Tele. Man, \$1.55.
Tele. Repeater Supervisor, \$1.85.
Dial Maintenance Suprv., \$1.75.
Telephone Repair Suprv., CPC-9, \$4089.75.
Supervisor Instrument Repair Shop, \$1.80.
Construction *supervisor, \$1.65.
Equipment Foreman, \$1.75.

VET PENSION BILL HEARING ON

Fire Dept. Improved Greatly in Quayle's First Year as Its Head

By H. J. BERNARD

An appraisal of Frank J. Quayle's first year as Fire Commissioner of NYC reveals that outstanding accomplishments were the very marked improvement of labor relations, reorganization to increase administrative efficiency, beginning of a program of modernization of apparatus, increasing the already high degree of care in inspection of premises and the infusing of a spirit of personal concern for the needs and problems of the officers and men.

The well-spring of Fire Commissioner Quayle's intimate concern for splendid personal relationships in the Department may be traced to his family's long interest in it, an inheritance that helped him to make a right start, without fumbling. His father was a Captain in the Fire Department, having been appointed a Fireman in 1888 and assigned to Engine Company 107. The parent, prior to retirement, was assigned to Hook and Ladder Company 101.

Has Wide Experience

The Commissioner is a very approachable and friendly person, which helps considerably; he has been prominent in patriotic, social and political organizations, knows how to get along with people and has a philosophical outlook on problems, however tense they may appear at the moment. This long-range vision has resulted in plans that will take years to be realized fully, but he knows how to use time to advantage, and without any tinge of manyana.

He is a business man. An engaging personality doesn't prevent him from being business-like.

The First Year

The survey of his first year as Fire Commissioner follows:

His administration was encumbered with handicaps because of problems inherited from the previous administration, the most important of which was poor labor relations—low morale, lack of esprit de corps. There was no visible means of relief for the long hours of duty being performed by members of the Department. The solution to the problem was apparently stymied.

Commissioner Quayle demonstrated his deep concern for the welfare of the men by installing various platoon systems to afford the best possible temporary relief.

He promised return of the 3-Platoon as soon as possible. He requested that examinations be held for Fireman, Lieutenant, Captain, Battalion Chief and Deputy Chief.

He arranged for hospitalization and treatment of members injured in the line of duty in private and semi-private rooms in lieu of their being placed in wards as heretofore.

He provided for immediate attention by the Medical Office in cases where special nursing, oxygen and other special equipment was required.

He has made it a practice personally to visit injured members in hospitals.

His administration quickly beamed the confidence and respect of the force. Morale was raised to its highest peak despite handicaps and the practical impossibility of immediately returning to three-platoon system.

Labor Relations

Special Orders relating to labor matters, and their import, follow:

- S/O 5—1-16-46—3-Pl. Added Duty System 15th, 20th, 51st, 52nd, 53rd, 54th Batt.
- S/O 7—1-16-46—3-Pl. Added Duty System 42nd Battalion.

- S/O 9—1-16-46—2-Pl. 10-Gr. (EL.) System, 8th Division.
- S/O 10—1-16-46—3-Pl. Added Duty System, 47th Battalion.
- S/O 12—1-20-46—3-Pl. Added Duty System, 43rd Battalion.
- S/O 40—3-1-46—3-Pl. Added Duty System, 8th Division.
- S/O 97—6-1-46—Modified 3-Platoon System—All Company Officers.

Members Below the Rank of Lieutenant:

- S/O 4—1-7-46—2 Pl. 10 Gr. (EL.) System—All Companies in 2nd Battalion.
- S/O 6—1-16-46—2 Pl. 10 Gr. (EL.) System—All Companies in 11th Battalion.
- S/O 7—1-16-46—2 Pl. 10 Gr. (EL.) System—All Companies in 22nd Battalion.
- S/O 18—2-1-46—2 Pl. 10 Gr. (EL.) System—All Companies in Marine Division—1st, 13th, 15th, 18th, 19th, 20th, 21st, 23rd, 31st, 32nd, 33rd, 34th, 35th, 36th, 41st, 42nd, 43rd, 47th, 49th, 50th, 51st, 52nd 53rd, 54th Battalions.
- S/O 49—3-16-46—3 Pl. Added Duty System—Pilots and Marine Engineers (Marine Division)
- S/O 88—5-16-46—3 Pl. 20 Gr. System—All existing 3-Pl. Companies and Companies in the 8th Division, 13th, 17th, 41st and 46th Battalions.
- S/O 115—7-1-46—3 Pl. 20 Gr. System—4th, 6th, 11th, 18th, 19th, 31st, 35th, 42nd, 50th, 52nd Battalions.
- S/O 125—7-16-46—2 Pl. 11 Gr. System—All units performing duty under 2 Pl. 10 Gr. (EL.) System.
- S/O 190—11-1-46—3 Pl. 20 Gr. System—10th, 14th, 34th Battalions.
- 1-1-46—3 Pl. 20 Gr. System—1st, 2nd, 3rd, 5th, 15th, 32nd, 33rd, 51st Battalions.

Improvement in Hours

When Fire Commissioner Quayle took office on January last, approximately 17.2 per cent of the Department was working the 3-Platoon (Added Duty) System, requiring an extra eight hours' duty each week. On December 1, 1946, approximately 80 per cent of the Department was operating on the straight three platoon system.

With the recent promulgation of a new eligible list for Fireman, it was anticipated that a sufficient number of new men would be appointed, thus making possible extension of the three platoon system for Firemen throughout the Department at an early date.

All Officers in the Department are now working under a system known as the Modified Three Platoon System, entailing a work week of 56 hours. These members will be restored to duty under the regular Three-Platoon System as soon as men are available for promotion from eligible lists, examinations for promotion already having been ordered by the Civil Service Commission. The examination for Lieutenant was held on November 29 and 30.

War Veterans

Circular 9-5-46 granted vacations to returning veterans. Other acts of his, of benefit to veterans: Permitting veterans to reside outside of City limits because of the housing shortage.

Disabled veterans retired at half pay with less than ten years in the Department.

Veterans receive leaves of absence for the purpose of education.

Veterans who resigned are reinstated even though the one-year time limit has expired.

Courtesies Extended

Courtesies extended generally included:



FRANK J. QUAYLE

- Circular 4-2-46—Vacation for probationary Firemen.
- Circular 4-11-46—Reimbursing chauffeurs for time lost in court due to accidents.
- S.O. 66—1946—Officers attending schools of Fire College on Department time.
- Liberal policy of reimbursement for time lost.
- Started construction of new clinic for treatment of Firemen and their families.
- Building a new ambulance for use of members and their families.
- Established a Field Canteen—for hot refreshments at major fires.
- Officers permitted to wear gray shirts in quarters, when on duty.
- Nursing and hospitalization facilities at the Medical Division operating at top efficiency, particularly in the case of the members injured in line of duty.
- S.O. 209—1946—Increased vacation periods for all members—34 days for Chief Officers, 30 days for Company Officers, and 28 days for Pilots, Marine Engineers and Firemen.

Improvements of Department

Mr. Quayle had a survey made of extinguishment forces for the purpose of redistribution of extinguishment forces in order to provide more efficient response and improved protection. He opened new quarters for Hook and Ladder Co. 24 and Engine Co. 1 and installed Crash Unit for the protection of LaGuardia Field.

He procured 20 new pumpers, 15 hose wagons, one Rescue Unit, two Air-Field Crash trucks and 14 Chiefs cars. He has on order 40 pumpers, three 100-foot metal aerial ladders and 30 miles of hose. Alarm boxes are on order, to complete installation of Spade Handle with guard, single action, non-interfering type boxes throughout the City.

By virtue of an opinion of the Corporation Counsel, he assumed safety jurisdiction of ball parks, sports arenas, theatres, cabarets, sporting events, etc., or any premises where there is public assembly. He reorganized and enlarged the Division of Licensed Places of Public Assembly, placing the Division on a 24-hour basis. All of this was done for the purpose of conducting rigid and regular inspections to guard against overcrowding, obstructions, absence of flame proofing and to protect patrons against hazards of fire and panic.

He started the construction of a modern Fire College and Drill Yard in L. I. City.

He installed photographic unit to aid in fire prevention, public assembly, Fire Marshal, Fire College and legal work.

Modern equipment for the re-

STEADY RISE MARKS CAREER OF COMMISSIONER QUAYLE

NYC Fire Commissioner Frank J. Quayle worked for the Remington-Rand Corporation for 25 years—he is remembered as a star salesman—and became President of the Metropolitan Business Service, Inc., a sales organization, in 1936. In 1930, he was elected leader of the First Assembly District Democratic Club in Brooklyn, and continued as leader until December 31, 1939, when, to comply with the Hatch Act, he resigned the leadership.

He was elected Sheriff of Kings County for a two-year term, starting January 1, 1934.

In January, 1940, he became Postmaster of Brooklyn. Six years later he was appointed Fire Commissioner.

He has served as Chairman of

the Christmas Seals Committee of the Brooklyn Tuberculosis and Health Association, actively participated in the Infantile Paralysis Campaign, blood plasma drives for the American Red Cross and the sale of War Bonds and stamps.

During World War I, he served as a Lieutenant in the 52nd Field Artillery and was awarded the Distinguished Service Medal while in France. The Commissioner is a member of the American Legion, 106th Infantry Post; Veterans of Foreign Wars, Victor Bridgman Post; New York Chapter of the Military Order of the World War; Columbus Council 126, Knights of Columbus; Brooklyn Lodge No. 22 of the Elks, and many other organizations.

Special Military Lists Of NYC Candidates

Veteran preference claimed, unless otherwise noted, viz.: DVPC for disabled veteran claim.

SPECIAL PATROLMAN

Joseph M. Murphy (conditional medical).

PROM. TO STENOGRAPHER, GRADE 3, FIRE DEPARTMENT

James H. Geddes.

PROM. TO TYPEWRITER-BOOKKEEPER, GRADE 3, DEPARTMENT OF FINANCE

Frank S. Kuzel, Harold N. Kaplan, Joseph V. Randino.

PROM. TO COURT CLERK, GRADE 3, CITY COURT

James P. Duffy.

PROM. TO FOREMAN (CUSTODIAL), GR. 2, BOARD OF HIGHER EDUCATION

William Schneider.

PROM. TO DEPUTY WARDEN, DEPT. OF CORRECTION

Milton Klein (DVPC), William R. Doherty.

FIREMAN, FIRE DEPT.

Charles P. Sorger, Francis V. Mueller, Howard A. Kaiser, Klerman P. Kelly, Cooper Camp, John T. Barry and Dante W. Maffeo.

PROM. TO CLERK, GRADE 3, LAW DEPARTMENT

William M. Murphy, Harold J. Finn (DVPC), Philip V. Sherman, John L. Radlein, Jack J. Bulloff, Jack Singer (DVPC).

PROM. TO CLERK, GRADE 3, POLICE DEPARTMENT

Joseph T. McDonough, Louis Stutman, Harry Streger, Abraham S. Holder, Walter Brazanskas, Harold W. Wachtler, Irving I. Sorotick, Patrick J. McWeeney and David S. Blatt.

PROM. TO CLERK, GRADE 3, BOARD OF TRANSPORTATION (GENERAL ADMINISTRATION)

Joseph W. Donnelly, Edwin G. F. Kelly, Maurice Rubin, Arthur T. Lynch, Walter J. Bruchman, Edward J. McCave, Robert D. McCarthy, John Leidman, John P. Stack, Harry K. Zalin, Warren Heydt, Edward F. Johnson, Joseph Goff (DVPC) and William Johannas.

PROM. TO CLERK, GRADE 3, BUREAU OF BUDGET

Kenneth W. Frey.

PROM. TO CLERK, GRADE 3, BOARD OF TRANSPORTATION (IRT DIVISION)

James Martin, William A. Baumann (DVPC), Gerard A. Appell, Mathias A. Celic, Harold Joseph Bolibach.

PROM. TO CLERK, GRADE 3, BOARD OF TRANSPORTATION (CONSTRUCTION DIVISION)

Louis Alper (DVPC).

PROM. TO CLERK, GRADE 3, OFFICE OF COMPTROLLER (AUDIT DIVISION)

Thomas A. Cahill (DVPC), Harry Rosenberg, George Thomas Cassidy, John J. McMullen, Gabriel G. Tahan, Joseph R. Geraghty, Arthur C. Huber, Robert Mallet, Warren E. Downing, James F. McManus (DVPC), John A. Park and William H. Meyer.

PROM. TO CLERK, GRADE 3, OFFICE OF COMPTROLLER (ADMINISTRATION)

Robert W. Brady, Paul E. Burke, Thomas Casey, Vincent J. Bradley, Edward Peter Sullivan.

ceipt and transmission of alarms in Manhattan Central Office was installed.

Complete revision was made of General Order No. 1, 1936, relative to signals, assignments and response to alarms.

Plans are now being drawn for redesign of radio system for F.M. The Queens Alarm Office is being redesigned and improved.

General reconditioning of fire stations is progressing, despite shortage of materials.

New Hook and Ladder Co. No. 159, Borough of Brooklyn (Flatbush), was reorganized.

Administrative functions of the Department have been improved by the adoption of modern office procedure, including the organ-

ization of a central Stenographic Bureau in Headquarters.

The Department has plans to provide Fire and Crash protection to Floyd Bennett Field when the City assumes responsibility from Navy Department.

Circular 4-2-46 reorganized the Sappers and Miners Corps.

The Commissioner is on the job day and night and makes it a point to be present at all major fires and emergencies.

Plans indicate that, for the remainder of Commissioner Quayle's tenure in office, the Fire Department of the City of New York will progress and continue to maintain its position of leadership in the Fire Departments of the world.

Albany Shopping Guide

Announcements

DYLE WYLDE HOBBY SHOP, Inc., moving to new headquarters at 11 Central Ave. Complete stock airplanes, boats, railroads, race cars, stamps, tools. ALbany 8-2532. Opening Nov. 20th.

HOTEL GREEN

formerly KEELER'S, 83 GREEN ST. Known for its immaculate cleanliness. Hot and cold tile showers. OPEN 24 HOURS. Daily Rates, 50c-75c-\$1.00. Weekly Rates, \$3.50-\$4.00-\$5.00 Single. \$5-\$7-\$8-\$9 Double. "FOR MEN ONLY"

Firearms - Police & Military Equip. - Police Raincoats, Sanitation & Postal Workers

JOHN JOVINO CO.
5 Centre Market Place (Opp. Police 3dgrs.)
WAlker 5-4881
CAnal 8-9755

MANUFACTURERS Wholesale and Retail Police and Shooters' Equipment TO BUY OR SELL... SEE EUGENE DE MAYO & SON
276 E. 147th St., Bronx
MOUthaven 9-2718

Church Announcements FOR CIVIL SERVICE EMPLOYEES

Holy Innocents
188 WEST 37th STREET
NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 9:30, 10, 12:15, 12:45
SUNDAY MASSES—7:30, 8, 9, 10, 11, 12, 12:45
DAILY SERVICES—11:30 (M., T., W., Th., F., Sa., Su.)
SUNDAY SERVICES (P. M.)—1:30 and 7:00
CONFESSIONS—At all Masses.

WELFARE OZANAM GUILD TO HEAR FATHER JACOBY

The Rev. George P. Jacoby, Ph.D., Director of the Catholic Home Bureau, Catholic Charities, will be guest speaker at the First Friday Luncheon of the Ozanam Guild, NYC Department of Welfare, at the Carroll Club, 130 Madison Avenue, at Noon on January 3.

Father Jacoby's comments are expected to be particularly pertinent because of the current drive for temporary foster homes now being conducted by the Department of Welfare. Colton's manager Edward E. Rintigan, who is head-

ing this drive, will be invited to give a short summary of results so far obtained.

The sponsors will be the Department of Housing and Buildings, the temporary chairman being Bernard J. Gillroy, First Deputy Commissioner, Commissioner Robert F. Wagner, Jr., of Housing and Buildings, is expected to attend.

William P. Madden is permanent chairman of the committee. The Rev. Henry J. Pregenser is Chaplain of the Guild and Thomas P. Loughlin is President. Anthony C. Russo is Director of Publicity.

LEGAL NOTICE

Notice is hereby given that JOHN GUERNSEY and LILY W. BOWIE engaged in the restaurant business at 58 West 47th Street and 160 East 48th Street, both in the Borough of Manhattan, City and State of New York, under the firm name and style of THE SKIPPER RESTAURANTS, have dissolved their partnership on December 14, 1946, by mutual consent, and that said JOHN GUERNSEY has sold his interest in said business to LILY W. BOWIE, who has assumed to pay all debts and liabilities of said business, and that hereafter said LILY W. BOWIE will carry on said business at the same premises, under the name and style of THE SKIPPER RESTAURANTS.
Dated: New York, N. Y., December 14, 1946.
(signed) JOHN GUERNSEY
(signed) LILY W. BOWIE

MEDICAL LABORATORY TRAINING

Qualified technicians in demand! Day or Evening courses. Write for free booklet "C." Register now!

ST. SIMMONDS SCHOOL
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G.I. VETS
PREPARES for all COLLEGES
MAY ENROLL NOW for NEW TERM DAY-EVE., Co-ed. Expert Faculty, 46th Yr. Chartered by State Board of Regents. Save Time - Consult Dean Tolk
ERON PREPARATORY SCHOOL
323 8th Ave at 14 St., N. Y. C. AL 4-4882

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FM and TELEVISION
Register 10 A. M. to 9 P. M.

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Chief of Fire Dept. Exam Due in Feb.

The examination for promotion to Chief of the Fire Department is planned to be held some time in February.

The NYC Civil Service Commission and Fire Commissioner Frank J. Quayle want it held then. Soon thereafter, and before the new list for promotion to Fire Lieutenant is promulgated, the exam for promotion to Captain (F. D.) will be well under way. No date for the receipt of applications for the Captain exam has been set yet.

The State Civil Service Commission, upon which groups in the Fire Department exerted pressure, objected to the indefinite postponement of the Chief of Department test and asked for and received assurances that it could be held within a reasonable time.

Mr. Quayle himself had asked originally that it be held, then was persuaded to a postponement so that more candidates could compete.

Frank Murphy, 2nd, was Acting Chief of Department. He was recently made Chief of Staff by Commissioner Quayle. The Council passed a bill, requested by Mr. Quayle, for a third Deputy Commissioner.

Study Aid for Promotion to Fire Captain

The following instalment concludes the serial publication of the official questions and key answers in a previous Fire Department promotion test in NYC, and should be studied by Lieutenants expecting to take the examination for promotion to Captain, which will be announced soon.

QUESTIONS

34. The minimum height above the floor at which electric switches and plugs in a garage must be placed is (A) 2 feet (B) 3 feet (C) 4 feet (D) not specified in the administrative code.

35. The administrative code provides that drapes, curtains and scenery in buildings of a public character must be kept flame-proofed. To carry out this section of the code, tests must be made at least once every (A) week (B) month (C) two months (D) three months.

36. Flameproofing (A) of dress materials provides complete permanent protection, provided the dresses are not washed (B) is required for all floor coverings in theatres (C) usually consists in soaking fabrics in solutions of certain non-combustible materials (D) not only reduces fire hazards but also protects cloth and paper curtains and decorations from damage by fire.

37. At least one approved two-way Siamese hose connection must be provided for (A) every automatic sprinkler system (B) every non-automatic sprinkler system (C) every automatic or non-automatic sprinkler system (D) every non-automatic sprinkler system for certain types of structures designated in the administrative code.

38. A fire tower has been required in every public and business building erected since January 1, 1938 (except in certain designated types of schools) the height of which is equal to or greater than (A) 60 feet (B) 75 feet (C) 100 feet (D) 120 feet.

39. You are a lieutenant in command of a hook and ladder company at a large fire involving several buildings. A battalion chief directs you to lead your men into a building on the west side of the street, but you are certain your company could accomplish more good in a building on the east side of the street. You should (A) explain your reasons briefly and as convincingly as possible to the battalion chief; (B) report to the deputy chief in command of the fire and ask him to decide; (C) follow the battalion chief's instructions; (D) take your company to the east side building and prove by the results that you were right.

40. A condition conducive to dust explosions is (A) high humidity; (B) high temperature; (C) cross ventilation; (D) presence of liquids.

41. Ordinary celluloid is a

unique fire hazard because (A) of its low ignition temperature; (B) it does not need the oxygen in the air to burn; (C) it is found in all motion picture theatres; (D) its chemical composition is not definitely known.

42. Of the following liquids, the one with the highest flash point is (A) kerosene; (B) grain alcohol; (C) gasoline; (D) benzene.

43. Of the following statements regarding liquefied petroleum gases (propane and butane), the one which is false is (A) they are more volatile than gasoline; (B) heavy cylinders containing these gases, provided they comply with the regulations of the Interstate Commerce Commission, may safely be installed in basements of buildings; (C) at 70 degrees Fahrenheit, proper pressures are 150 pounds per square inch if fuel leaves the cylinder in gaseous form, or 20 pounds per square inch if fuel leaves the cylinder in liquid form; (D) when cylinders containing such gases are installed outside buildings, extremely cold weather tends to reduce the pressure and therefore reduces the efficiency of the system.

44. A fireman making an inspection to learn whether an automatic sprinkler system will give the protection required of it (A) should make sure that all O.S. and Y. gate valves are closed; (B) need pay no attention to non-fireproof partitions; need not examine fire doors or exits; (D) should consider the pressure in the main to which the sprinkler system is connected that is exerted when a fire engine is pumping from the nearest hydrant.

45. A fireman without a mask is safer walking erect rather than crawling on the floor in a room containing 2 per cent by volume of (A) sulphur dioxide; (B) ammonia; (C) carbon monoxide; (D) carbon dioxide.

46. A temperature of 50 degrees Centigrade is equivalent to a Fahrenheit reading of (A) 92 degrees; (B) 100 degrees; (C) 110 degrees; (D) 122 degrees.

47. Beginning next month, the College of the City of New York will offer "a program of studies for the members of the Fire Department who are interested in preparing themselves for special service or advancement." One important respect in which the new courses will differ from other courses offered by the College will be in the (A) granting of a degree only for properly matriculated students; (B) presentation of a

curriculum identical with that of the Fire College; (C) adoption of a special schedule to coincide with the Department's platoon shifts; (D) imposition of unusually high entrance requirements.

48. In New York City most fires occur in (A) factories; (B) tenement houses; (C) dwelling houses; (D) stores.

49. Responsibility for causing the greatest number of fires in New York City in 1938 is officially attributed to (A) cigars, cigarettes and smoking carelessness; (B) bonfires, brushfires, etc.; (C) vapors of benzene, gasoline, naphtha, etc.; (D) defective electric wires and short circuits.

50. The efficiency of the fire department of any city most directly affects that city's (A) insurance rates; (B) real property tax rate; (C) death rate; (D) water consumption rate.

ANSWERS

34.C; 35.D; 36.C; 37.C; 38.B; 39.C; 40.B; 41.B; 42.A; 43.B; 44.D; 45.A; 46.D; 47.C; 48.B or C; 49.B; 50.A;

Comment, Please

Thanks from Postmaster Editor, The LEADER:

Please accept my personal thanks and appreciation for your assistance in bringing to the attention of Post Office patrons the importance of mailing Christmas cards and parcels early.

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Please accept my sincere wishes for a Merry Christmas and a Prosperous, Happy New Year.

ALBERT GOLDMAN, Postmaster.

Security for WSI

Editor, The LEADER:

The plight of those Federal Employees whose appointments were converted to War Service Indefinite on March 16, 1942, needs correction.

The Federal Civil Service Commission issued an order to Federal agencies in which all employees with a break in service up to a specified time, whether employed in the Federal Government at the present time, or not, and those who are now War Service Indefinite reinstated, would be given opportunity of permanent status. This means that new persons will be employed, and those employed since 1941, will be released.

The late President Roosevelt issued Executive Order 457, conferring a classified civil service status on all these WSI employees, then rescinded this in Executive Order 55. The reason the Commission gave to the President was that too much work was involved in the search, although the names of the persons affected were supplied by various agencies and papers filled out for this purpose. President Roosevelt also stated that he wanted to make sure veterans were taken care of. Why cannot this be done now, as most veterans have returned and have been taken care of, or are able to apply for jobs if they desire them. We WSI did a job on the home front and after five years are due some consideration.

On Nov. 29, 1946, President Truman gave permanent civil service status to four additional groups of employees—those of the CCC, ERA (except WPA), PWA and the Salvage Administration. In the first place was it fair to pass over those of WPA, who are now in civil service? The remaining group of employees, on the rolls since 1941, would not greatly affect any jobs.

FEDERAL EMPLOYEE.

JOB SHIFT AND HOUSING

Editor, The LEADER:

The government itself is aggravating the serious housing situation by arbitrarily moving Federal offices at this time, causing employees who have homes to break them up in order to accompany the office and hold the jobs they need, whereupon those employees not only become homeless themselves but enter into competition for new homes with the already vast hordes of home seekers at the new location.

This is the situation now facing the employees of the national

office of the Wage and Hour Division of the United States Department of Labor, which has functioned adequately in NYC for the past five years. The Department of Labor, despite the lack of housing in the nation and in Washington, D. C., in particular, has now ordered that these offices be moved back to Washington in February, 1947. The move is being made because there is space available now in Washington for the office equipment. But is there any place where the employees can live?

The majority of the employees here in New York have their homes here, have no homes or any accommodation where they can live in Washington, and so they face the discouraging prospect of going there in a hopeless quest of a place to live after leaving a place where they did have a home. And it is all so unnecessary because after five years of being able to get along in NYC surely the Wage and Hour Division could wait just a little longer until the housing situation gets a little better or anyway see that the employees have a suitable home in Washington before they are made to move. It is little enough to ask that human beings be given as much consideration as office furniture.

VICTIM.

Fire Lieutenant Exam

Editor, The LEADER:

Thank you for your news article on the recent NYC Fire Lieutenant examination. The test was particularly one-sided.

CAPTAIN FRANCIS J. SILO.

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Full Text of Report That Raised NYC Pay

(Continued from Page 5)

If the recommendations contained in this report are adopted, the City's cost for personal service including the increases outlined above will have risen approximately 49 per cent over the amount contained in the 1939-1940 budget for the same personal services.

Recommendations of Committee
There is no doubt that the cost of living has risen so that the average wages paid to New York City employees are presently inadequate. As of October 15, 1946 the United States Department of Labor, Bureau of Labor Statistics, Consumer Price Index for moderate income families, rose to 152+ compared with the average of 135-39. (This is the base period which represents 100). The index figure as of December 15, 1945 was 131+. In less than one year it rose over 20 points.

Inasmuch as any present adjustment is directly related to rising living costs, which may or may not be permanent, such adjustment should be carried as a cost-of-living salary adjustment rather than an increase in basic salary.

Your Committee therefore recommends increased cost-of-living salary adjustment to be granted effective January 1, 1947. Taking into consideration the increases already given, the wage level of the respective jobs and the City's financial condition, we believe the top level to which the City can go, at the present time, is as follows:

Police-Fire Pay

The higher adjustments recommended for the members of the uniformed forces of the Departments of Fire, Police, Sanitation and Correction are predicated on past adjustments and the greater number of hours and days of employment required of these employees.

The indicated adjustment of \$240 for employees included in the Institutional Workers Group of the Department of Hospitals is due to the various adjustments previously granted. The amounts of \$60 to \$240 are made in order to fix \$240 as a minimum adjustment for those employees on a non-maintenance basis who received less than that amount on November 1, 1946.

The general adjustment of \$300 for some 47-odd thousand employees is recommended after considering increases heretofore granted this group and their generally lesser number of hours of employment.

The employees of the Departments of Education and Higher Education who received a general salary adjustment as of December 1st were omitted as well as employees of those courts where the power of fixation rests within the courts themselves; per annum or per diem employees whose compensation is fixed pursuant to the provisions of the Labor Law; Nurses and a few other Miscellaneous Groups. No further increase in salaries of the staffs of the Boards of Education or Higher Education is being recommended

because representatives of both departments stated they had no request to make at this time except that the City support their application to the State for additional State Aid.

Prior Wages

Examples of wages paid prior to the granting of the existing cost-of-living salary adjustment; of the amount paid including the present cost-of-living salary adjustment as well as what the amount paid will be if the additions recommended herein are granted are shown below. The total increases are also shown as well as the percentage of the total increase compared with the salaries paid before any cost-of-living salary adjustment was allowed:

Amounts Paid Before Any Cost-of-Living Salary	Adjustment Amounts Presently Being Paid	Amounts that Will be Paid if Recommendations Are Approved	Increase over Column 1	Percentage of Increase over Column 1
\$1200	\$1620	\$1920	\$720	60%
(a) 1680	2220	2520	840	50%
1800	2280	2580	780	43%
(b) 1920	2480	2840	920	47.9%
2400	2870	3170	770	32.5%
(c) 3000	3500	3900	900	30%

(a)—Water Department repair gangs (laborer)
(b)—Sanitation Man, Uniformed Force, Class B
(c)—Police and Fire

Your attention is invited to the fact that the portion of the recommended increases for the period from January 1, 1947 to June 30, 1947, amounting to over \$16,000,000 will require special legislation. The question is: Should this legislation be in the form of an enabling act to reopen the budget and use revenues in excess of estimated General Fund receipts for the current fiscal year or legislation granting to the City power to issue budget notes in the required amounts? Your Committee is of the opinion that the Budget should not be reopened but that legislation should be enacted to enable the Comptroller to issue budget notes in the required amounts to meet the costs of the

Revenue.
It is impossible at this time to precisely estimate how much current General Fund revenues will amount to. We do believe income will exceed estimates. We do not know what receipts will be next year, nor do we know what assessed valuations will be and hence cannot say to what extent the tax rate will rise.

Several of the employee groups expressed the opinion that receipts for the fiscal year ending June 30, 1947 from sales tax and other special taxes would exceed the Comptroller's estimate by at least \$40,000,000. They, therefore, contended that at least this amount of money was available for salary increases during the current year. However, it should be realized that if this amount were obtained, and used for salary increases there would be no balance whatsoever remaining in the General Fund on June 30, 1947. The effect of this would be that the \$36,500,000 included as a balance on July 1, 1946 would require to be offset by additional taxes or by an increase in the tax rate.

Conclusion

Your committee has endeavored to be very realistic in its deliberations on the matter of salary adjustments. We have carefully considered the requests of the various agencies and employee groups. We have also been mindful of the financial limitations of the City. It is our opinion that the plan we have recommended is the fairest that could be presented under existing conditions. We are confident that the vast majority of our employees will recognize that your administration is making a genuine effort to assist them in maintaining their living standards in this unsettled period.

Respectfully submitted,
MAYOR'S COMMITTEE ON SALARY ADJUSTMENTS,
THOMAS J. PATTERSON,
WILLIAM REID,
JULIUS KASS.

Welfare Center 23

Investigator Jacob Auerbach is the lucky man who lands the beautiful Dorothy Geller. . . . Typist Mary Tevere is another who will lend an ear to Lohengrin soon. . . . Investigator Henry Interdonato became the proud pop of twin lads. . . . Second Grade Clerk Irene Isbey, nee Kolberg, and Investigator Sharon Spector each announced the birth of a girl. . . . Captain Robert Giass, U. S. Army, returned to his post on the Social Service staff. . . . Joan Walker, who sings and dances, Clara Leon, who operates her own puppet show and Phil D'Amato, an all-round entertainer, gave of their all at the au revoir luncheon for Investigator Selma Durbin, now of the War Assistance Unit. . . . The whole staff is welcoming returned Investigator Sadie Kestenbaum with the news that they are to move soon to new quarters at 157 East 67th Street.

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SCHEDULE OF RECOMMENDED SALARY ADJUSTMENTS

Number of Adjustments	Recommended by Mayor's Special Committee	
	Cost of Living Salary Adjustment	Annual Cost
1. Members of the Uniformed Forces, Police and Fire. . . .	29,169	\$400 \$11,667,600
2. Members of the Uniformed Forces, Dept. of Sanitation. . . .	10,956	360 to 400 4,102,800
3. Members of the Uniformed Forces, Dept. of Correction. . . .	857	360 308,520
4. Per Diem Employees—(No of Days—200,000)	—	50c a day 100,000
5. Cleaner, Female (Part Time)	475	180 85,500
6. Institutional Workers	7,350	60-240 1,399,373
7. Maintenance Man	375	300 102,500
8. Per Session Employees—Health, Hospitals, Welfare, (Sessions—202,617)	—	\$1 a session 202,617
9. Auto Engineman, Elevator Operator, Messenger, Attendant and Watchman (not to exceed \$3,000)	386	300 55,000
10. Additional cost-of-living salary adjustment (excluding elected officials, heads of departments and employees receiving \$7,500 and over per annum)	47,303	300 14,199,900
	96,871	\$32,214,810

Disabled Veterans Plan Law Program To Correct Inequities

Approximately 200 disabled veterans and members of their families took part in the second annual forum on the Disabled Veteran and Civil Service, sponsored by Civil Service Chapter 77, Disabled American Veterans.

The forum concerned itself with many of the problems of disabled veterans in civil service. They developed the outlines of a legislative program by which the disabled veteran in civil service can help to correct deficiencies in the operation of the veteran preference laws.

The principal speakers were Congressman Leo F. Rayflel, member of the Veterans Affairs and Civil Service Committees of the House of Representatives, and S. Samuel Di Falco, member of the City Council.

The Chapter is prepared to assist any disabled veteran with a legitimate complaint. The complete facts of the case should be submitted in writing to Commander William B. Roberts, 115 East 90th Street, or in person at the Chapter's regular advisory sessions.

COMING EXAMS

- Other titles: Laborer, Firefighter, Hospital Attendant, Journeyman and Trades Helpers, Storekeeper, Inspector, Checker, Property Clerk.

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81-03 114 St. opp. Richmond Hill High School adjacent church. Detached frame, 9 rooms, bath, hot air heat, coal. Plot 37x100. Very convenient. Needs repairs. \$7,200. By appointment only. Call Mr. Fuller EGBERT at WHITESTONE, FL 3-7707.

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ECONOMIC PRESSURE SHIFTS VETS FROM SCHOOL TO JOB UNDER VOCATIONAL PROGRAM

The City College Vocational Advise-ment Unit has demonstrated for the 10,000th time since its inception on June 26, 1944, what it can do for the returned veteran, particularly the disabled serviceman, according to Dr. Louis Long, Director.

The case of the 10,000th veteran, George Di Benedetto of The Bronx, presents a typical example of the type of work the unit is doing, Dr. Long asserts. A former first class seaman in the Navy, Di Benedetto is suffering from gradual atrophy of both leg muscles as a result of being crushed by a truck in a combat zone. Unable to use his legs, Di Benedetto was classed as 50 per cent disabled when he went to the Vocational Advise-ment Unit for counseling. He was found to have superior manual dexterity and hand co-ordination and is now learning jewelry repair with the Vogue Jewelry and Novelty Company, 126 West 46th Street.

The advise-ment unit, located at

the college's Army Hall, 1560 Amsterdam Avenue, was the first of approximately 400 units to be instituted in the country. Having counseled a total of 83 veterans during its first month of operation, July, 1944, today the unit handles more than 600 cases monthly. It maintains a staff of Veterans Administration advisers, training officer and medical consultant, in addition to the advise-ment staff of 29 City College psychologists and occupational specialists, who interview, test and appraise veterans.

Average Veteran Case

Veterans who come to the unit for guidance are referred there under Public Law 346 of the GI Bill of Rights, or under Public Law 16 in the case of disabled servicemen. Extent and severity of physical impairment, the lack of pre-service employment or vocational skills and the loss of incentive, because of combat ex-perience, must be taken into ac-

count by the vocational unit, Dr. Long says.

Dr. Daniel F. Brophy, Dean of Students at City College, says that the average veteran is 25½ years old, spent slightly over two years in the armed forces and has the equivalent of three years of high school education. The average disabled veteran is receiving a pension for 40 per cent disability. Of the disabled veteran, over 40 per cent suffer from psychoneurotic disorders.

Veterans who have received counseling can either receive on-the-job training or attend educational institutions. According to Dr. Long, the steady rise in the cost of living has caused many veterans to think more of their immediate economic needs than of a planned future. Some servicemen start on a course of training and then are forced to drop out of classes to take jobs which will help them to meet increased financial responsibilities and living costs.

Achievements of veterans who remain in their course of training, however, are very favorable. Dr. Long maintains. A study made recently of the marks of 25 typical veteran college students reveals that their grades are far above the average of a similar group of non-veteran students, he says.

KINGS COUNTY HOSPITAL HOLDS GAY HOLIDAY PARTY

A capacity audience of employees thorough enjoyed the Annual Christmas Show and Party given by the Kings County Hospital Clinic Employees of the Clinic Building, Clarkson Avenue and Winthrop Street, Brooklyn. Entertainment was provided by the following employees: Miss M. C. McGinn, Elaine Zolotorofe and Max Grossman. Mr. Grossman played Santa Claus and distributed gift packages. The student Nurses Chorus sang several popular Christmas songs. Jay Dell accompanied the singers on the accordion.

Guests who attended were Dr. H. O'Glance, Deputy; Dr. Saul Penner, Assistant Medical Superintendent; Dr. Morris Cohen,

Clinic Medical Director; Dr. David Geroff, Staff Physician; Dr. Henry Greenfield, Roentgenologist; Ann Johnson, R.N., Superintendent of Nurses, and Mrs. Florence Muldoon, R.N., Assistant Superintendent of Nurses.

The Committee consisted of Shirley Bondy, Chairman; assisted by Jean H. Shapiro, Mary Neilan, R.N., Gertrude Snyche, and Julia Krenitsky, R.N.

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FIRE LINES

By QUENCH

Under the Helmet

With the appointment of those 600 new men yesterday, the three-platoon system will be restored to about 80 per cent of the Fire Department. A similar number of additions to the force will be necessary before all can be back on the system. . . . Fr. Jim Chambers, H. 37, formerly of the WNYF Staff, has been transferred to the Special Service Squad, Legal Division. . . . The examinations for the Annual St. George Scholarships were held in the Central Courts Bldg., Manhattan, last Saturday. . . . Fr. Eddie Kairath, E. 227, Chairman of the Scholarship Committee said that this year's contestants are the largest number to date. . . . Nomination and election of officers for the year 1947 in the Holy Name Society of Manhattan, Bronx, and Richmond will take place at the January meeting. . . . Ted McLinsky will be installed as Chief of the Lawrence-Cedarhurst Fire Department on January 11th. Dinner-Dance in the Lawrence Fire House. . . . Fire Commissioner Quayle has established a new office in the Fire Department to be known as "Office of Chief of Staff and Operations of the Department." Frank Murphy has been honored with the first designation of such office. This will be in addition to his present duties as Acting Chief of Department. . . . The new year will see the organization of a new Truck Company in Brooklyn, to be known as H. & L. 159. It will be housed in the quarters of Engine Co. 309. . . . Out in Farmingdale, L. I., the residents voted 11 to 1 in favor of a proposed bond issue to raise funds to provide for the new fire apparatus. . . . The Anchor Club of the New York F. D. will hold their Silver Jubilee Dinner-Dance at the Hotel Pennsylvania on Monday, February 17th. . . . Fr. Paul Griffard of the Glee Club has been designated as an Acting Lieutenant. . . . At the recent Annual Convention of the I.A.F.F. a reso-

lution was adopted to set as a goal the 48-hour work week for Fire Department throughout the country. Something relatively few cities have thus far adopted. John J. McCarthy, the former Assistant Chief of Department, has returned from the Winecoff Hotel holocaust and is now on a statewide trip surveying the New York hotels. . . . The bill to provide for the appointment of three Deputy Fire Commissioners instead of two has been passed by the City Council and forwarded to the Board of Estimate for approval. . . . The 37-39 Club (FDEAC) held its Fifth Annual Christmas Party at Murray's Restaurant, The Bronx. . . . Fr. Joseph Parisi, of Rescue Co. 4 was seriously injured when his car was in collision with the company fire engine on Broadway, Elmhurst. The company was responding to a false alarm at National and Roosevelt Avenues, Corona, one of seven such alarms pulled in the wee hours of Christmas morning in Queens. . . . Fire Marshal Brophy spent Christmas in Holy Family Hospital with an infected toe aggravated by the long hours spent in the investigation of the fatal fire and collapse in Washington Heights. . . . Michael J. Higgins of the 2nd Battalion will be transferred to the 13th Battalion as of January 1st. . . . This makes the second Battalion Chief to leave the 2nd for the 13th. Patrick Carey left last year. . . . Capt. Elmer Ryan, President of the UFOA, and Chief Richard Burke of Brooklyn were elected to membership in the Cycle Club. . . . A dinner-dance of the Fire Square Club will be held at the Park Central Hotel on Saturday, January 25. . . . The report to the Mayor on the Fire Department's Fire Prevention activities has been forwarded. This may result in Fire Prevention coming back to the Fire Department instead of being handled by the Building Department, as at present.

NYC WELFARE DEPT. BRIEFS

It's a boy to Sylvia and Bill Jacobs, both veterans and former 73'ers. . . . And a boy to Ruth Cummings Monheit. . . . Sadie Colte has had a girl, to make a playmate for her little boy. . . . And Charles Carrington's wife has given him a son. . . . Beatrice Wright has been keeping up her odes, with Rolly Wolfe giving critical encouragement. . . . Investigator Ruth Levine and Time-keeper Meyer Adams will chance it for better or worse. . . . Case Supervisor Maria F. Hall has been transferred. . . . Her replacement, Sylvia Apelbaum, returned recently from Shanghai, where she was an UNRRA representative.

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LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of FRANKLIN TYPOGRAPHERS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 27th day of November, 1946.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 22 BOND STREET REALTY CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 13th day of December, 1946.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 486 COL. AVE. CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 7th day of October, 1946.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of L. C. F. HOUSING CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 24th day of December, 1946.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

EXAM DATES SET BY NYC

Thursday, January 2

License to Install Oil Burning Equipment. A practical exam. At the Hall of Records, Chambers and Center Streets, NYC., 9 a.m.

Friday, January 3

Promotion, Signal Maintainer (NYCTS). A special military practical. Room 207, 299 Broadway, NYC., 12:30 p.m.

License for Motion Picture Operator. A practical, to be held in Room 2313, Municipal Building, Centre and Chambers Streets NYC, 9 a.m.

Bus Maintainer, B. A special military competitive physical to be held in Room 200 at 299 Broadway, 10:15 a.m.

Deputy Sheriff, Grade I. A special military medical and competitive physical. To be held in Room 200 at 299 Broadway. 10:30 a. m.

Auto Engineman. A special military qualifying practical. At the Sanitation Training School, 22nd Street and East River, NYC. Also promotion to Auto Engineman, 10 a.m. (HD) same time and place.

Saturday, January 4

License for Motion Picture Operator. A practical to be held in Room 2313, Municipal Building, Centre and Chambers Streets, NYC, 9 a.m.

Monday, January 6

License for Motion Picture Operator. A practical to be held in Room 2313, Municipal Building, Centre and Chambers Streets, NYC, 9 a.m.

Tuesday, January 7

Promotion, Maintainers Helper, Grade B (NYCTS). To be held in Room 207 at 299 Broadway at 12:30 p.m.

License for Motion Picture Operator. A practical exam. To be held in Room 2313, Municipal Building, Centre and Chambers Streets, NYC, 9 a.m.

Wednesday, January 8

License for Motion Picture Operator. Practical examination to be held in Room 2313 in the Municipal Building at 9 a.m.

Promotion, Inspector of Carpentry and Masonry, Grade 4 (HB). A special military written to be held in Room 207 at 299 Broadway, 12:30 p.m.

Thursday, January 9

License for Motion Picture Operator. Practical examination. To be held in Room 2313, Municipal Building, Chambers and Centre Streets, NYC, 9 a.m.

Promotion, Clerk Grade 4 (Part II). A written special military to be held in Room 209 at 299 Broadway, 9:30 a.m.

Promotion, Clerk Grade 3 (Part II). A special military written to be held in Room 207 at 299 Broadway, 9:30 a.m.

Amusement

By J. RICHARD BURSTIN



MERLE OBERON in "Temptation" at the Criterion.

First show to open on Broadway for 1947 will be "Love Goes to Press," a comedy by Martha Gellhorn and Virginia Cowles at the Biltmore. . . . "Bloomer Girl" returns to town on January 6 with Nanette Febray and Richard Smart. . . . Comes January 8th and Elliott Nugent and Bob Montgomery's "The Big Two" will open at the Booth, with Claire Trevor and Philip Dorn heading the cast. . . . Warners' just bought the movie rights to Moss Hart's "Christopher Blake," Hart's first all-serious drama. . . . Humphrey Bogart has signed his name to the longest acting contract on record with any studio. Fifteen years—with Warners. Bogart is currently before the cameras with Lauren Bacall (Bogart) in "Dark Passage." . . . There's a grand holiday show at the Strand: Dennis Morgan and Jack Carson in "The Time, The Place and The Girl" on the screen, Vaughn Monroe and his orchestra, featuring Ziggy Talent, Frank Fontaine, The Moon Maids and Johnny Mack in a grand new stage revue. . . . The

story of the rise from the slums to world-wide fame of a young violinist is told in "Humoresque" at the Hollywood Theatre by the truly wonderful performances of Joan Crawford and John Garfield, with Oscar Levant. Isaac Stern is the ghost violinist for Garfield. . . . Alfred Drake, the original male lead in the all-time record breaker "Oklahoma" has the top role in "Beggar's Holiday." . . . Remember "Here Comes Mr. Jordan" with Bob Montgomery and Claude Rains? It is now called "Wonderful Journey" at the Coronet with Sidney Blackmer, Donald Murphy and Walter Acton.

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BENNETT LIFTS STAFF MORALE

Deputy NYC Mayor During Year as Corporation Counsel Got Record Raises and Promotions for Employees

Compelled by circumstances to struggle for a living himself in the early days of his career, John J. Bennett, New York City's New Deputy Mayor, not only has retained a deep feeling for those beset by economic difficulties but has done his utmost to improve the working conditions and the pay of his own public employees.

Having relinquished the important post of Corporation Counsel to become Deputy Mayor at the request of Mayor William O'Dwyer, he can look back to what he has accomplished for employees in the largest law department under one roof in the country. Raises or promotions to almost 200 out of 603 employees are to his credit as his record of twelve months as head of the city's law office. This is the largest number of promotions and increases ever given in one year in the history of the Corporation Counsel's office.

The example that Mr. Bennett has set in the Corporation's Counsel's office is in line with what he did for employees when he held his last previous public job, Attorney General of the State. As an indication that his efforts did not go unappreciated, when he was inducted as Corporation Counsel, by far the largest floral piece came from employees of the Attorney General's office. And so, too, veterans appreciate what he has done for them, for he was Kings County Commander of the American Legion in 1922 and State Commander in 1929-'30. The veterans, too, go all out in showing their appreciation, and they admiringly watch the rising star of his career.

Sympathetic Attitude

What can be accomplished in public service by a sympathetic attitude toward employee problems, by exerting oneself in behalf of worthy employees, and in ridding a public career service of the bogey of low or medium pay, is well demonstrated by the Deputy Mayor's action in his previous jobs. An engaging fellow, who keeps his door open to his employees regardless of rank or position, he is ever willing to discuss personal and official problems, abhors red tape in employee relations and strives to make public service not merely the equal but the superior of private employment.

He has had abundant experience in both, having done the most minor tasks as well as having been the top administrator and he speaks just as readily about one kind as the other. He tells of having swept up an office, of having been a messenger, a book-keeper, stenographer, and a clerk, with just as much gusto—and maybe a little more—as, when he discusses his work as Attorney General or as Corporation Counsel.

"My philosophy has always been favorable to the public employee," he said, in an interview with *The LEADER*, "whether an issue



JOHN J. BENNETT, whose administration of the NYC Law Department in only one year greatly increased employee morale and improved the work of the office.

was being discussed in an election or in connection with the enactment of a statute. I see things from the viewpoint of the low-paid employees, for I was for a long time one of them myself, and that whets my desire to be of assistance. It is by lifting the employee to the earning power that he deserves, and the insistence on working conditions that are attractive to the workers and protect the interests of the employer, that the public service becomes a career of irresistible appeal."

Public Employ's Upgrading

He remarked upon the gradual reduction of the salary gap between the higher pay of private commerce and industry, and the smaller pay, but better pension systems, of public employment.

"Now private industry is beginning to lose employees to government," he said, "thus reversing the trend."

He believes that a supreme opportunity exists to render public service through working for the government, whether it be Federal, State or city, and that conditions will continue to improve. He notes that employee groups have become articulate, and in the improved presentation of their

arguments have been helpful to government, by cooperative effort toward worthy ends. He listens to employee appeals with an attentive ear.

"I came up from the bottom myself," he repeated, "and sound arguments of employees often seem to reflect my own early hopes and experiences."

He finds one advantage in occupying a lower position—one gets to see his family more often. The top administrative and advisory jobs, whether in public or private employ, certainly do tax one's time, he admits; there is no limit to hours, and one has to have a sacrificing family; the ranking executive himself has to forfeit some of the joys of family life. He is thankful that his wife is ready to endure his long absences from home, the sudden interruptions of amusement plans, family dinners, and small parties with old-time friends.

"The real credit goes to the lady of the family," he observed.

The Bennett Amendment

Mr. Bennett has always been shy about claiming credit for himself. For instance, a very important amendment to the State constitution, adopted at the polls

in the omnibus amendments of 1938, made public employees' pension obligations contractual, safeguarding them from being diminished or impaired. Relatively few know that the delegate who introduced and fought for the passage of that resolution at the constitutional convention was Mr. Bennett. His very close friends refer to it as the Bennett amendment, because they followed and remember his work. But since Mr. Bennett does not bring the subject up, the public employees of the State and of its political divisions are generally unaware of the authorship of that significant protection, of their rights, now part of the basic law. The effect of that statute was practically to compel cities with unsound pension systems to bring them into line with the actuarially sound systems, and thus provide a double safeguard to the employees—first, by the command of the constitution that the pensions be inviolate, and second, that the operators of the pension systems shall so reform and administer them, where necessary, that the money would surely be available to pay the annuitants. This was fully in line with Mr. Bennett's ideas of sound business, for he was taught the necessity of soundness of fiscal policy when he worked for J. P. Morgan & Company, in the days of his struggles.

Standards for Sound Principles

"Business or government, it matters not which, the principles upon which the work is founded must be sound," he remarked.

Those are his sentiments today, and he does not expect them to change.

By acting consistently with these principles he has been able to lift employee morale with outstanding success.

Asked to compare the work of the Corporation Counsel's office with that of the Attorney General's office, Mr. Bennett said that the city job had a swifter tempo—municipal government brings one much closer to the people. He had 350 employees in the State office, a little more than half the number who were under him in the City's Law Department, where there were 86 exempt jobs alone. He filled the exempt posts on the basis of competence, from that of First Assistant Corporation Counsel, filled by Charles F. Preusse, all the way down to the exempt positions then paying \$3,500.

He is a stickler for merit and has always surrounded himself with a staff recognized for its merit. Competence in the discharge of one's duties, and strict application to work, are part of his credo; and it doesn't matter if the job is in the exempt class—in which case he can appoint whom he will—the standards remain high. He considers that an obligation of the appointing official.

Mirror of Progress

As Corporation Counsel his work was of the same general nature as when he was Attorney General. He tackled it with the same high standard of administrative skill and legal knowledge and applied

the same principles. One of his favorite plans of administration is to have a perpetual inventory system of work accomplished, and work still to be done, so that regular reports mirror actual conditions. In the Attorney General's office he brought this quick-reflecting system to perfection, so that soon he was able to see at glance just what was, and what was not, being done in the office. Some changes had to be made in duties of personnel, and in hours worked. The idea of all-pay-and-no work lost out at once, in those few instances where it existed. All hands had to carry their just load. He was no hand at compromising on either efficiency or productivity.

In both jobs he was called upon to render opinions. In this way the two offices are of a quasi-judicial nature. His opinions have been recognized by courts and lawyers as understanding and sound, and they have encompassed problems both small and large.

One of the most recent problems of magnitude concerned the existence of the right of exclusive collective bargaining for public employees in the City. He advised Mayor O'Dwyer that there did not exist, under State law the right of any group to bargain exclusively for employees. This answered a question raised inferentially by the Mayor's Committee on Labor Relations in the Board of Transportation, which suggested, though not unanimously, that if it were legal, some such collective bargaining method might be adopted.

Protection to Employees

The opinion did not specifically state whether public employees in the City of New York had a right to strike, but did point out that under civil service, any employee who quits his job automatically resigns, and added that under Section 15 of the Civil Rights Law the right to exclusive bargaining cannot exist at all among employees of the State and its civil divisions.

He feels, as a matter of personal opinion, that when the officials in charge of government treat employee grievances understandingly, and act upon them justly and appreciatively, the tensions are relaxed. Satisfactory working arrangements, as to pay and other matters, can then be arranged, without any existing law impairing the integrity of such sound employee relationships.

"The public employee," he said, "has the protection of the civil service laws, pension rights and improved and improving pay scales. A career in public service offers a great opportunity today. Public bodies must realize that they need competent staffs and that competence must be rewarded suitably, by good pay, promotion opportunities, and excellent working conditions. When these factors exist—as they should exist everywhere—the foundation for stable labor relations is solidly laid."

EXAMS FOR PERMANENT JOBS

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33333. Association Housing Accountant, Division of Housing, Executive Department. Usual salary range \$4,000 to \$5,000, plus an emergency compensation. Application fee \$3.

Closing date, January 3

4434. Supervising Disease Control Veterinarian, Bureau of Animal Industry, Department of Agriculture and Markets. Usual salary range \$3,120 to \$3,870, plus an emergency compensation. Application fee \$3. At present, one vacancy exists.

U.S.

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Closing date, January 2

Engineer, \$3,397 to \$5,905; Grades P-2 to P-5. Positions mostly in Washington. In establishing registers for cer-

tain specialized branches, an educational curriculum completed in a college or university of recognized standing, with major study in the physical sciences or in mathematics may be accepted, if appropriate, for the specified engineering curriculum. Such substitutions as chemistry for certain positions in chemical engineering, physics for certain positions in electronic engineering, etc., are examples. Any substitute curriculum, so offered, must be fully described in the application, showing clearly for all pertinent courses the titles of the individual courses, the amount of credit received in each, and a brief description of the content of each

course. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. File applications with Commission's Washington office, Washington 25, D. C. There will be a written test.

Closing date, January 2

Printer Proofreader, \$157 an hour; Government Printing Office, Washington, D. C. Positions are located in Washington, D. C. Persons who do not wish to accept appointment in this locality should not apply. The duties are to read proof on all forms of type matter, and to perform related activities in connection with the work of a large printing establishment. Ap-

plicants must have completed one of the following: (A), five years' experience as a proofreader on type matter; or (b) five years' experience as a printer (which may have included apprenticeship training), plus two years' experience as a proofreader on type matter. Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in unpaid work.

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Geophysicist, Departments of Commerce and Interior, \$3,397 to \$7,102. Jobs in Washington and throughout the United States.