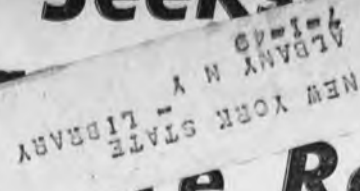


State Seeks Clerks; Permanent; No Experience Required

See Page 8



NATION-WIDE EXAM FOR RAIL MAIL CLERK

State Opens Race-Track Jobs; Also High-Pay Teacher Posts

Postal Jobs Open Only To Veterans

By CHARLES SUELVAN

WASHINGTON, Dec. 6—The U. S. Civil Service Commission will announce an examination soon, to be held in all 48 States, for Railway Postal Clerk. William A. McCoy, chief of the Examining and Placement Division of the Commission, is conferring regularly with Post Office Department officials on the arrangements for announcing and holding the test simultaneously in all States. The present indications are that the official announcement of the test will be made in January or February and that the Commission will start accepting applications at the same time.

The examination will be restricted to veterans. Disabled veterans will get a 10-point preference and non-disabled veterans 5 points.

Examinations for those entitled to 10-point preference, consisting

(Continued on Page 8)

W.P. Thinks Wallace May Be Of Help

REPUBLICANS think that jubilation Democrats had better watch their hats. Winning New York in 1950 isn't going to be a pushover they think. Reason, even if or not, is Henry Agard Wallace and the ALP. Here's the simple political arithmetic. While Wallace did badly in the nation, snagged some 500,000 votes in N. Y. State. If he runs for Gov. in '50, he can hang on to a conservative estimate—at least 300,000 of those votes. In fact, any GOP candidate would start with a 300,000 handicap in favor. And that's a handicap few Democrats can overcome. In two years, lots of things will change. Maybe the Democratic foreign policy and Wallace's will be more in conformance at that time. Maybe Wallace will be accepted back into the Democratic party. Maybe the GOP and the Democrats will get along better than they do now—happened before. The NYC primary election will have a lot to do with it. Or, maybe, as the informed rumor has it, Wallace

(Continued on Page 6)

Health, Marketing, Engineering Aides Also Being Sought

ALBANY, Dec. 6—A new series of examinations, with wide appeal, has been opened by the State Civil Service Department. The

positions resulting from these exams are in the fields of education, marketing, health, engineering and horse-racing. The salaries for the positions, compared with the pay of similar jobs elsewhere, is considered good. And the State of New York is reputedly the best governmental unit to work for. Now let's have a closer look at

the jobs. Here are the titles and the entrance salary of each:

- Education
- Associate Education Supervisor (Guidance), \$5,232.
- Associate Education Supervisor (Merchandising), \$5,232.
- Senior Education Supervisor (Guidance), \$4,242.

(Continued on Page 2)

50,000 State Employees File New 'Must' Oaths of Office

ALBANY, Dec. 6. — New York State's vast army of employees, told recently that they must file new constitutional oaths of office or "face the consequences," have complied with the new procedures.

Ruth M. Miner, executive secretary of the department of State, told The LEADER this week that over 50,000 State workers have local subdivisions of government Department showed that most filed their oaths of office to date. Oh the county and local level, filing of oaths is proceeding somewhat more slowly.

The program calling for the universal re-filing of oaths was initiated after The LEADER had revealed widespread laxity in the practice, and had found that em-

ployees were in jeopardy of losing their jobs if their oaths remained unfiled. A survey showed that it wasn't possible to determine who among State employees had, and had not, filed oaths; and on the

local level, thousands of employees had never even been informed that oaths were required by the constitution.

File With Each Change

A conference was then held between representatives of the Department of State and the Civil Service Department. The Attorney

(Continued on Page 2)

Capsule News

NURSES in New York State institutions will get the results of the appeal to the Salary Standardization Board this week. It's about time!

MENTAL HYGIENE DEPARTMENT is trying out meal ticket plan in several institutions. If it is successful, it will go into effect in all State hospitals. Plan allows employees to pay only for meals they eat.

AN APPLICATION for salary adjustments in behalf of 1,700 State engineers, now before the State Salary Standardization Board, is expected to be acted upon in February.

NO DeMARCO CASE decision until January 1949.

WESTCHESTER County employees have received another \$90-a-year cost-of-living increase through the flexible salary plan operating in that county.

J. BURCH McMORRAN has been appointed to the \$14,000-a-year post of Chief Engineer in the New York State Department of Public Works.

Vets Duck Test; Non-Vets to Cash In

By ANNA LEE KRAM

Declination of job offers have become so numerous that the NYC Civil Service Commission has started a study to determine the causes and apply possible remedies. The principal declinations so far have come from disabled veterans. The Commission realizes that such candidates often take

more than one examination. If they pass, since they go in the top group through veteran preference application, they get multiple job offers. Another factor is that a considerable number of applicants are taking study courses under the GI Bill. Non-appearance by such non-disabled veterans is running about at the

(Continued on Page 8)

Fill U.S. Legal Jobs By Civil Service, Says Herbert Hoover

WASHINGTON, Dec. 6—If former President Herbert Hoover has his way, all jobs of Federal lawyers, with the exception of the top jobs, will be filled through civil service.

At present, Federal lawyers are in two categories — the U. S. Attorneys' aides, selected by patronage, and lawyers selected through examination. In general, where the work would require admission to the bar, the job is exempt from civil service requirements. Where the work can be performed by one having legal training — but not necessarily ad-

mission to the bar — the job is generally filled through civil service examination.

Offsetting Factor

Mr. Hoover, in his report on the reorganization of government, will recommend that all legal posts, of whatever nature, be filled through merit. However, offsetting this condition to some extent, is the former President's recommendation that the Civil Service Commission be stripped of its major recruiting powers, and that the job of recruiting and testing be taken over by the agencies themselves.

Mitchell Vet Bill Garners More Support; Legion Committee to Probe Preference Question

By MAXWELL LEHMAN

Biggest single topic of discussion in civil service circles is: What will the State Legislature do about veteran preference? Public employees themselves — the people most directly affected — have nearly every case where a clear-cut vote has been open to them — have voted for a point system of preference. Such a system is embodied in the Mitchell bill, which will be before the Legislature

when it convenes. An opposing measure — the Condon bill — will also be up for consideration. The Condon bill provides for a system of absolute preference to disabled veterans, but at the expense of non-disabled veterans and of non-veterans.

AFL for Mitchell Bill

In addition to public employees of the State, the State Federation of Labor is on record in support

of the Mitchell bill. The organization adopted the proposal after the New York State Fire Fighters Association — comprising the paid firemen of communities throughout the State — had vigorously expressed its preference for the Mitchell over the Condon bill.

The Resolution

The firefighters asked adoption of a resolution which reads, in part: It is the opinion of majority of

the membership that the ultimate adoption of this proposed amendment (Mitchell) will clarify many disputed provisions of the existing law, and eliminate certain controversial aspects which have tended to create dissatisfaction and discontent among both Veterans and non-Veterans to the detriment of morale and efficiency in the civil service; BE IT RESOLVED: That the New York State Federation of Labor

in convention assembled does hereby go on record as endorsing and supporting the aforementioned Concurrent Resolution, (Senate Intro. 2370-Mitchell, and Assembly Intro. 2902-Van Duzer) AND BE IT

FURTHER RESOLVED: That the membership of New York Federation of Labor, both individually and collectively, shall use every honorable means to insure the

(Continued on Page 5)

STATE AND COUNTY NEWS

Figures Prove Industrial Workers Fare Better Than Public Employees

Assn. Research Leads to Request For Pay Increase

ALBANY, Dec. 6—The need to adjust State salaries is stressed by Civil Service Employees' Association officials in releasing a study of increased earnings among New York State industrial workers.

The study is restricted to changes up to August, 1948, since this was the date of the latest employment and payroll data published by the New York State Department of Labor.

Factory Earnings Up 8.4%

Average weekly earnings of New York State factory workers were 8.4 per cent higher in August 1948 than in August 1947. This increase reflected the effects of the "third round of wage adjustments" which occurred chiefly between March and August of this year. Living costs rose 8.8 per cent during the same period. The Bureau of Labor Statistics Consumers' Price Index was 160.3 (1935-39 = 100) in August 1947 and 174.5 this August. Earnings of non-supervisory employees in non-manufacturing establishments also showed substantial increases in this 12-month period.

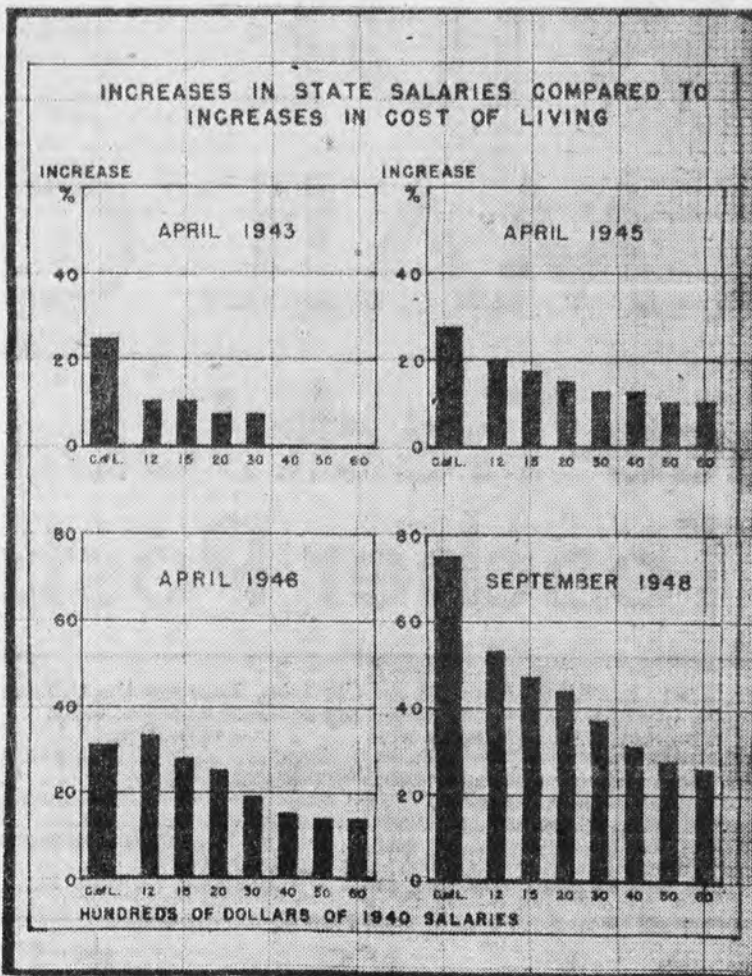
Increases in average weekly

payments made to certain groups of New York State industrial workers, which equalled or exceeded the rise in living costs between August 1947 and August 1948, were tabulated by Association research workers. (The table will be published next week.—Ed.)

In an analysis of the growth of earnings in these industries between 1940 and 1948 published in the November 30, 1948 issue of The LEADER, Association officials pointed out that "the salary and wage income of professional, clerical and administrative, custodial and skilled tradesmen in private employment are in much closer equilibrium with prices of essential commodities than state salaries." Earnings in the above industries had increased between 75 and 115 per cent between 1940 and 1948.

Minimum 12% Rise Asked

This year, Association negotiators, backed by the unanimous vote of delegates at its recent convention, are calling for a minimum 12 per cent increase in State salaries and the incorporation of total adjustments into basic salary rates in order to prevent further reduction in the value of state salaries.



This chart, prepared by the research staff of The Civil Service Employees Association, shows the way pay increases in State service compare with increase in the cost of living.

Big Albany Civil Service Xmas Party

ALBANY, Dec. 6—It will be an old-fashioned Christmas for employees of the Civil Service Department. According to the program arranged for the department's big Christmas party there'll even be mistletoe in the affair.

For those who don't want to "pucker up," there will be Christmas decorations in the Country Club, including a Christmas tree, holly and holly games.

The party will get underway at 6:30 P.M. Dec. 16 with a holiday dinner. There'll be dancing from 9 to 2 A.M., caroling, skits and entertainment galore.

Tickets, priced at \$4.75, for time payments arranged, may be secured from Daniel O'Brien, 23rd floor; Judy Soffey, 24th floor; Ruth Watts and Muriel Gray, 25th floor; Eileen Purcell, 25th floor; Dorothy Hoose, 30th floor; all in State Office Building; nest DesChamps, Margaret Bona, Margaret Lindsay in the Building and from Marion B... in the DPUI unit.

Coast Guard 'Temps' Lose Preference

ALBANY, Dec. 6—Part-time members of the military service during wartime aren't entitled to veteran preference.

The Court of Appeals so ruled recently, upholding the decision of the lower courts. The case involved a temporary member of the United States Coast Guard Reserve, now an Ossining patrolman, who had demanded preference in a police sergeant exam.

The case apparently puts an end to attempts in this state to obtain preference for former temporary members of the Coast Guard Reserve. In other states, however, the "temps" have received privileges similar to those held by other veterans.

HEARING ON PAY

ALBANY, Dec. 6—The State Salary Standardization Board announces that an employee-departmental hearing will be held on Friday, December 10, at 11 A.M. in Hearing Room No. 5, State Office Building, Albany, N. Y., covering all Occupational Therapy titles including:

- Occupational Therapy Aide
- Occupational Instructor
- Occupational Therapist
- Senior Occupational Therapist
- Supervisor of Occupational Therapy

State's New Exam List

- (Continued from Page 1)
- Assistant Examiner (English), \$3,450.
 - Supervising Tuberculosis Physician, \$6,490.
 - Principal Public Health Educator, \$6,000.
 - Senior Pathologist, \$5,650.
 - Associate Cancer Biochemist, \$5,232.
 - Assistant Cancer Urologist, \$4,638.
 - Senior Occupational Therapist, \$3,450.
 - Instructor of Nursing, \$2,898.
 - Dental Hygienist, \$2,484, Unwritten.
 - Engineering**
 - Principal Personnel Technician (Engineering Examinations), \$6,700.
 - Senior Gas Engineer, \$5,232.
 - Park Engineer, \$4,242.
 - Junior Park Engineer, \$3,450.
 - Junior Hydro-Electric Operator, \$2,208.
 - Junior Engineering Aide, \$2,070.
 - Marketing**
 - Senior Marketing Specialist, \$4,242.
 - Assistant Game Research Investigator, \$3,036.
 - Pari-Mutuel**
 - Pari-Mutuel Examiner, \$3,450.

vacancies to be filled, with a lot of additional part-time positions. Most of the vacancies are in the New York City area, although some are anticipated at tracks in other parts of the state.

The requirements for the job are high. The State wants people who've had five years of business or office experience. Two of these years must have been concerned with "responsible" work. High school graduation or its equivalent is required. If you have a college degree in accounting, economics or related subject, one additional year of experience qualifies you for the test. The big requirement — and probably what the test will try to find out — is your ability to calculate rapidly in your head, without the use of calculating or adding machines. Knowledge of arithmetic and mathematics will be enormously helpful to you. When you ask for the announcement on this test, refer to Number 8361.

(Continued from Page 1) ney General had in the meantime ruled that—

"In my opinion, each State employee should be permitted to take and file a new oath upon reclassification of his position or upon assuming the duties of a position under a title differing from that with respect to which an oath has previously been taken and filed."

Serious Consequences

How serious the consequences can be in failing to comply was indicated early this spring when an employee of Chemung County was dismissed for failure to file the oath of office.

Under the new regulations, oaths

50,000 Must File Oaths

are filed on uniform cards in Department of State. Appointing officers of the various state departments are responsible for obtaining the new oaths.

A check at the State Civil Service in the state are using the uniform procedure.

System Modernized

According to Department of State officials, the new system which has modernized the filing procedure and made information more easily obtainable, is open to inspection by representatives of any municipality or county in the state who has not yet set up a similar program.

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STATE AND COUNTY NEWS

Membership in Albany and Elsewhere Highest Ever

membership drive of The Service Employees Association has resulted in a record-breaking gain in membership in Albany and throughout the state.

The Association's membership drive is the largest in its history. It is the result of a concerted effort by the Association's chapters throughout the state.

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president, attributes membership gains to the "concentrated effort" of our membership committee, chapter officers and executive

Schenectady Has Many Jobs Open

The Schenectady County Civil Service Commission will hold competitive examinations for:

Director of Nurses, City Health Department. One appointment expected at \$3,500 a year. Application fee \$3.00.

Probation Officer, County Probation Department. Two appointments expected at \$2,450 — \$2,850 a year. Application fee \$2.00.

Tower Operator, Schenectady County Airport. Three appointments expected at \$3,250 per annum. Application fee \$3.00.

Asst. Photostat Operator, Schenectady County Clerk's Office. One appointment expected at \$2,150 per annum. Application fee \$2.00.

Patrolman, Village of Scotia. One appointment expected at \$2,200 — \$2,350 per annum. Application fee \$2.00.

The last day for receipt of applications was December 2.

STATE ELIGIBLES COMMUNICABLE DISEASE VETERINARY CONSULTANT, Dept. of Health

- Alexander Zeissig 96.000

GRADUATE NURSE Newton Memorial Hospital, Chautauqua

- Beatrice Telford 87.800
- Grace Mansfield 83.028

Most Productive Gift

Most productive gift you can give to your fellow employees and to yourself is membership in the Association, to increase its strength and success in bringing about the improvements in working conditions so important to all.

Capital District

Spot survey in the Capital District shows highly successful membership drives in a number of Association chapters. The Motor Vehicle Bureau chapter, with a membership of 368 for 1948, lacks less than 30 to reach the 100 per cent goal.

Matthew Fitzgerald, chapter

Association Will Move to New Home Next Month

ALBANY, Dec. 6—The Civil Service Employees Association expects to be in its new Albany headquarters early in January.

Preparations for the altering and painting of offices are going on. A superintendent, Clifford Smith, has already been hired, and has been cleaning, going over the furnace, making minor repairs, and getting the building in shape. Mr. Smith formerly worked for the Tax Department maintenance man-mechanic. He has been associated with the Orange Boy Scouts.

Specifications for the changes have been drawn. All the work will be sub-contracted, says Joseph Lochner, executive secretary

of the Association, in order to save on the alteration costs. Bids on furniture and equipment are being accepted by the Association officials this week.

Will Look Modern

The office furniture will be painted a modern gray. Present office equipment will be sprayed to harmonize. No equipment will be "wasted." Much of it will be reconditioned.

Several new employees will be added to the staff to deal with the enlarged burden of work, a file clerk, and a stenographer will be among the new workers.

The top floor of the building has been rented to the General Electric lamp department.

committee. Stating that the chapter started its membership drive on the "very day renewal blanks were available," he praised the "untiring efforts of Michael Lester, who heads the chapter's campaign.

Civil Service Dept.

In the State Civil Service Department, a rapid influx of members has indicated the chapter will exceed its 1948 membership. The drive, headed by Elizabeth Staley, Mary Salerno and Grace Sharp, has already succeeded in signing up over 80 per cent of last year's members as well as many of the new department employees, hired during the past year.

Tax and Finance

Chapter officials in the State Department of Tax and Finance report an Association membership of 1,000 is "within sight." George Hayes, president, termed success of the chapter drive, under the chairmanship of Louis Vella, a result of "year around activity in behalf of its members."

Health

Other highspots include membership activities by chapters in the State Health Laboratory and Public Health Commission.

County Division

In the Association's young, but rapidly expanding county division, chapter reports indicate last year's division membership should easily double in 1949. Charles R. Culyer, field representative, reports 1949 membership figures are ahead of those for the same period last year.

Building Improvement Charted

ALBANY, Dec. 6—Improvements are constantly being made in buildings occupied by State employees. Here is the latest list of coming changes, announced by the Department of Public Works.

Alfred — installation of sewer, water and gas lines for new emergency classroom and gymnasium, New York State Agricultural and Technical Institute, Alfred University.

Buffalo — erection of new steel flag pole, 74th Regiment Armory, 184 Connecticut Street.

Albany — construction and heating work required for alterations to the first and second floors of space at 95 Central Avenue now occupied by the Department of State.

Brooklyn — interior painting, 23rd Regiment Armory, 1322 Bedford Avenue.

Willard — electric work for installation of turbine generator set, Willard State Hospital.

NYC — construction work for additional quarters in basement, 102nd Medical Battalion Armory, 56 W. 66th Street.

West New Brighton, Staten Island — Waterproofing wall of corridor and drill shed, 51st Regiment Armory, 321 Manor Road.

Syracuse — insulating ceilings, State Armory, 1055 E. Genesee Street.

Ogdensburg — construction, electric, heating, sanitary and installation of coal handling apparatus for construction of a Power House, St. Lawrence State Hospital.

Dewey Reveals Priorities

Governor Dewey has revealed priority for Mental Hygiene Department construction work and identified the top projects: Opening of Edgewood Hospital, Brentwood, as a pioneer patients, by tubercular mental patients, by March 1; starting work on the first of several buildings for 31,160 patients at Manhattan State Hospital on Wards Island whose condition is so serious they cannot be moved; immediate advertising of contracts for work on Letchworth Village, Thiells; Binghamton State Hospital and Hudson River State Hospital, Poughkeepsie.

CORRECTION BOWLERS TO BANQUET DEC. 16

ALBANY, Dec. 6.—The State Correction Department bowling banquet is scheduled for 6:30 p.m. Dec. 16 at Herbert's Restaurant in Albany.

The Public Employee



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

THE LORD HELPS THOSE WHO HELP THEMSELVES

ONE OF the turning points of my life was when I was first disillusioned about civil service. That happened a long time ago. I was a public employee. I liked my boss, and I liked my boss's boss. I felt sure my superiors would give me a square deal. I did not think it was up to me to do more than to perform a good job, and to make sure that my boss knew how good a job I was doing.

Disillusion

The disillusionment came when it became evident that my boss was unable to fulfill all of his essential duties as a good boss. He could not get enough money to run his business as he wanted to run it, or to pay the salaries required to attract and hold good and efficient employees.

Much the same was true of my boss's boss and of his boss, all the way up to the top administrator, who sometimes had his troubles with the Legislature. It occurred to me that the job of every public employee was bigger than I had thought. It appeared to me that the big people needed the help of all the little people in the public service to make government function efficiently; and to compel the civil service to outlaw favoritism and the spoils system and to be true to the great ideals of merit and fitness as the sole basis of appointments and promotions in the public service.

The Answer

The plain path to honesty, fair dealing and efficiency in our rapidly expanding government seemed to me to be united action by all public employees in an active and able civil service employees organization, devoted to the advancement of common welfare of all the people including the public employees.

Ever since that day I have based my faith in democratic government on democracy in government, on the right and the duty of every public employee to control in some proper measure his own destiny, and to contribute his full share to the welfare of the common surging life which is the State of New York.

To my mind, membership in The Civil Service Employees Association means much more than the paying of the membership fee.

What Makes for Vigor?

Organizations, of course, have no power or policy beyond that which they draw from their members and their own staff. An organization is virile and vigorous only when its members — all its members — form the front line of defense and of attack, and when, as electors, they make the major decisions of the Association with the same interest and care that they give to their own individual problems.

I am certain that our Civil Service Employees Association is vigorous, alert and of good spirit. I am confident that the Association, as it grows in membership, grows also in accomplishment, in prestige and in influence.

I am dead sure, however, that what we as an Association have done is "only the beginning." Our major tasks lie ahead and they will not be easy. They can be successfully accomplished only if the Association remains true to the universal principle of unity — "Each one for all and all for each one."

New Rating Plan Goes into Effect

ALBANY, Dec. 6—During the rating years 1947-48 a new rating plan, recommended to the State Civil Service Commission by the State Personnel Council, was given a trial. As a result, it led to a decision to recommend a new form and procedure for use, if possible, during 1948-49, with the exception that all state departments are required to adopt the new rating plan for the year 1949-50.

New Standards

The plan provides for performance standards for titles embracing the larger groups of employees. Since some departments have embarked on their rating for 1948-49, and have nearly completed their ratings, these departments are advised to work out performance standards by July 1, 1949, in order to have sufficient time for training before their new service rating period begins in the fall of 1949.

Conditions

The State Commission has ruled

that departments not yet using the new rating plan may submit their 1947 to 1948 ratings for their 1948-49 report under the following conditions: 1) that department copies of the 1947-48 ratings be submitted through supervisors for review. If performance of an employee has changed during the current year, a new rating should be prepared; if not, then supervisors should indicate "no change necessary." 2) Special attention should be given to "unsatisfactory" ratings in the 1947-48 period. 3) New ratings for new employees or employees promoted during the past year should be prepared. 4) The department rating board should certify to the Civil Service Department that a complete review has been made of ratings for those employees still in the same title.

The Commission said it adopted this ruling to help state departments, so that complete new ratings aren't necessary for the 1948-49 period.

STATE AND COUNTY NEWS

More Win Awards For Valuable Ideas

The New York State Employees Merit Award Board announced the following awards:

The Board awarded \$20 in cash and a Certificate of Merit to George A. Hamilton, Albany, an employee of the Department of Audit and Control.

Through the Employees' Suggestion Program, he proposed that a map of Albany be placed in the lobby of the State Office Building, showing the location of the various State buildings and agencies.

It is believed that such a map will greatly assist visitors trying to locate agencies having branches in other buildings in the city. In addition, it will help the guards to explain the location of a particular bureau. The map will provide a marked aid and convenience to the visiting public unfamiliar with the city of Albany the Board felt.

This is the second time one of Mr. Hamilton's ideas has gained recognition by the Board. He previously won \$25 for his proposed procedure to insure the accurate control of vouchers while being processed.

Safety Plan Wins Prize

William E. Dillon, employed in the NYC office of the State Insurance Fund, has been awarded \$50 in cash and a Certificate of Meritorious Service by the New York State Merit Award Board in recognition of his "outstanding accomplishment in assembling a complete course in safety engineering for supervisors."

On his own initiative, outside of regular working hours, he compiled material from many sources on safety engineering into one composite course consisting of six unified parts. There is also a "quiz" accompanying each part. The subject matter is not a series of bookish technical statements, with exhaustive statistical tables, but has been developed in a practical style that should have wide appeal to foremen and those engaged in accident reduction activities in industry.

The committee which investigated Mr. Dillon's comprehensive work has indicated that the course is now used by the Inspection and Safety Service Department of the State Insurance Fund, and that it has proven to be effective. It has been found to be a ready guide for use by State Fund safety men in installing safety programs and is of material assistance for supervisors in plants in creating active participation in safety programs.

Another Double Winner

Moses Park, an employee in the Albany Office of the Department of Taxation & Finance, has just won his second Merit Award, \$50 in cash and a Certificate of Merit

in recognition of a practical, time-saving idea which he submitted through the Employees' Suggestion Program.

Mr. Park proposed a schedule for processing work in the Income Tax Bureau that will result in a significant saving of auditor's time and will expedite the review of taxpayer's returns. His previous award of \$25 was for a procedure designed to speed up the collection of delinquent taxes which will save the State an estimated \$1,000 annually.

"Not only are Mr. Park's accomplishments outstanding examples of employee interest in increasing efficiency in State government, but emphasize the value of the Suggestion Program as a means of coordinating on-the-job thinking," said the Board.

Other award recipients were: **Mary R. Mc Inerney, \$20.** Mental Hygiene, Hudson River State Hospital, for proposal that a pamphlet be distributed with license plates and with operators' and chauffeurs' license stressing Safety and Caution in the operation of motor vehicles.

Barnet E. Epstein, \$20. Div. of Placement & Unemployment Insurance, Brooklyn, for revision of form in DPUL, designed to improve public relations.

W. W. Phalan, \$20. Public Works, Rome, Suggested a change in mail room operations to expedite delivery of mail to the district offices.

George A. Hamilton, \$20. Audit & Control, Albany. He recommended that a map be placed in lobby of the Gov. Alfred E. Smith State Office Building showing location of various State agencies in Albany. It will be of material assistance to guards in explaining to visitors how to get to a particular bureau. This is Mr. Hamilton's second merit award.

Leonard Solomons, \$20. Div. of Placement & Unemployment Ins., New York City, advanced the idea of printing certain records in colored ink to provide a contrast thereon and thus reduce possibility of clerical errors.

Personnel Men Learn 'Know How'

ALBANY, Dec. 6—Personnel officers—those people are so important in the lives of public workers—are getting a briefing on how to do the job. They're "going to school" with the Personnel Council.

Last week they got some of the theory: the functions of a personnel office and stuff like that.

Future courses include the importance of records, methods of recruiting workers, examinations and eligible lists, classification, rates of pay, efficiency ratings, personnel actions (like transfers, promotions), employee relations.

The "teachers" are staff members of the Civil Service Commission and personnel officers of various agencies. They are: J. Earle Kelly, William Murray, Harry Smith, Joseph Schechter, Eugenia McLoughlin, Hazel Ford, Philip Hagerty, Helen Whipple, Irving Weinstock, Elizabeth Staley, William Tinney.

Merit Man



Clyde E. Paull

Clyde E. Paull is a leader who leads. A patient listener, a careful diplomat in his approach to people, Paull has in a short time achieved amazing gains for the employees of Chemung County.

He has just successfully completed a campaign which resulted in adoption of the "flexible" wage plan—a plan originated in Westchester County which assures employees that they will never be made victims of the inflationary spiral. A year ago, it is doubtful if anyone would have predicted the possibility of such a plan being adopted in Chemung. Incidentally, a substantial wage increase goes along with it.

17 Years of Service

Paull's civil service title is Senior Account Clerk in the Chemung County Building Construction and Maintenance Department. He's had seventeen years of public service, and so he knows the score—knows it from the bottom up.

His work on behalf of the employees is performed in his capacity as president of the Chemung Chapter, Civil Service Employees Association. If you speak to officials of the county, you are likely to hear this opinion: "Clyde Paull displays such tenacity of purpose, and works so carefully with his facts, that it is most difficult to oppose him when he undertakes to make a case for advancement of employee objectives."

He Plans Carefully

When the chapter was first organized, Clyde played a major role in establishing it solidly, and became its first secretary. Last April he was unanimously elected its president. During his administration the chapter has consistently grown and expanded its field of usefulness. He plans monthly meetings with care, appoints competent committees, and always furnishes a lively program. He has represented the chapter for two successive years as a delegate at the annual meetings of the Association, taking an active part in the proceedings of the county division.

One of the things that nobody has been able to figure about Clyde is how he has managed to remain a bachelor for so long. But unmarried he is. He lives alone—with two fine hunting dogs and a cat for company. They don't talk back, he maintains. He is an enthusiastic sportsman, belongs to several shooting clubs, and as often as his duties permit he can be found afield with dog and gun. Another hobby of his is music. Clyde is a good musician, plays exceptionally well.

He has long been active in Masonic circles, and is a member of the Methodist church.

From Pennsylvania

Originally he hails from Pennsylvania, where he attended the schools in a little place called Galston. He is a graduate of the Elmira Business Institute; and has studied higher accountancy through the LaSalle University extension department.

Clyde Paull's drive, energy and singleness of purpose represents the new approach in public employee relations—strength plus responsibility.

WHAT EMPLOYEES SHOULD KNOW

CAN VETERANS BE SUSPENDED PENDING HEARINGS ON CHARGES OF MISCONDUCT

By THEODORE BECKER

VETERANS who hold competitive class jobs will be interested to know that a fellow-veteran, in a recent court case, contended that the provisions of Civil Service Law Section 22 (2) which relate to the protection against removals from competitive class positions, are not applicable to veterans. Section 22 (2) makes provision for five different kinds of penalties that can be imposed upon a finding of guilty on charges of incompetency or misconduct, ranging from a reprimand to dismissal from the service. It also provides for suspension pending charges. The veteran contended that only subdivision 1 of Section 22 applied to veterans because its language refers to veterans specifically. Section 22 (1) provides for a hearing on charges for veterans, and guarantees a court review, but does not specifically grant the power to suspend. It does, however, apply to veterans in the exempt and non-competitive classes as well as to veterans in the competitive class.

The veteran contended that Section 22 (2) was inapplicable to veterans because he was seeking back pay for periods of suspension pending the final disposition of his removal proceeding.

Suspended Pending Hearing

It seems that he was suspended for 30 days prior to his first hearing on charges. He was found guilty on two counts and dismissed from the position of Fire Captain. An appeal, the courts found no evidence in support of one of the charges, annulled the determination of dismissal and referred the case back to the Fire Chief for reconsideration of the penalty. A re-hearing was held 30 days later and, on the same day, the Fire Captain resigned "without prejudice" to a claim for back pay. Despite the resignation, he was found guilty and again removed. He did not object to this second removal but sued for back pay, contending that as a veteran (1) he should not have been suspended pending a hearing on charges, and (2) he should have been restored to his position, with full back pay, when

the courts cancelled the dismissal and referred the matter back to the Fire Chief. To make contention stick, the Fire Chief was obliged to urge that Section 22 (2) (which specifically authorizes suspension pending determination of charges) is applicable to veterans because, like Section 22 (1), it does not specifically refer to veterans and refers to employees "generally."

Specific Provisions Unnecessary

Unfortunately for the veteran's argument, the Court which heard the salary case, came to the conclusion that a removal of a veteran under Section 22 (1) must be preceded by a suspension, though not specifically authorized, and, furthermore, that Section 22 (2) applies to veterans in the competitive class although this was not specifically so stated in the subdivision.

The Court reasoned that it is desirable that the removing authority be empowered to suspend an employee pending a determination of charges and court cases. Other states have held that the power to remove includes the power to suspend until charges can be heard and adjudicated. In addition, the Court felt that Section 22 (1) is not self-contained and that provisions of Section 22 (2) being applicable to all employees in the competitive class must apply to veterans as well as non-veterans. Accordingly, it ruled that the suspension of a veteran prior to the hearing under Section 22 (1) was legal.

On the question of whether or not the referral of the case back to the Fire Chief was equivalent to an exoneration justifying payment of back salary, the Court held (1) that the referral did not include an order to reinstate the Fire Captain, and (2) that the Fire Captain was ultimately found guilty and dismissed. The Court quoted Section 22 (2) which provides, "If he is acquitted, he shall be restored to his position with back pay for the period of suspension."

Accordingly, the Court dismissed the suit for back pay. (Lindquist v. City of Jamestown, 81 N. Y. 2d 12).

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STATE AND COUNTY NEWS

Activities of Employees

State Agricultural And Industrial School

Clifford B. Hall, President of the Industry Chapter announced following Committee Chairmen appointments at the last meeting:—James Young, Social—Veronica Costello, Legislative—Edward Young, Benevolence—Rev. Elmore, Membership—Louis Jasnau. Mrs. Kohl was appointed Secretary of the Chapter upon resignation of Verna Hunter. The regular monthly meeting December has been cancelled. The Executive Committee will meet as usual on the first Tuesday.

The Educational Staff gave a new dinner and party in the new assembly hall in the Hobart Memorial School on the evening of October 19, in honor of Principal, Frederick S. Appleton and Mrs. Appleton. Mr. Appleton has left to become the Assistant Superintendent at Warwick. A delicious turkey dinner was served through the efforts of the amateur and professional cooks on the staff. Following a few words of farewell from Mr. Appleton, Mr. Novick and Mr. Brinkerhoff, the guests of honor were presented with gifts. Mr. Morey showed colored slides of his vacation trip to the West coast. The evening was concluded with round square dancing.

An excellent assembly program was given on Friday, November 19, by the 6C Room under the supervision of Howard Adams and Veronica Costello. Thanksgiving Book Week furnished the theme for the poems, songs, and skit which followed. Walter Damon, Director of Recreation has been confined to his home with a light attack of pneumonia.

On Nov. 11, the Instructors are fortunate to have an invita-

tion to visit the Carborundum Plant in Niagara Falls, N. Y. and see at first hand how man-made abrasives are manufactured. The trip was sponsored by the Rochester Craftsmen's Club, of which the Industry Instructors are members. The men certainly enjoyed every minute of the tour and hope for more of the same in the future.

The Industry Fire Department, which has been active in the Monroe County Mutual Aid Plan, is pleased over the appointment of their Chief, Lawrence J. Monaghan, to the post of Co-ordinator of the Fifth Battalion of this Plan. Chief Monaghan has been commissioned to represent adjoining Livingston County at an Instructors' Orientation Course, at the Rochester Fire College, and instruct the Fire Departments of that County, under the plans set up by the New York State Division of Safety, Bureau of Fire Mobilization and Control. Captain Malcolm Hunter will also attend the College for this course.

A bowling ball and carrying case was recently raffled off by the Department for the benefit of the Firemen's uniform fund. The winner was Lawrence Brunner, of Scottsville.

Just received word from sunny Florida where the Cafalone's are vacationing.

Welcome back to the Howard Callahans from their annual vacation and many happy days ahead for the Clarence Downing who are about to begin theirs.

It's a girl at the Clyde Swarner's. Congratulations.

Harold, (What a Man) VanVolk-enburgh smashed the maples the other evening to the tune of 243 pins which is the highest single game so far this season. Nice going, Van.

Housemothers have just completed an enlightening nutrition course given by the Health Education Supervisor, Mrs. Elizabeth W. Jensen, of the Tuberculosis and Health Association of Rochester and Monroe County. They received certificates of which they are proud.

A young but thriving Home Bureau Unit lists at Industry. Everybody is having a grand time making aluminum trays, hand bags and gloves and what not.

The chapter had a visit from our popular former Assistant Superintendent, John B. Costello on Friday, the 19. Mr. Costello is now Superintendent of the Michigan Training School for Boys.

Sing Sing

The regular monthly meeting of the Sing Sing Chapter, Civil Service Employees Association, was held at Moose Hall, November 30. Thirty-five members present. The following officers were inducted for the coming year: August Westphal, president; Charles Scully, vice-president; William Boudreau, secretary; Patrick McCauley, treasurer; William Streider, inner guard; Stuart Walters, publicity.

Many matters of legislation to be brought up at the coming session of the Legislature were considered. Edward Luck, Superintendent of Textiles, represented the Industrial Department. Mr. Walter Smith was elected delegate to represent the uniformed force at the convention to be held in Albany, December 8th and 9th. Members felt it would be well if more of the civilian force attended meetings. "Little" Danny Luby has re-

turned from his vacation and looks in the pink of condition. . . . "Bill" McElroy's wife is in the hospital and we all hope for a speedy recovery. . . .

Mrs. Mosch, mother of Glenn and Walt, is very ill at the Elmira Hospital. Here's for speedy recovery. . . .

Jack Corcoran has returned to work after a two months illness. "Glad to have you back with us, Jack," say the boys. . . .

Rochester

Leslie Wood, District Supervisor of the Division of Vocational Rehabilitation will retire on December 31, after more than 25 years' service. Friends and associates are planning a dinner in his honor on December 16, at the University Club. Mrs. Melba Binn of that department (65 Broad St. Main 4277) is accepting reservations. . . .

William Skuse of the same department returned to his desk recently after a two months leave for health reasons. . . .

Josephine Goodridge, department representative from the Employment Bureau enjoyed a fall vacation in Florida and is still beaming. . . .

Betty Cameron, also from Employment, is at her home on sick leave for a month or two. Mr. James Baldwin, Employment Manager should have had a little sick leave, according to his associates, but coming from stoical Scottish ancestors he chose to suffer through a series of operations not conducive to the enjoyment of steak dinners. . . .

Geraldine Reddy, Hearing Stenographer at Workmen's Compensation Board and Ralph Newbauer, elusive bachelor of State Insurance Fund tied ties at the Holy Rosary Church on November 16. A large representation from both offices attended the wedding and termed it very lovely. Congratulations to the happy couple now residing at East Avenue Court.

The Social Welfare Dept. reports that Mary Pixley's baby boy arrived on October 5. Congratulations to Mary, typist — receptionist in that department.

Sincere sympathy to the family of Charles Townsend, Employment Assistant, Vocational Rehabilitation, Commission for the Blind, who died November 20 of post-operative pneumonia.

David Rothbard who was recently appointed Head Compensation Clerk in the Workmen's Compensation Board was tendered a dinner at the Baltin Restaurant on November 22, with 80 people attending.

New staff members in the Division of Industrial Relations, Bureau of Enforcement, are Stanley Johnson and Reuben Strom, Industrial Investigators, also Angelina Mascari, Senior Stenographer.

The Supervising Nursing Staff of the Dept. of Health, will have a dinner in the home of Alice Malcolm and Madelyn Lauer for the stenographers of the department.

Dr. Joseph Garen, Miss Ruth Kobs, and Mrs. Anna Burroughs have moved to the new Regional office of the Dept. of Health, in the Commerce Building.

Gertrude Redman spent a recent vacation in New York City, as did Blanche Tillim, but Blanche went to Washington for Election Day.

Support Grows For Mitchell Bill

(Continued from Page 1)

ultimate adoption of this proposed amendment to the State Constitution.

American Legion Committee

Meanwhile, the Veteran Preference Committee of the American Legion prepared to meet in New York City on December 11. The membership of this committee is said to be split, with some favoring the Mitchell bill, others the Condon measure. The split in the committee represents a split up and down the line in the Legion membership. Non-disabled veterans feel that the Condon measure is detrimental to their interests. At its state-wide convention last summer, the Legion did not specifically endorse the Condon bill, even though it is the sponsor of it.

Members of the Legion's Veteran Preference Committee are: John F. Keenan, chairman. He is Director of Administration at the Domestic Relations Court, 135 East 22nd Street, New York City.

Edward N. Scheiberling, 91 State Street, Albany, N. Y.

Frank A. Schaefer, secretary, Municipal Civil Service Commission, 299 Broadway, New York City.

Bernard M. Snyder, 552 Warren Street, Hudson, N. Y.

James Coffey, 415 Harter Street, Herkimer, N. Y.

Edmund J. O'Keefe, Room 1719, 100 Center Street, New York City.

Vets Asked to Write

The meeting of this committee will take place in the Hall of Records, Room 305, 31 Chambers Street, New York City. It is understood that the meeting is to be a closed one. One group of veterans in civil service, however, suggested that war veterans, particularly Legion members, should communicate with these committee members expressing their views upon the vet preference bills being considered.

Little Chance for Third Measure

It is learned, too, that a third measure — neither the Mitchell nor the Condon proposal — may be "sprung" on the Legislature at the last minute. The purpose of this measure, it is understood, is to confound the support garnered

by the Mitchell bill. It is pointed out, however, that such a measure—being an amendment to the Constitution—must be passed in two successive years; and if the Legislature does accept it, non-disabled veterans would be without preference of any kind for a full year as soon as the present measure has run its course, which is the end of 1950. Moreover, there is no assurance that the general public would go for the kind of "third force" measure being contemplated — even if it could pass over the legislative hurdles. The public is much farther away from the war than it was when the present law was passed — by an exceedingly slim margin.

Among the civil service groups who have gone on record for the Mitchell bill, in addition to the State firemen, are New York City's Uniformed Firemen's Association; the volunteer firemen of the State; The Civil Service Employees Association, with 46,000 State and local members; the five Regional Conferences of the CSEA, representing State workers in all parts of the State; a group of NYC Correction Department workers. The Jewish War Veterans of the State of New York are also strongly on record for the Mitchell measure, as most of the major civic organizations. The civic associations have, in fact, combined their efforts to push the Mitchell bill, "in the interests of preserving good government."

The Condon bill so far as The LEADER can discover, has attained no organized support of any popular following. Within the Legion, too, State headquarters has felt it necessary to subdue posts which might have wished to go on record for the Mitchell measure.

Hope is expressed in some civil service circles that The Legion may come around to support the Mitchell measure, in view of the strong support that proposal has elicited. At the very least, it is hoped that the Legion will maintain neutrality between the Mitchell and the Condon measures.

Officers of organizations supporting the Mitchell bill say they are willing to meet with Legion representatives around the table and talk the whole matter through.

Exams Set for December

Examinations to be held by the State during this month, for which applications closed some time ago, follow:

STATE Promotion

- 7158 Supervisor of Occupational Therapy, Dept. Health.
- 7169 General Industrial Foreman (Woodworking), Great Meadow Prison, Dept. of Correc.
- 7162 Landscape Architect, L. I. State Park Commission, Department of Conservation (also Open-competitive No. 8323).
- 7132 Associate Sanitary Engineer, Division of Water Power and Control, Department of Conservation.
- 7170 Senior Valuation Engineer or Contract Valuation Engineer

- (Grade V), Dept. of Public Service.
- 7176 Junior Administrative Assistant, Department of Health.
- 7174 Junior Administrative Assistant, Department of Civil Service.
- 7175 Administrative Assistant, Department of Conservation.
- 7828 Assistant Examiner of Methods and Procedures, DPUI, Department of Labor.
- 7822 Employment Consultant (Handicapped), DPUI, Department of Labor.
- 7826 Senior Employment Consultant (Handicapped), DPUI, Department of Labor.
- 7823 Employment Consultant (Vocational Placement), DPUI, Department of Labor.
- 7824 Occupational Analyst, DPUI, Department of Labor.
- 7825 Occupational Analyst, (Testing Technician), DPUI, Department of Labor.

Recruiting Meeting Called By Westchester Assn. Group

Westchester Chapter of the Civil Service Employees Association has called a meeting of the employees of the Town of Eastchester and the Villages of Bronxville and Tuckahoe, to be held in the Eastchester High School, Post Road, Eastchester, at 8:15 P.M. on Tuesday, December 7. Ivan S. Flood, president of the Chapter, has announced that the meeting is being held for the purpose of organizing a Local Unit of the chapter among the employees of the three municipalities. Approximately 20 per cent of the employees are presently members of the Association on an individual basis and the meet-

ing will be devoted largely to discussing and explaining the benefits of joining the Association. The meeting is to be addressed by J. Allyn Stearns, Vice President of the State-wide Association and also Co-Chairman of the Association's Membership Committee, and by Judge Vitale Paganelli of Tuckahoe. Michael A. Russo of Eastchester, financial secretary of the Non-Instructional School Employees unit of the chapter, is making the arrangements. **Invitations to All** Invitations have been mailed to all employees of the three municipalities from complete lists fur-

nished by the local authorities and it is expected that a number of the top officials will stop in at the meeting to extend a greeting to the active entrance of the Association into the area. The Westchester Chapter at the present time includes the Westchester County Competitive Civil Service Association, Inc., the Portchester Civil Service Employees Association, Westchester-Putnam Non-Instructional School Employees Association, The Civil Service Employees Association of White Plains and small groups in Rye, Larchmont, New Castle, Tuckahoe and other localities.

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TUESDAY, DECEMBER 7, 1948

Overhaul of NYC Job System Is Closer

THE LEADER's campaign for an overhauling of New York City's archaic job system is beginning to get acceptance.

Latest move is a bill introduced into the City Council demanding a proper reclassification of City jobs. Echoing LEADER data on the subject, Councilman Ira Palestin has asked that the Council take action. The City's job system is "outmoded and haphazard," says his resolution. "A haphazard system of random promotions has resulted in sharp differences in pay earned by employees who perform substantially the same work."

The resolution which condemns the present setup is accompanied by teeth — an amendment to the administrative code. In this, Mr. Palestin would compel the Municipal Civil Service Commission to reclassify positions and create a uniform setup.

Mr. Palestin doesn't detail all the monstrous inconsistencies and absurdities of the present system — how it results in enormous inefficiencies, in curious reversals of employee responsibility, in raw-nerve conflict between people on the job, in unjust pay differentials, in a rickety wage setup, in improper promotion lines.

If Mr. Palestin's measure is accepted, he provides an important safeguard. No present civil service employee would be prejudiced by any title change resulting from the reclassification.

This is all to the good.

But The LEADER warns the Council — let us be realistic about this. A proper reclassification can't be done by a few employees of the Civil Service Commission and the Budget Office. A proper system must be done by a staff with deep understanding and experience in what reclassification means. It will be a long process — and the cost has been estimated at \$250,000.

That sounds like a lot of money. It is. But every government unit which has established a modern system of job classification is happy with it. The number of problems it solves is incalculable. The headaches it removes spares lots of aspirins. The streamlining of public services is immense, and in the long run that means a saving of money far in excess of the reclassification cost.

City authorities have only to look at the excellent system in effect in the New York State service to realize what a boon reclassification would be for the City of New York.

Don't Repeat This!

(Continued from Page 1)

lace will be in Iowa, away from the N. Y. Scene. Or maybe a thousand other things.

However, if Wallace does put up a fight, the Democrats will have to get the biggest-drawing name they can to run for the Governorship.

All this puts Congressman Vito Marcantonio, State ALP strong man, in an enviable position. He won't be looked upon as a leper by many ambitious Democrats. Again, he may be in a negotiating spot under certain trying circumstances.

SEVERAL upstate GOP politicians are grooming themselves to succeed Glen R. Bedenkapp as Republican State chairman. One possibility is Alger Chapman, former State Tax Commissioner. The talk is that Bedenkapp will go to the Court of Claims or ultimately the Public Service Commission.

STATE SENATOR Seymour Halpern ran better, percentage-wise, in the last election than any other GOP candidate in the State with a fight on his hands. Halpern, in his Queens district, far outstripped Dewey and everyone else on the ticket. This leaves him in a position to run either for Queens Borough President next year or to wait for a place on the State ticket in 1950. As ranking

member of the Excise Committee, and as chairman of the Senate Committee on Motor Vehicles and Transportation, and Joint Legislative Committee on Motor Vehicle Problems, Halpern can get all the publicity he needs — for all these committees are the kind that make good newspaper copy. Halpern also has a strong civil service following, resulting from the good relations he set up with public employees during his chairmanship of the Senate Civil Service Committee. But unless it's a sure shot, with better than a 50-50 chance of winning, Halpern will probably stay where he is.

THERE'S TALK that Hugo Rogers is sitting shakily on his Tammany throne. Don't believe it. With 36 leaders, each one of them a personality and each one demanding attention, the squabbling may look as if Rogers is due for a fall. Actually, HR is strongly entrenched with the leaders — and will remain as Democratic bossman of NY County. His relations with Mayor William O'Dwyer are at an all-time high. O'Dwyer, whose health is now tip-top, realizes that with the pace he's been setting, he'll meet no serious opposition, next year in running for re-election as Mayor, in any of the parties.

THE POWER of civil service employees is being more and more

PUBLIC ADMINISTRATION

Plenty of Problems in N. Y. State

Huge New Public Works Program

This is the first of a series of articles which The LEADER will run on public administration. These articles have wide bearing on public service—and are of interest not only to government employees and public officials but to the general citizenry as well. The article below describes some of the State's new construction plans, and the problems involved in carrying out such plans in a time of inflation and shortage of competent personnel.

By BERTRAM D. TALLAMY
Superintendent of Public Works

NEW YORK State is now engaged in the most stimulating program of public works construction and reconstruction it has ever known. Within the three years which have elapsed since VJ-Day more than 400 contracts for all types of highway and bridge construction work have been awarded at a cost of \$170,000,000. These contracts alone have provided for more than 1,500 miles of modern arteries for motor vehicle travel in all sections of the state.

As large as this may seem, it is only a start toward the accomplishment of a necessary goal — the rehabilitation of the State highway system to a point at which it can safely and adequately meet the ever increasing traffic demands which are being placed upon it with each passing year.

No Visionary Program

Our program is not merely visionary. It is based on hard, cold facts brought to light by careful analyses of our existing physical plant, its conditions and its ability to perform the work for which it was intended. From that study came the positive need for the reconstruction of more than one third of our existing highway system, the widening of pavements on an equally large segment of the system, and the construction of important new high-capacity arteries in regions where traffic congestion is now a serious, though unnecessary, burden interfering with the welfare of the traveling public and the health of our economy.

The Thruway

During the next five years we look forward to even greater accomplishments. The Thruway, begun two years ago, should be a potent part of our highway system within that space of time. Much traffic congestion in many of our cities should be overcome through the construction of high-capacity arterial highways within them, while hundreds of more miles of existing though outmoded pavements should be replaced by modern, well-planned arteries.

Bridges which by virtue of age or faulty alignment are no longer capable of rendering safe and efficient service to the motoring public should give way to new structures, designed to 20th Century standards and on safe alignment.

That period too should be one in which the most hazardous highway-railroad grade crossings will be eliminated through the erection of necessary structures whereby highway traffic may move with absolute freedom and safety over or under the intersecting railroad tracks.

It should also be a time in which long needed improvements to the New York State Canal System can become realities and in which flood control projects, vital to the welfare of thousands of persons in often inundated areas, may be completed.

Likewise it could be the period, with reasonable stability in the building industry, in which mod-

ern structures are constructed to house the wards of the State who are now in some instances abominably quartered in antiquated and hazardous buildings.

These are some of the things that should be and are planned to be accomplished in that space of time. However, they must be approached intelligently, and the many obstacles which will surely work to retard the desired rate of advancement must be met forthrightly and overcome.

Obstacles

The first big obstacle is the ability of the construction industry to absorb the work we have to offer. That has been a real barrier to rapid progress since the war. Now, however, there are many encouraging signs of its being cleared away because of two important factors. First, the contractors have been able to obtain the massive new and powerful equipment they need with which to undertake modern work. Machinery, far more efficient than any in use before the war, may now be seen on practically every highway project in the state. This, combined with the new know-how required on the part of the contractors to carry on post-war work, their more experienced forces, and the easing of the materials market appears to be defeating what months ago was truly one of our worst bugs.

Seller's Market

We are admittedly in an inflationary seller's market, a period in which the demands for goods and services far exceeds the supply. That means high prices. Consequently, in advancing its postwar public works construction program the department has striven mightily to obtain maximum benefits from every dollar expended. The problem of obtaining satisfactory bids at prices which will not stimulate a rising market is ever-present. All safeguards in this respect must be maintained for such conditions may continue to stare us in the face for some months to come. But with improvements in the construction industry constantly being developed and expanded, the outlook is more encouraging than it has been for a long time.

For instance, during the fifteen months between VJ-Day and the end of 1946, we offered for bid a total of 332 projects which our engineers estimated would cost about \$163,000,000. Of this number, 141 were successfully bid and placed under contract at a total cost of almost \$57,650,000. Thus we were able to put under way only 43 per cent of the number of projects we offered during the initial postwar period, and most of these were our smaller offerings as evidenced by the fact that total contract prices were only 35 per cent of overall offerings.

Progress

Still further progress was made in 1947 when 118, or approximately 50 per cent, of the 234 projects offered were placed under contract. During that year bidders began taking more of our larger offerings as contracts totaling



BERTRAM D. TALLAMY

\$52,370,000, or approximately 32 per cent of the \$118,500,000 estimated cost of all 1947 offerings were awarded.

Not Enough Engineers

That progressive trend is happily continuing in 1948. During the first nine months of this year we have offered for bid 238 projects estimated at about \$105,000,000. Of these, 128 jobs, approximately 56 per cent, were successfully bid at a cost of \$54,000,000, or 52 per cent of our estimates. Again the contractors were taking more and more of our larger projects.

The third obstacle is the one which continues to be a most serious problem, not only to us in New York State, but to the highway departments of each of the other 47 states. That is the problem of obtaining highway engineers in sufficient numbers to plan the work which must be done, then to supervise its construction.

So acute is this problem over the United States that it was made a subject for long and serious discussion at the convention of the American Association of State Highway Officials held in Salt Lake City in September. The bare facts are that the average age of men engaged in highway engineering is continuously increasing with each passing month. Young men for a long period of time, since the early 1920's in fact, have selected different fields of professional endeavor, thus presenting a situation which must be reversed if highway construction is to be advanced at the desired rate, only in New York State, throughout the entire nation.

Splendid opportunities for the numbers of young engineers lifetime careers in highway bridge design and construction now opening up all over. All highway departments are turning their eyes to the nation's engineering colleges in search of new recruits and urging them to take the many advantages and opportunities available.

(Continued on Page 7)

widely appreciated by politicians. Evidence of this is the 1½-hour meeting which Mayor William O'Dwyer last week spent with John Crane, head of the Uniformed Firemen's Association. Another evidence, also involving the firemen is the terrific campaign put on by the UFA to have their hours of work ratified by referendum. Politicians are beginning to realize the strength which civil servants have through their strategic placement, the singleness of their joint problems, and the spreading circles of their influence.

TWO FORTUNATE November 2 men are John F. X. McGohey, U. S. Attorney for the Southern New York District, and his chief assistant, Irving Saypol. While GOP bigwigs were licking their chops — before the election — over taking over these juicy posts,

McGohey and Saypol, Democrats of course, stayed on the job and did loyal work. Now each of them is said to be slated for important Federal judgeships and have at least four years now to realize their ambitions.

MAYOR WILLIAM O'DWYER temporarily appointed Deputy Investigation Commissioner James H. Sheils as City Collector, to succeed John Fagan, resigned under fire. Fagan, a Clerk, Grade 5, took a \$5,720 pay cut when he incurred the Mayor's displeasure and was assigned as a Clerk, at \$3,630, in the Budget Director's office. Front runner for permanent successor to the Collector's job is Billy Mahoney, Deputy Collector in charge of Manhattan. He has longest service among the deputies. He used to be a Democratic district leader in Jim Roe's domain. Fagan hails from Ed Flynn's

Bronx. Bill Reid, chairman of Board of Transportation, made his first step to fame as the inaugural City Collector. The Mayor might ask his advice about permanent appointee.

RED-FACE DEPARTMENT

Two lines got mixed up in a Department item about Governor Lehman last week. Just to set record straight, here's how the item should have read:

Old Governor Lehman was probably still the biggest draw of them all, but he was run for Governor . . . He was hope for another fling at a Senate seat.

And that NYC Police Department which doesn't answer calls quick enough springing not with the numbers revealed as the printer put it last week.

Look for Don't Repeat This next week's LEADER.

STATE AND COUNTY NEWS

Chapter Activities

Rochester Public Works District No. 4

On Thursday evening, Dec. 16, 7:30, the Rochester D. P. W. chapter, District No. 4, will hold its 6th annual Christmas party. The place is the Doud Legion Home. "There are no parking worries," says chapter president John M. Gallivan, "no jacked-up prices, and the Doud Post is where we pageant, music and dancing, and feel at home." There will be a top entertainment feature. The price is \$3 per person.

Chairman of the live-wire committees doing the work: Jane Bader, publicity; Lillian Hamill, decoration; Peter Wright, entertainment; Russell Lewis, program; Henry Ciaraldi, arrangements; Emmett McDonald, Christmas features; Francis White, scenery; Howard Pfaunder, transportation; John Voorheis, Christmas trees; Marcus Levinson, stage settings. General chairman is William H. Saunders. Tickets may be procured from the chapter, Box 72, Rochester 1, N. Y.

Herkimer

The first annual dinner of the Herkimer County chapter, Civil Service Employees Association, was pronounced an unqualified success. The social committee which directed the event consisted of Elizabeth Olsey, chairman; Mary Schavier, Nancy Martz, and Bessie Fuller.

Insurance Fund, NYC

The Nominating Committee appointed to select a slate of candidates to be submitted to the members for the election of officers to The State Insurance Fund Chapter of Civil Service Employees Association will consider applications for the following elective positions: President, 1st vice-president, 2nd vice-president, recording secretary, corresponding secretary, financial secretary, treasurer, sergeant-at-arms, departmental representative.

Any members of the Association in good standing for the year 1948 is eligible for any of these positions.

Nominations should be submitted not later than today (Tuesday) to any member of the committee listed below:

F. McCarthy, Accounts & Finance; A. Greenburg, Underwriting; W. Price, Accounting; T. Glenane, Policy Holders; A. D. Plotnick;

NEED AN APARTMENT?
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85 W. 42nd St., N. Y. C. BR. 9-8914

Whitestone, L. I.
Detached frame 2 family 3 room apartment, sun porch, tile bath, steam-coal, garage immediate occupancy 1st floor apartment, \$10.500
EGBERT at WHITESTONE
Flushing 3-7707

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EAGLE TIRE CO.

Bronx: 4750—3rd Ave. Cor. 189th St. LU. 4-0100
Manhattan: 54th St. & 10th Ave. PL. 7-6514

A SOUTHERN DEALER
Offices Norfolk and Portsmouth, Va. **PAYS MORE FOR**
ANTIQUES FURNITURE BRICA-BRAC ORIENTAL RUGS—BABY GRANDS Estates appraised and bought
S & S FURN. EXCHANGE
303 Rockaway Ave. B'klyn. N.Y. EV 5-1820

Lyons Seeks Exempt Status for Wardens

ALBANY, Dec. 6—The LEADER learns that John A. Lyons, Commissioner of Correction, would like to place the job of Warden in the exempt class. The Correction law at present specifies that the position is in the competitive class, and must be filled by examination. Commissioner Lyons says he favors competitive status for all jobs up to and including Principal Keeper. He feels that the good of the service, however, requires that he be permitted to choose wardens from

among the Principal Keepers. He wants the job to be in what he calls the "selective class."

Civil Service Says No

Inquiry at the State Civil Service Department indicates that a request for placing the Warden position into the exempt class "would not even be entertained." Nevertheless, Mr. Lyons is having his case reduced to the form of a brief setting forth his reasons for asking exempt status in this case.

Clinton County

The Clinton Chapter held its first annual dinner and received its charter. Charles R. Culyer, Field Representative, County Division, presented it. The dinner was a big success; well over 100 people attended, members of the chapter and friends of civil service in Clinton County and Plattsburg.

Toastmaster for the dinner was Robert S. Long, Surrogate at Clinton County, who added to his reputation as a speaker in his introduction of the speakers and guests.

The President of the Chapter, Ethel Duley, was congratulated on the attendance and the interest shown. Guests included Assemblyman and Mrs. James Fitzpatrick; Ralph Sanger, Chairman of Board of Supervisors; Harold Webb, Supervisor, Plattsburg; Edward Gallant, Supervisor, Plattsburg; James Lacey, Supervisor, Altona; Andrew Wrisley, Supervisor, Altona; Leo Bailey, Supervisor, Black Brook; Virgil Trombley, supervisor, Chazy; Sehmyler Ormsby, Supervisor, Schuylar Falls; William A. Paquette, County Clerk; William Broderick, Clerk Board of Supervisors; Harold Tucker, County Attorney; Walter Rubado, Commissioner of Public Welfare.

The committee in charge of the dinner was headed by Nap Light and included Mrs. Frances Sweeney, Mrs. Mildred Todd, Frances Colligan and Mrs. Margaret Ryan.

MacDonald Has Badly Infected Eye

Francis A. MacDonald, chairman of the Southern Conference of The Civil Service Employees Association, has been laid up with a badly infected eye since November 9 at his home at Warwick. He suffered intense pain for a few weeks but now that has practically disappeared and his doctors feel that he is one the road to recovery, although his eye is still inflamed. His many friends should drop him a get-well line at the Warwick State School. He is president of the Warwick chapter.

Mr. MacDonald has been at home for the whole period, nearly a month now. At first he had to stay in a dark room and apply medication to his eye. Non-local penicillin injections have just been completed. These are reported as experimental, but if they prove effective, doctors assure him that his eye trouble will disappear quickly and permanently.

Mr. MacDonald greatly regretted that he was unable to attend the meeting of the Executive Committee of the Association. He was represented by a proxy.

As one of the most active leaders of the Association, Mr. MacDonald has travelled to various parts of the State, especially to attend other Conference meetings, and has practiced his hobby of photography. Some of the fine pictures he took of Association activities will soon appear in The LEADER. They hark back to pre-eye-trouble days, but show interesting aspects of the Association's effective work.

Early Action Is Sought on Split Shift

Institutions in the Department of Mental Hygiene in which the split shift still exists are deeply concerned about having it ended as soon as possible. The Civil Service Employees Association is endeavoring to work out some feasible plan with Commissioner Frederick MacCurdy.

The split shift makes it impossible for employees to do a day's work in continuous sequence, and the "break," although constituting time off, produces on them the effect of a lengthened work day, the employees say. Those who live outside the institutions feel that they are particularly hard hit.

Want Meal Tickets

Also, Mental Hygiene employees are greatly interested in having a meal ticket system instituted, so that no meals would have to be paid for unless actually eaten. Experiments in methods of meeting grievances on this score are being made in some of the institutions.

Commissioner MacCurdy has expressed sympathy with the employees' requests and maintains he is eager to keep morale high. It is expected that some conferences with the Budget Director's office will be held and that the Commissioner will go into the whole subject extensively with representatives of the Association. William F. McDonough, Association field representative, has been lending a hand in trying to get the two problems solved.

Progress has been halted because of Commissioner MacCurdy's illness. He fainted in his office.

Tallamy Discusses Recruitment Needs

(Continued from Page 6)

ilities of highway engineering to matriculating students. Representatives of this department will go to the institutions which are in New York State to present to the students the double barreled opportunity which awaits him in civil service — a chance for employment with good pay and lifetime security and at the same time an important role in helping to build a 20th century highway system for our motorized economy. It is an opportunity of a life time.

Striving to Build

Meanwhile we are striving with equal zeal to build up our engineering staff through the recruitment of engineers who have already graduated and are now qualified to fit into our organization. Once these new men have been added to our payrolls, the speed with which the design and construction of our Thruway, our arterial highways, our bridges and grade separation structures and all other phases of our program can be progressed will be increased materially.

The present program of our department is based on plans and policies established during the past five and one half years when Charles H. Sells was State Superintendent of Public Works. He has left us a great pattern for future progress. Our efforts must now be focused upon its accomplishment and the burning away of all barriers interfering with rapid attainment of that goal.

Fewer Than 20 to Make Training Director List

ALBANY, Dec. 6. — Heard on the civil service beat: Oral examinations now being conducted for Director of Public Employee Training, State Department of Civil Service, will be completed, it is expected, early next week. An eligible list for this \$6,000-\$7,375 job is expected to be certified early in December. "Considerably fewer" than 20 eligibles are expected to "make" the list.

Hearing Set For Therapists

ALBANY, Dec. 6 — The State Salary Standardization Board has announced that an employee-departmental hearing will be held on Friday, December 10 at 10:30 A. M. in Hearing Room No. 5, State Office Building, Albany, N. Y. covering the titles of: Occupational Therapy Aide Occupational Instructor Occupational Therapist Senior Occupational Therapist Supervisor of Occupational Therapy

Representatives of The Civil Service Employees Association will assist in the presentation of facts relating to the salary situation affecting the occupational therapy titles.

ENGINEERS SEEK PAY ADJUSTMENTS

ALBANY, Dec. 6.—As first reported in The LEADER early in October, engineers in the State Department of Public Works are seeking salary adjustments before the State Salary Standardization Board. It can be reported now that a formal application has been made to the Salary Board and a hearing on the petition is expected to be conducted early in 1949.

NO PAY RISE FOR ALBANY'S WORKERS

ALBANY, Dec. 6. — According to Albany's 1949 budget, there won't be a single pay increase for any city employee. Taxpayers were given a cheerful earful, however, when Mayor Corning indicated the 1949 rate will be slightly lower than in 1948.

No College Degree Needed For Accountant Exam

Saturday, December 11, is the deadline to file applications for N.Y. State exam 8330-A, Junior Accountant, at salaries ranging from \$2,760 to \$3,036.

Candidates may qualify with a high school degree plus three year of accounting or auditing experience. No college degree is needed.

Applications may be obtained from and should be returned to the State Department of Civil Service, 39 Columbia Street, Albany, or 270 Broadway, NYC, or State Office Building, Buffalo, N. Y. Fee is \$2 and should be sent only in submitting the filled in forms.

Ex-Police Lieutenant

Is Safety Division Head

ALBANY, Dec. 6.—A Senior Personnel Technician in the State Civil Service Department has been appointed to the \$6,000-a-year post of chief of the Police Bureau of the State Safety Division. He is James R. Barrett, of East Greenbush, a former Buffalo police lieutenant.

Since joining the Civil Service Department, Mr. Barrett has been in charge of preparing, rating and reviewing police examinations throughout the State. In his new job, he will coordinate police activities in the State's counties in such matters as detection of hit-run drivers, highway accident programs, and uniform police techniques.

Ogdensburg Jobs to Be Classified

ALBANY, Dec. 6—The City of Ogdensburg is to get its first classification of municipal jobs. The plan to go ahead with a classification plan was voted by the Common Council and the Civil Service Commission. A survey of all local jobs will be made by the Municipal Service Commission, a section of the State Civil Service Commission. All jobs studied, placed into their "niches," regular lines of classification worked out, and proper allocated to the work being done in each case. Although Ogdensburg jobs have this will be the first time in history that a classification will be put into effect. The plan was urged by the Municipal Service Commission, and Maxwell, Editor of The LEADER, had urged a classification during recent talks in Ogdensburg. The St. Lawrence chapter of the Association, headed by White, has also actively urged such a plan.

STEIN RULES ON POLICE
Attorney General Nathaniel L. Stein has ruled, in a formal opinion, that in the absence of statutory power the N. Y. State Police Authority may not apply to police to enforce its rules setting speed within the area which it has control. He ruled Article 3 of the Public Authorities Law.

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Special Bonus 1946-49 cars
Evenings until 10—and Sunday

Latest Lists of Eligibles For Jobs in State, County and Local Governments

SR. LIBRARY CLERK
Eric County Public Library
Disabled Veteran
1. Frances Randles.

SENIOR CLERK
Rockland County
Disabled Veteran
1. George Mazzucco.

TYPIST
Eric County Depts. and Ins.
Towns and Villages
Non-Veterans
1. Ann Forman; 2. Rose L. Vella;

DEPUTY COUNTY SEALER OF WEIGHTS AND MEASURES
Westchester County
Non-Disabled Veterans
1. Edward Rice; 2. John S. Dimase;

CHIEF COURT ATTENDANT
Grade H
Court of General Sessions, NYC
Non-Disabled Veterans
1. A. F. Burnham, Jr.; 2. Leo Kallstrand;

SR. AUDIT CLERK
Bureau of Office Audits
Dept. Audit and Control
Disabled Veterans
1. Michael P. Leist; 2. John R. Collier.

11 Exams Advanced Toward Opening Dates; 7 More Are Initiated

The NYC Civil Service Commission has prepared advertisements on six promotion and five open-competitive examinations. This is the second step toward holding the tests.

OPEN-COMPETITIVE
Captain (Sludge Boat).
Cashier, Grade 3.
Dalton Machine Operator, Grade 2.

PROMOTIONAL
Captain (Sludge Boat), Public Works.
Cashier, Grade 3, Transportation.
Chief Mate, Public Works.

PROMOTION
Foreman of Elevator Mechanics, Public Works.
Inspector of Pipes and Castings, Grade 4, Board of Water Supply.

U. S. Seek Mediators At \$5,232 to \$6,235
WASHINGTON, Dec. 6.—The United States Civil Service Commission will announce this month an examination for mediator positions in the National Mediation Board with beginning salaries of \$5,232 and \$6,235.

STEWARD TO AID M'ARTHUR
Luther C. Steward, president of the National Federation of Federal Employees, is on his way to Tokyo, where he will advise General Douglas MacArthur on a civil service system for Japan's government employees.

Civil Service Region, 641 Washington Street, New York 14, N. Y. Applications must be on file with the Board not later than Tuesday, December 7.

Exams for Public Jobs STATE

Open-Competitive

8330A. Professional and Technical Assistant, (Accounting), \$2,622 to \$3,036 starting pay. Positions mostly in Albany, but also elsewhere upstate and in NYC.

8299. Assistant Director of Nursing, \$2,700 to \$3,000. One vacancy in Ithaca. Bachelor's degree plus three years' nursing experience or graduation from accredited school of nursing, plus five years' experience required.

8300. Head Nurse, \$2,640 to \$2,880. Three vacancies in Ithaca. Graduation from accredited school of nursing plus two years' experience required. Fee \$2. (Closes Saturday, December 11).

8301. Chief Clerk, (Prom.), Department of Social Welfare, Erie County. Usual salary range \$2,400 to \$2,700. Fee \$2. Two vacancies. Appointment expected at \$2,400 plus any cost of living adjustment that may be authorized for 1949.

8302. Police Chief, (Prom.), Police Department, Village of North Pelham, Westchester County. Appointment expected at \$3,000 plus an emergency compensation of \$1,500. One vacancy. Fee \$2. (Closes Tuesday, December 14).

8303. Payroll Clerk, (Prom.), Grasslands Hospital, Westchester County. Usual salary range \$2,190 to \$2,790, plus an emergency compensation of \$705. Application fee \$2.00. At present, one vacancy exists. (Closes Tuesday, December 14).

8304. Head Nurse, (Prom.), Newton Memorial Hospital, Chautauque County. Usual salary range \$2,600 to \$3,050. Fee \$2. One vacancy. Exam February 5. (Closes Tuesday, December 14).

U. S.
126. Student Dietitian, \$1,470. Courses will be given in Veterans Administration hospitals in California, New York, Illinois and Tennessee. Appropriate college study required. No written test. (No closing date).

When Apply

The following are the dates when applications may be filed at the State Office Building, Albany, N. Y. (Manhattan) or at post offices outside Albany, N. Y.

U. S.—641 Washington Street—Room 2304
State Office Building, Albany, N. Y.
NYC—96 Duane Street

132. Apprenticeship Representative, \$3,727 to \$7,342. Positions are in Washington, D. C. and throughout the country. No written test. Appropriate experience required. (Closes Thursday, January 13).

130. Engineering and Cartographic Draftsman, \$2,152 to \$3,727; Statistical Draftsman, \$2,284 to \$3,727. Jobs are in Washington, D. C. and vicinity. Samples of work and appropriate experience required. Education may be substituted for part of experience. No written test. No closing date.

4-34-5. Engineer, Mathematician, Metallurgist, Physicists, \$2,974. For duty in naval establishments in Washington, D. C. and throughout the country. No written test. Appropriate college study or combination of such study and experience required. Apply to Executive Secretary, Board of U. S. Civil Service Examiners of region in which employment is desired. (Closes Wednesday, February 23).

135. Junior Hand Compositor; Printer, Hand Compositor, \$1.17, \$1.69, \$2.12 an hour. Jobs in Washington, D. C. and vicinity. Appropriate experience or completion of apprenticeship required. No written test. (Closes Tuesday, December 7).

134. Highway Engineer, Trainee, \$2,498 to \$2,974. Jobs are in the Public Roads Administration in Washington, D. C. and throughout the country. Written test. Appropriate education and/or experience. (Closes Wednesday, February 23).

133. Personnel Officer, \$3,727 to \$6,235. Jobs in Washington, D. C. and vicinity. Experience in personnel work, general and specialized, required. College study may be substituted for general experience. No written test. (Closes Tuesday, December 14).

Exams for Public Jobs COUNTY

Promotion

7183. Chief Clerk, (Prom.), Department of Social Welfare, Erie County. Usual salary range \$2,400 to \$2,700. Fee \$2. Two vacancies. Appointment expected at \$2,400 plus any cost of living adjustment that may be authorized for 1949.

7182. Police Chief, (Prom.), Police Department, Village of North Pelham, Westchester County. Appointment expected at \$3,000 plus an emergency compensation of \$1,500. One vacancy. Fee \$2. (Closes Tuesday, December 14).

7094. Payroll Clerk, (Prom.), Grasslands Hospital, Westchester County. Usual salary range \$2,190 to \$2,790, plus an emergency compensation of \$705. Application fee \$2.00. At present, one vacancy exists. (Closes Tuesday, December 14).

7181. Head Nurse, (Prom.), Newton Memorial Hospital, Chautauque County. Usual salary range \$2,600 to \$3,050. Fee \$2. One vacancy. Exam February 5. (Closes Tuesday, December 14).

126. Student Dietitian, \$1,470. Courses will be given in Veterans Administration hospitals in California, New York, Illinois and Tennessee. Appropriate college study required. No written test. (No closing date).

4-34-4. Student Aid (Trainee), \$2,724. Optional branches: Engineering, Mathematics, Chemistry, Physics, etc.

60 P.C. Fail to Appear
A striking example of what a decline in pay rate was afforded during the first couple of days of the qualifying medical-physical examination for Clerk Grade 2 eligibles. Of 378 disabled veterans summoned, the total call for the first day, 213 failed to respond, or more than 60 per cent, while 165 answered, said Paul M. Brennan, director of the Medical-Physical Division. The next day, when 500 non-disabled veterans were called, only 217 appeared, again a 60 per cent failure rate. It is expected that the total number of disabled veterans called for the second day will be about the same.

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Job Opportunities

Abound for Librarian And Junior Engineer

Job offers to all who succeeded in passing the Junior Engineer, P-1, test of the U.S. Civil Service Commission in the Second Region (N. Y. and N. J.) is the unusual prospect, disclosed by a survey of openings, made by THE LEADER.

The engineering positions are in the following specialties: chemical, electrical, electronics, hydraulic, materials, mechanical and radio. Education in professional engineering, leading to a college degree, or experience of four years' minimum, are among the requirements.

Another examination, also issued locally because of the existing and prospective openings in the region, is for Librarian, P-1, serial number 2-70 (48). Applications for the \$2,974 job will be received until the needs of the service have been filled.

135. Junior Hand Compositor; Printer, Hand Compositor, \$1.17, \$1.69, \$2.12 an hour. Jobs in Washington, D. C. and vicinity. Appropriate experience or completion of apprenticeship required. No written test. (Closes Tuesday, December 7).

134. Highway Engineer, Trainee, \$2,498 to \$2,974. Jobs are in the Public Roads Administration in Washington, D. C. and throughout the country. Written test. Appropriate education and/or experience. (Closes Wednesday, February 23).

133. Personnel Officer, \$3,727 to \$6,235. Jobs in Washington, D. C. and vicinity. Experience in personnel work, general and specialized, required. College study may be substituted for general experience. No written test. (Closes Tuesday, December 14).

131. Pharmacologist, \$3,727 to \$10,305. For duty in Washington, D. C. and vicinity. Appropriate college study or combination of such study and experience, plus professional experience required. No written test. (No closing date).

128. Junior Scientist (Mathematician, Metallurgist, Physicist), \$2,974. For duty in Washington, D. C. and other southern states. Appropriate college study or combination of education and experience required. Apply to Executive Secretary, Board of U. S. Civil Service Examiners having jurisdiction over the establishment in which employment is desired. (No closing date).

Army Issues New List of Civilian Jobs Overseas On a Contractual Basis

The Department of the Army issued a new list of vacancies overseas for civilian personnel. Apply to the Office of the Secretary of the Army, 90 Church Street, Room 1213, New York 7, N. Y. The list is subject to daily change.

GERMANY
(Two-year employment agreement)
Information & Editorial Specialist (Newspaper & Magazine Editorial) \$4,479.60

Regional Public Health Officer, \$7,432.20
Maj. Prefecture Pub. Health Officer, \$6,235.20

Public Health Nurse, \$4,479.60
Public Welfare Officer, \$5,232.00
Electrical Eng. (Communications), \$4,479.60

Topographical Exam Open
A U.S. examination for the positions of Topographic Engineering Aid, SP-2 through SP-6, is now open. The positions are located in the Atlantic Division of the Geological Survey which is comprised of all States east of the Mississippi River, except Michigan, Illinois and Wisconsin. Salaries range from \$2,152 to \$2,974.80.

Jobs Open in Virginia
WASHINGTON, Nov. 29.—Applications will be accepted until December 6 for an examination for four types of positions recently announced by the Board of U. S. Civil Service Examiners, Fort Belvoir, Va.: Superintendent, Engineer Equipment Test Station, \$5,232. Lubricants Specialist, \$4,479. Maintenance Requirements Analyst, \$4,479. Inspector, Mechanical Equipment, \$4,103.

Operator Jobs Open At Engineering Plants
WASHINGTON, Dec. 6.—Examinations have been announced for seven kinds of jobs in engineering installations in the Washington D. C. area by the Board of U. S. Civil Service Examiners, Military District of Washington. Positions to be filled through this examination and hourly rates are: Operator, Alum Plant, \$1.14 to \$1.80. Operator, Filter, \$1.14 to \$1.71. Operator, Pumping Station, \$1.17 to \$1.71. Operator, Sand Cleaner, \$1.11 to \$1.43.

Boards Formed to Hear Appeals from Ratings
WASHINGTON, Dec. 6.—Reports received by the U. S. Civil Service Commission indicate that the Efficiency Rating Appeals Boards are being rapidly joined in the various districts. This will be the employees' first opportunity to appeal adverse efficiency ratings without recourse to Washington and also the first opportunity to obtain a hearing on appeals.

Railway Postal Clerk Exam to Open to Vets in All States

The acquisition of regular appointment depends often on the employee himself, for an offer may be made of positions that are open anywhere in the State of his residence. If he has no objection to moving out of town, his regular appointment may come much faster than the usual year and a half maximum.

60 P.C. Fail to Appear for Final Test in NYC Clerk Test

The entrance salaries for the 60 P.C. Fail to Appear for final test in NYC Clerk Test. The entrance salaries for the 60 P.C. Fail to Appear for final test in NYC Clerk Test.

New York State Opens Big Opportunities in Clerical Field

ALBANY, Dec. 6.—The State Civil Service Commission has announced examination for Stenographer, Typist and Clerk (various specialties). Special application forms may be obtained beginning December 10 at the office of the New York State Employment Service at 270 Broadway, NYC, 39 Columbia Street, Albany, or the State Office Buildings, Buffalo and Albany.

Civil Engineering Draftsman Material Offered

Study material for NYC 5602, Civil Engineering Draftsman, may be consulted at Municipal Reference Library, 151 W. 4th St., New York 14, N. Y.

NEXT EXAMINATION EXPECTED IN 1949

PATROLMAN

ATTENTION VETERANS!

You Can Train for Police and Most Other Civil Service Positions

WITHOUT COST

Under G. I. Bill Inquire for Details

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MEDICAL EXAM By Our Staff Physicians for All Tests Having Medical Requirements

ENTRANCE SALARY \$60.50 A Week ANNUAL INCREASES TO \$80 At End of 3 Yrs.

No Educational Requirements

New Classes Starting TUES. & THURS.

10:30 A.M., 1:15, 5:30 & 7:30 P.M.

Attend a Class as Our Guest Visit, Write or Phone for FREE Copy of

"NEW YORK'S FINEST IN THE MAKING"

POST OFFICE CLERK-CARRIER

For New York City, Long Island and New Jersey Post Offices

Entrance Salary \$2,550 A Year Temporary Work At \$1.29 an Hour

Increases in Grade up to \$68.25 a Week

Many Vacancies — 40-HOUR WEEK — Promotion Opportunities

Classes TUES. & FRI. at 1:15, 6 and 8 P.M.

RAILWAY POSTAL CLERK

Salary Range \$53 to \$73 a Week

NO EDUCATIONAL OR EXPERIENCE REQUIREMENTS

Liberal Age and Physical Standards

PREPARATORY CLASSES FOR THESE EXAMS MEET

TUES. & FRI. at 1:15, 6 and 8 P.M.

ENROLLMENT STILL OPEN

INSURANCE COURSE

Qualifying for the Next (March)

N. Y. State BROKER'S LICENSE EXAM

Opening Lecture WED., DEC. 8th at 6:30 P.M.

Accredited by N. Y. State Insurance Department

MODERATE RATES — APPROVED FOR VETERANS

Hundreds of Vacancies — Examination Ordered!

College Education Qualifies—Men and Women

SOCIAL INVESTIGATOR

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SCHOOL NEWS

Exam Set for Jan. 8 To Fill Non-Teaching Jobs

ALBANY, Dec. 6—The State Civil Service Commission announced a number of exams for positions in schools in various counties. Written tests in all titles will be held January 8. Last date for filing was December 6. Salaries vary according to county. (The numbers refer to the examination announcements).

8528. Head Custodian Supervisor of Transportation, Erie County, \$2,544.

8529. Head Custodian, Rensselaer and Suffolk Counties, \$2,750 to \$3,000.

8530. Account Clerk-Stenographer, Westchester County, \$2,160.

8531. Account Clerk - Typist, Rockland and Westchester Counties, \$1,560 to \$2,000.

8532. Junior Library Clerk, Nassau County, \$1,300 to \$1,860.

8533. Librarian II, Yates County, \$1,800.

8534. Librarian IV, Cattaraugus County, \$2,900.

8535. Assistant Librarian (Children), Nassau County, \$2,500.

8536. Assistant Librarian (General), Nassau County, \$2,500.

8537. School Lunch Manager, Nassau and Westchester Counties, \$2,200 to \$3,520.

8538. Senior Typist, Nassau County, \$2,450.

8539. Steam Fireman, Erie and Westchester Counties, \$2,460 to \$2,880.

8340. Superintendent of Buildings, Erie County, \$4,400.

8541. Supervisor of Attendance, Nassau County, \$2,000.

8542. Supervisor of Attendance, Nassau County, \$3,290.

8543. Supervisor of Attendance, Erie County, \$2,500.

8544. Senior Stenographer, Broome, Cayuga, Chemung, Nassau, St. Lawrence, Saratoga, Westchester and Yates Counties, \$1,500 to \$2,250.

8545. Senior Stenographer, Suffolk and Westchester Counties, \$2,080 to \$2,135.

8546. Clerk, Nassau and Rockland Counties, \$2,080 to \$2,100.

8547. Clerk, Erie, Nassau, Seneca, Westchester and Wyoming Counties, \$1,200 to \$2,000.

8548. Clerk, Nassau County, \$1,000.

8549. Typist, various counties, \$1,210 to \$2,000.

8550. Typist, Columbia, Onondaga, Suffolk and Washington Counties, \$900 to \$1,000.

8551. Typist, Westchester County, \$2,200.

8552. Stenographer, Nassau and Westchester Counties, \$2,050 to \$2,280.

All these exams are open-competitive.

NYC Plans to Ask Aid Of Schools to Fill Jobs

In the examination for Stenographer and Typist, which will open on Tuesday, December 14, and remain open continuously, the NYC Civil Service Commission is planning a new experiment to stimulate recruitment, through direct solicitation at schools by executives of the Commission, including Commissioners, and even the President of the Commission himself, Joseph A. McNamara. Since most of the teaching of this type is done in private schools the executives would appear before prospective graduates of a large number of private schools.

They would have application blanks with them, to distribute to those who desire to apply immediately, and the \$1 filing fee would be accepted on the spot from candidates.

Job Offer Assured

The Commission is working on the promulgation of eligible lists in these two titles, as the result of examinations recently given. Within a matter of weeks certifications should be made from these lists, but the opportunities of new candidates would not be adversely affected. There is such a large demand by the city for stenographers and typists that who pass the new test are practically assured of a job offer.

The Commission feels that should strike harder in its effort to obtain recruitment in the titles for which there is an excess demand over supply and that personal visits to schools would constitute an important aid to that objective.

Commissioner Esther Broome is in charge of recruitment.

Last Number Called, 3848 For Sanitation Man (B)

The last number called for NYC Sanitation Man (Class B) was 3848, a veteran. The eligible of that number has not been certified yet, but will be reached when the next certification goes out.

SCHOOL DIRECTORY

JOSEPH HOVELL—SCULPTURE STUDIO.—Private and class. Day and evening instruction. 3 Riverside Drive at 72 St., N. Y. C. SC 4-6252.

SHOWCARD WRITING and lettering for advertising uses. Expert individual instruction. Est. 1922. Vets Eligible. REPUBLIC SCHOOL, 267 W. 17th St., N. Y. C.

Academic and Commercial—College Preparatory BOBO HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Bklyn. Regents Accred. MA. 2-2447.

Auto Driving A. L. B. DRIVING SCHOOL—Expert instructors. 620 Lenox Ave. AUdubon 3-1411.

BARBER SCHOOL LEARN BARBERING. Day-Even Special Classes for women. GI's welcome. Barber School, 21 Bowery. WA 5-0933.

Business Schools ROYAL BUSINESS COURSES, Typing \$35, Shorthand \$50, Clerical \$50, Comptometer \$50, Bookkeeping \$65, Stenography, \$75, Stenotype \$90 mach. incl. Sec. \$130. Certified Clerical Workers I. Q. for Office Personnel. ROYAL SCHOOL, 1595 Broadway (N.Y. Cor. 48th Street) N.Y.C. 19. Circle 7-7000.

HAMMOND SCHOOL, 120 W. 42 St., nr. Bway. Secretarial, Steno., Typing, Bookkeeping. Co-Ed. Day & Eve. Free Placement. LO. 4-2727.

LAMB'S BUSINESS TRAINING SCHOOL—Day and evenings. Individual instruction. 370 9th St. at 6th Ave., Brooklyn 15, N. Y. South 8-4236.

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

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HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor. Flatbush Brooklyn 17. NEVins 8-2941. Day and evening. Veterans Eligible.

MONROE SCHOOL OF BUSINESS. Secretarial, Accounting, Stenotypy. Approved train veterans under G.I. Bill. Day and evening. Bulletin C. 177th St. Bklyn. Road (R K O Chester Theatre Bldg.) DA 3-7300-1.

Business and Foreign Service LATIN AMERICAN INSTITUTE—11 West 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special courses in international administration and foreign service. LA. 4-2835.

Drafting COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet 6th & 7th Aves. draftman training in for careers in the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-even. WA. 9-6625.

NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimation. Manhattan, 55 W. 42nd Street LA 4-2929. In Brooklyn, 60 Clinton St. Bklyn. Hall. TR. 5-1911. In New Jersey, 116 Newark Ave. BERgen 4-2250.

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

Mechanical Dentistry THE NEW YORK SCHOOL OF MECHANICAL DENTISTRY (Founded 1920). Approved for Veterans. MANHATTAN: 125 West 31st St. CH 4-4081. NEWARK: 138 Washington St. MI 2-1908 (15 min. from Penn Sta.) Day-Evening.

Elementary Courses for Adults THE COOPER SCHOOL—316 W. 139th St., N.Y.C., specializing in adult education. Mathematics, Spanish, French-Latin Grammar. Afternoons, evenings. AU 8-4400.

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Watchmaking STANDARD WATCHMAKERS INSTITUTE—199 Broadway (48th St.) N. Y. C. Day-evening. Vets invited.



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LEGAL NOTICE

STEINBERG, SADIE. — In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Sadie Steinberg, who at the time of her death resided at 25 Central Park West, in the County and City of New York, deceased, and whose business address was 836 Broadway, New York City, to present the same, with vouchers thereof, to the subscribers, at their place of transacting business at the office of Olvany, Eisner & Donnelly, their attorneys, at No. 20 Exchange Place, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 17th day of May, 1949.

Dated New York the 3rd day of November 1948.

SYLVAN OESTREICHER
SAMUEL MICHELMAN,
Executors.
OLVANY, EISNER & DONNELLY,
Attorneys for Executors.
Office and P. O. address, 20 Exchange Place, New York 5, New York.

FEDERAL NEWS

U.S. to Hire 400 Collegians As Trainees for Career Jobs

WASHINGTON, Dec. 6.—Collegiate sophomores and juniors majoring in certain branches of physical science, mathematics, and engineering now have the opportunity of competing for Federal positions in which they will participate in special training programs at a number of Federal agencies, the Civil Service Commission stated.

Exam No. 139 The Student Aid (Trainee) examination is open to Feb. 1 for recruiting for the Federal service most competent undergraduate college students for ultimate assignment to the professional ranks upon completion of the necessary requirements of education and experience.

400 Appointments Expected It is expected that about 400 sophomores and juniors majoring in engineering, chemistry, mathematics, metallurgy, physics, meteorology, and geology will be given appointments to three positions, usually for employment during school vacation periods. Training programs will be conducted at the Bureau of Standards, Public Buildings Administration, Bureau of Aeronautics and Bureau of Ships in the Department of the Navy, Geological Survey, Federal Reserve Commission, Department of

Civilian Jobs Increase in Military Departments

WASHINGTON, Dec. 6.—In the executive branch of the United States Government, including persons outside the continental United States, the number of civilian employees on November 1 totaled 2,089,700, a decrease of about 19,300 employees during October. The principal increases occurred in Post Office, Agriculture and Interior. The largest increases occurred in Army, Air Force and Navy.

ADMINISTRATOR EXAM SOON WASHINGTON, Dec. 6.—An examination will be announced soon by the U. S. Civil Service Commission for Physical Science Administrator positions, P-4 to P-8, with beginning salaries of \$5,232 to \$10,305. They are located in Federal agencies in the Washington, D. C., area.

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the Army, and Weather Bureau. The positions will be in the Washington, D. C., area with the exception of those in the Weather Bureau, which will be located throughout the United States. Beginning salaries will be at the rate of \$2,498 and \$2,724.

Employees who satisfactorily complete the on-the-job training program and who are recommended for retention may be furloughed to return to college. After the completion of four years of appropriate education and the required on-the-job training, they may be promoted to full-time professional positions with beginning salaries of \$2,974.

Two-months Filing Period

Applications will now be accepted from qualified persons throughout the country. Applicants will be given a written test sufficiently early next year to permit offers of appointment to be made to eligibles next spring.

The announcement of the examination contains complete information concerning the advantages of the training and the examination requirements. Apply to the Commission's information office, Seventh and F Streets, N.W., Washington; The Second Regional Office of the Commission, at 641 Washington Street, New York 14, N. Y., or most first- and second-class post offices.

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Laborers Are Sought For Bolling Field Jobs

WASHINGTON, Dec. 6 — Applications will be accepted until further notice for an examination for unskilled laborer and senior laborer positions in the Washington area by the Board of U. S. Civil Service Examiners at Bolling Air Force Base. No written test will be required.

Pay ranges from \$.95 to \$1.20 an hour. These positions are at Bolling and Andrews Air Force Bases and the Military Air Transport Service at Gravelly Point. Applications should be submitted to the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters Command, U. S. Air Force, Bolling Air Force Base, Washington 20, D. C. Persons who wish to receive early consideration for appointment should have their applications on file not later than December 31.

Complete information and application blanks may be obtained from the Executive Secretary of the Board; information office of the Fourth U. S. Civil Service Region, Temporary Building R, Third Street and Jefferson Drive, SW., Washington.

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500 Storekeeper Positions To Be Filled from U. S. Exam

WASHINGTON, Dec. 6 — The U. S. Civil Service Commission will announce soon an examination for Storekeeper (general) positions, grades CAF-1 to CAF-7, with beginning annual salaries ranging from \$2,086 to \$3,727.

After the examination is announced, applications will be accepted from qualified persons throughout the country during a period of about three weeks. Persons appointed to these positions will work with the receipt, storage, and issuance of supplies, equipment and materials. In addition to passing the written test, experience is required for competi-

tors for grades CAF-3 to CAF-7. Positions are in Washington, D. C., Alexandria, Va.; Arlington County, Va., and Prince Georges and Montgomery Counties, Md.

It is expected that about 500 appointments will be made to Storekeeper positions. War-service or temporary indefinite employees now occupying any of these positions must qualify to gain permanent appointments.

After the examination is announced application blanks may be obtained from the information office, Civil Service Commission, Washington; and from all first- and second-class post offices.

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

NEW YORK CITY NEWS

Fire Officers Give Quayle Testimonial

By H. J. BERNARD

Fire Commissioner Frank J. Quayle was given an embossed and illuminated testimonial by the Uniformed Fire Officers at Fire Headquarters last Thursday. Later he was their guest at a luncheon. The testimonial was on parchment in a frame 1 1/2 x 3 feet, and, with its gold, red and blue coloring, made a highly attractive gift. The Commissioner responded with an expression of gratitude.

The testimonial set forth that Commissioner Quayle's administration of the Fire Department, "has been marked by striking improvements and advances that are a boon alike to citizens, taxpayers, Firemen and Fire Officers."

It added: "Never before have the people of the City of New York had occasion to feel that life, limb and property were subject to such careful and thorough protection against fire hazards. . . . Never has the morale of the Officers and Firemen been as high as it is today."

It recalls that the National Board of Fire Underwriters honored the Commissioner's administration by voting the department first in the State in fire prevention work.

Demonstrated Leadership
"New and better fire extinguish-

ing equipment and apparatus have been added, fire houses relocated or consolidated, and new ones projected, as well as plans made for improved fire protection of the waterfront, all to meet the fire protection needs of the city of today," the testimonial continues.

"Commissioner Quayle reduced hours as speedily as circumstances permitted, so that now the hours of the entire uniformed force compare very favorably with those of employees in private industry generally.

"Mayor William O'Dwyer may well be proud of having appointed Hon. Frank J. Quayle as Fire Commissioner, for the Commissioner has proved himself a strong pillar of the O'Dwyer administration, by his devotion to duty, his demonstrated qualities of leadership, his proven administrative ability and his fairness and consideration in dealing with the public, with officials and with employees alike. The Officers of the Department fondly share that pride, and attest that in Hon. Frank J. Quayle they have a man of heart and purpose as their esteemed Commissioner."

16 Jobs Are Open Now For X-Ray Technicians

The NYC Department of Health has 16 vacancies for Technician (X-Ray) at \$2,400. The requirements are one year of full-time experience as an X-ray Technician in an approved hospital or in an office of a recognized Roentgenologist; or a satisfactory equivalent. Applicants should apply to this Bureau of Personnel, Health Department, 125 Worth Street, Manhattan.

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Scene at presentation of a testimonial to Fire Commissioner Frank J. Quayle by the Uniformed Fire Officers Association. Left to right, the executive board of UFOA, consisting of Lieutenant John F. Dalton, Lieutenant Henry J. Fehling, Deputy Chief Henry A. Wittekind, past president; Battalion Chief Joseph D. Rooney, president; Battalion Chief John J. Broderick, Lieutenant Anton Rada, Commissioner Quayle, Captain Gilbert X. Byrne, Captain Frederick J. Muesle and Lieutenant Francis P. Martin.

State Weighs NYC Plan On Seton Hospital Workers

ALBANY, Dec. 6—The State Civil Service Commission, while adopting two minor resolutions submitted by the NYC Civil Service Commission, reserved action on a third resolution from the same source that would transfer into NYC service all employees of Seton Hospital. This is an institution run by Catholic Sisters of Charity. They are giving it up. The city will take over.

The resolutions were adopted by the NYC Commission. The one concerning Seton Hospital was broader than previous classification resolutions, such as those affecting bus line employees, when the city acquired the lines, because of the general nature of the new inclusion.

Employees thus classified go into the competitive class.

Fire Lines

A new ambulance, to replace No. 1, has been ordered, at \$15,000. The money comes from the emergency fund. The ambulance will be garaged at Engine Company 56. It will be of the latest and streamlined type and will accommodate six patients.

Uniformed Pilots and Marine Engineers' 29-day vacation schedule is official. It was in the orders. The extra day resulted in a 12-group, instead of 13-group vacation schedule.

Jack Crane, president of the UFA, is a proud "popper" again. Third child—third boy.

There are 343 Captains and budget provision for 365, leaving 22 vacancies. For Lieutenant the figures are 1,081 budget provision, 1,050 positions filled, 31 vacancies. The Fireman quota is 8,747 and there are 8,782 on the payroll, but this is a bookkeeping excess. There are 74 Firemen on GI study leave, and they are on the unpaid payroll, so really the department has 39 fewer Firemen on the paid payroll than the budget provides.

H. W. Garrison to Head Fire Dept. St. George Group

Harry W. Garrison, now vice-president, will become president of the St. George Association of the Fire Department. He is unopposed in the election.

The candidates contesting offices (asterisks denote incumbents) are:

- 1st Vice-President — Richard Cordes and Mark Wohlfield.
- 2nd Vice-President — Robert A. McDermott* and Woodrow Somers.
- Recording and Corresponding Secretary — Henry F. Haase* and Harold Parker.
- Marshal — Jacob Ehman* and Andrew Kell.
- Trustee, Manhattan — Daniel Harris and Howard Kairath.
- Trustee, Brooklyn — Walter Mulligan and Harry White*.
- Fire Patrol — John Leger* and Victor Charbonier.

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that certificate of dissolution of 2615 JEROME CORPORATION has been filed in this department and that it appears therefrom that the corporation has complied with Section 12 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under hand and official seal of the Department of State, at the City of Albany, this thirtieth day of November, 1948.
Thomas J. Curran, Secretary of State
Edward D. Harper, Deputy Secretary of State.

The LEADER will be glad to have letters from the readers expressing their views on the subject of veteran preference.

READER'S SERVICE GUIDE

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NEW YORK CITY NEWS

Court of Appeals Upholds Commission on Dates Affecting Vet Preference

ALBANY, Dec. 6—The Court of Appeals unanimously affirmed the opinion of the lower court's decision in a proceeding against the NYC Civil Service Commission, upholding the Commission's interpretation of the effective dates of war veteran preference. The case was Cahan versus McNamara. The petitioner claimed disabled veteran status upon the basis of his entry into the armed forces August, 1946, as being within the time of war.

Section 6 of Article V of the Constitution provides for preference to one "who served in time of war . . . and was disabled," and provides that "Laws shall be enacted to provide for the enforcement of this section."

The Legislature declared "the time of war" as to World War II to include December 7, 1941, September 2, 1945. Petitioner contended that the term as used in the State Constitution is continuous with declaration of war and thus the Legislature is without constitutional authority to limit the constitutional provision.

Candidates Injured on Job To Get Special Exams

The rules of the NYC Civil Service Commission keep a candidate out of a promotion exam if he can't show up, except Police, Fire and Sanitation employees absent because injured in line of duty, but the exception is to be enlarged to include all NYC departments.

The Commission will hold a public hearing on a resolution to resolution provides that the employee must have been injured on the premises where he or she works and must prove by medical certificate that the inability to attend on the examination date was because of the injury. In the three departments mentioned, doctors examine the injured, and the leaves of absence based on the certified injuries constitute acceptable proof. In the other departments, the department head, or his deputy or other qualified person, will have to attest to the

injuries having been suffered on the working premises, to entitle the candidate to take a special examination.

The Commission feels that in all fairness the same rule should apply to all departments—that injury on duty should not bar one from an examination if an injury is suffered on the job.

Although an office job is not considered hazardous, a woman stenographer in the Domestic Relations Court was severely struck when a wire fell on her. Her arm was broken and she couldn't take a scheduled practical test in a promotion examination. She had passed the written test. The Commission felt that the rule should be liberal enough to include her and all others in the same category.

The Board of Transportation is the fourth department that has its own doctors.

380 Jobs Are Approved For New Health Dept. Unit

The new Bureau of Adult Hygiene, to be created in the Health Department, will require about 380 new positions, including 66 as Public Health Nurse, 40 as Clerk, Grade 2, 40 as Public Health Assistant, 29 as Typist, 24 as Porter, 26 as Stenographers and 15 as Nutritionist. The Board of Estimate transferred \$2,500,000 to enable the creation of the new bureau.

Eight new titles will be created: Director Bureau of Adult Hygiene \$8,350; Cardiologist, \$7,850; Radiologist, \$7,150; Director Bureau Nutrition, \$8,350; Consultant Public Health Nurse (psychiatry), \$3,900; Psychiatrist (part time), \$11

per session; physician, clinic special (part time), \$25 per session; and Medical Inspector (part time) \$2, per session.

Budget Director Thomas J. Patterson reported to the Board the bureau will operate six diagnostic clinics to provide diagnostic aids to physicians and periodical health examinations, a mental hygiene service, and a home visiting service in the Queens General Hospital area in cooperation with the Department of Hospitals; create bureau status for the Nutrition Division; and augment various existing bureaus, such as Health Education, Laboratories, Maintenance, Nursing and Records and Statistics.

Clerk, Grade 5, List Promulgated by NYC

The eligible list for promotion to Clerk, Grade 5, all NYC departments, was published and promulgated at the same time by the NYC Civil Service Commission. It contains 833 names. They are arranged by separate departments, as the promotions will be made on that basis.

This was the first Clerk, Grade 5, list to be promulgated in nearly thirteen years.

The starting pay in the grade is \$3,650. There is no upper limit. This is the top clerical grade in city service.

Domestic Relations Court Promotees Are Honored

Employees of the Domestic Relations Court had a dinner party and dance at Werderman's Hall to honor the promotion of David Supple to Clerk of Court and Howard Flynn, Milton Rosenblume and John Griffin to Assistant Clerk of Court. There were about 100 persons present.

John Keenan, director of Administration, presented gifts. The committee consisted of Marion Brennan, Mrs. Josephine Mercer, Edward McCabe and Edward Beck, Jack Smith and orchestra boys played the music.

TAX EXEMPTION DISCUSSED

Income tax exemption of pensions and obtaining refunds for such taxes paid were discussed by former members of the Police and Fire Departments retired for disability on one-half pension, at a meeting of the Retired Police and Firemen Disability Committee in Werdermann's Hall.

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Sanitation Provisionals To Be Replaced by Jan. 1

All provisionals are to be replaced by permanent employees by January 1, in the Sanitation Man (Class B) title. Sanitation Commissioner William J. Powell hopes to make 950 appointments, effective December 15, and 250 as of January 1. There had been 1,850 provisionals.

On November 15 the department appointed 650 permanently. The number of declinations, which had been running moderately large, has declined considerably.

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Claims Examiner Test To Be Held in January

The written examination for promotion to Claims Examiner, Grade 3, Board of Transportation, originally set for December 22, will be held instead during the week in January. The exact date has not yet been decided. Candidates will be notified of the date by the NYC Civil Service Commission.

The Grade 2 promotion examination has been indefinitely postponed. The question of reclassification, to eliminate Grade 1, is still before Budget Director Thomas J. Patterson. The Grade 1 decision affects the holding of the Grade examination.

Council Bill Ask NYC Reclassify Jobs

A resolution asking that NYC undertake job reclassification was introduced in the Council by Councilman Ira J. Palestin (Lib., 6th). He called the present set of "outmoded and haphazard" jobs the next expense budget effect titles that correspond to equal work.

No incumbent of a permanent position would be adversely affected by the reclassification, a savings clause in the resolution provides.

Sanitation St. George Stalls Its Officers

The St. George Association of Department of Sanitation held its ninth annual entertainment and ball at Manhattan Hotel.

The following officers were elected by Chief of Staff Patsy Malone, of the Department, at Jaeger's Restaurant, on Friday evening.

President, Thomas H. Lomax; vice-president, Malcolm E. Manning; 2nd vice-president, George W. Meyers; treasurer, Edward P. Brownell; financial secretary, James V. Higgins; recording secretary, Charles Hyer; historian, Samuel J. Ruff; Marshall, William Shaw.

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Ideas on Last-Minute Gifts

The tradition of giving useless gifts at Christmas has gone out the window these past years! With everyone watching budgets, gifts are running to the more useful line. In spite of high prices, there are retailers who are making an honest effort to offer good merchandise at low prices. Many times these are just leaders to get new customers into the store; but the shop-wise who know values can take advantage of these opportunities for real bargain buys.

Stoves and Radios
Everybody knows that there are places where you can get things like radios, refrigerators, gas ranges, etc., at less than the list price, but when it comes to shopping time there is a real problem in deciding where and how much. Several merchants specialize in offering discounts to civil service employees.

You can get best values at Best Housekeeping, 174 First Avenue, New York, where they are currently having a clearance on gas ranges at substantial savings. One standard gas range is being featured at \$140, the list price is \$205. This company is also offering radio floor samples at 40 to 50 per cent off the list. Although these are slightly shopworn, they carry the usual guarantees. Here again the wise shopper can get top value.

Here's another suggestion for Christmas — Good substantial luggage is offered by Travel Wide Luggage Corporation at 42 Spring Street, at as much as 50 per cent off the list price. They have a fine line of quality airplane luggage, and their shop is right in the civil service district. . . Only a few blocks from Canal Street.

And, of course, when you talk of shopping, don't forget next Christmas and the money you will want to spend then. Emigrant Savings Bank (their branches are at 51 Chambers and 5 East 42nd Street, right near where you work) has Christmas Club plans that will give you \$25 to \$500 at the end of the year if you save systematically.

It isn't just the carton of cigarettes they are offering as a Christmas gift bonus, it is real value that has been making Sa-Ray's two stores, 889 8th Ave., Manhattan or 388 Bridge Street, Brooklyn, a mecca for those wanting quality suits and overcoats at bargain prices.

They are featuring topcoats and overcoats at \$19.60 — the lowest price anywhere for anything wearable. At this price this merchandise is a real BUY. The coats come in various shades of brown and blue and in sizes 32 to 48.

They also have some suits and topcoats priced at \$22.75. These are \$50 values. Because of a slight misweave (which does not affect the appearance or wearability) you are offered a saving of \$22.

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NEW YORK CITY NEWS

500 More Patrolmen Sought for Feb. 1; Promotions Held Up

By MORTON YARMON

Police Commissioner Arthur W. Wallander will seek permission to appoint 500 more Patrolmen, as of February 1. The last group appointed consisted of 350. These recruits are now being trained at the Police Academy, including actual service. They are on the NYC streets in their own uniforms, aiding in patrol work, and practically all of them will be assigned to similar duty for the holiday season.

The department is being held up on promotions to Lieutenant and Sergeant by legal proceedings. The Sergeant examination was recently upset again, this time by a decision by Supreme Court Justice Bernard Botein and the appeal was argued on Friday in the Appellate Division. Supreme Court Justice Aaron Levy later decided a case involving the Lieutenant list, ordering a question stricken out of the written test. This case will be appealed. Both cases attack key answers of the NYC Civil Service Commission.

Vacancies Listed

There is only one vacancy above the rank of Lieutenant in the entire department, and that is a Captain vacancy. This has caused Commissioner Wallander considerable regret and the officers in considerable share his feeling.

There are six Lieutenant vacancies, also a considerable number of vacancies as permanent Sergeants. The Acting Sergeants would have to be replaced by eligibles, after the list is promulgated. Whether "Actings" keep their job(s) and get the higher pay that goes with promotion, will depend on whether they are

within reach on the eligible list. About 500 eligibles were knocked off the list as the result of the first law case.

The second proceeding is being appealed by Corporation Counsel John P. McGrath.

Justice Levy held that the question must be stricken out because none of the optional answers was or could be correct. The question, No. 8, was:

"Where should a person be directed when he comes into a station house and asks where he can obtain a good conduct certificate to travel in foreign countries?"

'No Best Answer'

The Commission is best answer was: "The 18th Division, Police Headquarters, 240 Centre St." Sergeant Sanford Garellick and 11 other maintained that the 18th Division had been transferred to Bergen St., Bklyn., two months before the examination, although after the test paper had been prepared.

Justice Levy's decision held:

"In the court's opinion there is no reasonable basis for the ruling that Answer D (240 Centre St.) is the best possible answer to Question 8. The petitioners have established to the court's satisfaction that none of the answers to Question 8 which were submitted to persons taking the exam was factually correct. In the circumstances the question was not capable of a best answer."

The city will appeal the case.

"We must appeal when a judge attempts to trade places with us," said President Joseph A. McNamara, of the Commission, "for the effect on future examinations. We claim that we have the authority we exercised in the exam."



James F. Chambers, business secretary of the Uniformed Firemen's Association, has retired after more than 20 years service. John P. Crane, president of the Association, announces that the executive board of the UFA voted Mr. Chambers a half-pay pension of \$3,250. Mr. Crane said: "By his tact and diplomacy, he has successfully furthered the interests of all firemen throughout the State of New York."

Sanitation Men's Bid For Higher Pay Comes Up Again on December 22

The taking of testimony in the complaint of Sanitation Men, Classes B and C, who seek higher pay through application of Section 220 of the State Labor Law, will be resumed in the office of Comptroller Lazarus Joseph on Wednesday, December 22 at 2:30 P.M.

The case represents one of the most important applications now before the Comptroller.

It is expected that the city will cross-examine witnesses and offer rebuttal testimony and possibly wind up the hearings on December 22, or at a subsequent session. Already Sidney M. Stern, legal expert of the NYC Civil Service Commission, has given technical testimony regarding what constitutes grading and what are the titles and promotion ladders affected in the Department of Sanitation.

Labdon Starts Anchor Club In Sanitation Department

The Department of Sanitation will have a branch of the Anchor Club of America Commissioner William J. Powell has authorized City Superintendent Charles J. Labdon to organize the club.

Mr. Labdon, head of the department's uniformed force, received the Sanitation charter at the Supreme Anchor Club's convention at Stamford, Conn.

An open meeting of Sanitation charter members, all of whom are Third Degree Knights of Columbus, will be held at Werdemann's Hall, 160 Third Avenue, Manhattan, 8 P.M. on Wednesday, December 8th.

Assisting are John B. Tyrell, Joseph A. Eccles, Arthur J. McGinnis and Alfred Shaughnessy.

Guests will include Captain Raymond T. Millner, president, and Joseph Melody, vice-president, of the Supreme Anchor Club of America; Lieutenant John Boyle, president of the Police Department Anchor Club, and Lieutenant Joseph Maceda, president of the Fire Department Anchor Club.

Mr. Labdon has been appointed president by the Supreme Council.

Disabled Vet Candidates On Increase

During the first 10 months of this year the number of disabled veteran preference claimants who competed in NYC examinations was 3,175, compared to 2,781 for all of last year.

In 1946 the first large increase took place, although the total number was only about half of what the following year produced.

The tally from 1940 to date:

1940	17	1945	177
1941	27	1946	1,499
1942	8	1947	2,718
1943	17	1948	3,175
1944	69		

All of the disabled veteran claimants included in these figures were examined either medically or physically, or both, by the Medical-Physical Bureau of the Commission. The bureau director is Paul M. Brennan.

The number of candidates generally — veterans and non-veterans — increased during 1946-7-8.

Hoffman Elected Head Of Fire Army-Navy Union

The Fire Department Garrison of the Army and Navy Union elected the following officers:

Commander, Joseph F. Hoffman, Engine Company 6; Senior vice-commander, Phillip Short, E. Co. 86; Junior vice-commander, Henry Weisgerber, En. Co. 305; Paymaster, Vincent Lally, Brooklyn Headquarters; Judge Advocate, Joseph Kapit, En. Co. 312; Adjutant, Robert C. Krach, En. Co. 86; Chaplain, Edward Stevens, Hook and Ladder 48; Officer of the Day, George Murphy, H & L 127; Officer of the Watch, Lawrence Gordon, En. Co. 268; Patriotic Instructor, Arthur J. Dunne, En. Co. 68; Service Officer, Geo. B. J. Conlon, H. & L. 181; Publicity Officer, John W. Hobbs, En. Co. 6 and Historian, Frank Mott, H. & L. 118.

Meetings are held every third Wednesday at the Veterans Building at 500 Park Avenue.

NYC Makes New Homes Available

Civil Service employees looking for apartments should act fast on this.

The opening of applications for Astoria Houses in Queens was announced last week by Thomas F. Farrell, Chairman of the NYC Housing Authority.

Applications for Astoria Houses are available in every Housing Authority project throughout the City and at 2 Frankfort Street, Manhattan.

As in all public housing projects, former site residents will receive first preference, and veterans will have priority on all other apartments. The maximum income permitted for veterans ranges from \$2,940 a year for a three-person family to \$4,272 for a seven-person family. For non-veteran families the range is \$2,100 a year to \$3,204 a year. Selection will be made on need, and among those of equal need, families with the lowest income will be considered first. Rents range from \$35 to \$44.50 a month.

1654 Last Number Reached for Patrolman

The last number reached for appointment as Patrolman (P.D.) was V-1654.

164 Promotions Approved; Merit Increases for 186

The Board of Estimate approved funds for the promotion of 164 employees. No names, only titles, were revealed.

Also, 186 merit increases in pay were authorized:

- Manhattan President — \$240 each for two Auto Enginemen.
- Budget Director — 20.
- Council and City Clerk — 1 clerk.
- Correction — 1 Teacher.
- Education — 1 Teacher, assigned

as Supervisor of Drive Instruction \$1,561 increase to \$5,125.

Board of Higher Education — Chief Physician, City College.

Marine and Aviation — 3 clerks.

Public Works — 1 Auto Engineman, \$180.

Purchase — 15.

Sanitation — \$180 for one Clerk.

Various departments — \$35,160 for auto enginemen who signed annual agreement (about 140 employees).

Board Ponders Accepting Applications by Mail

As the NYC Civil Service Commission is experiencing difficulty in obtaining a sufficient number of acceptances for some jobs, the proposal has been made, from within its ranks, that the former practice of issuing and receiving applications by mail should be restored. A resolution to that effect was on the calendar at a recent weekly meeting, but action was deferred.

There is disagreement among officials at the Commission's office as to whether or not the restoration would effectuate a cure. Some contend that the Commission really does not lack a sufficient number of candidates, but rather that in some instances too few eligibles are ready to accept job offers. This proved particularly true of the Surface Line Operator list for Board of Transportation jobs, which is being certified subject to investigation, as a lone experiment.

What Others Do

Heretofore all investigation was complete prior to certification. However, there are so few eligibles on the upper part of the list whose cases have not been completely investigated that the Commission believes that only a negligible number could possibly lose out finally, after being appointed. The saving is that no investigation need be made of declines. Where the declines run inordinately heavy, all the time spent in examining the candidates, including the investigation of character and of

preference claims, is wasted those who refuse appointment.

New York State both issues and receives applications by mail. It requires that all applications post-marked before midnight the closing date. The U. S. issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of the date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission. The 6-cent stamped, addressed envelope, 3 1/2 x 9 inches or larger should be enclosed with the requesting application blanks from the State.

When examinations are announced by NYC, many persons do not know that they cannot apply by mail and when they find they express the hope that the system will be changed.

Board Sets a Record

The NYC Civil Service Commission set a record when it voted more than 80 cases involving character, residence, citizenship and other minimum qualifications of candidates.

The ordinary case takes half minute, a "hard" case between four and five minutes.

"The Commission doesn't qualify a candidate unless a record is pretty bad," said Joseph A. McNamara, President.

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