

# Civil Service LEADER

America's Largest Weekly for Public Employees

61 ALBANY NY DEPT. EDUCATION BLDG. EDUCATION MARY H. CORREY \$6,235 and Women Business Record

See Page 8

X—No. 47 Tuesday, August 2, 1949 Price Five Cents

## STUDY MATERIAL FOR MAIL HANDLER TEST

### Tolman, McFarland Nominated for Civil Service Employees Association Presidency; Other Contests in View

ALBANY, August 1—Dr. Frank Tolman, incumbent president,

and Jesse B. McFarland, incumbent 1st vice-president, have both been nominated as candidates for the top office in the Civil Service Employees Association.

The Association's nominating committee, meeting on July 28, selected multiple candidates for five out of eight major offices; and paired candidates for several of the department-wide offices on the Board of Directors.

#### Vice-Presidencies

Candidates for the five vice-presidencies include:

- 1st vice-president—John Powers.
- 2d vice-president—Francis A. MacDonald, Frederick J. Walters.
- 3d vice-president—J. Allyn Stearns.
- 4th vice-president—Ernest L. Conlon, Robert R. Hopkins.

5th vice-president—Dr. David M. Schneider, Biagio Romeo. Secretary—Janet Macfarlane, Charlotte Clapper. Treasurer—Harry Fox.

#### Department Candidates

Most of the incumbents in State departmental posts were renominated, but a few contests were assured by action of the nominating committee. Additional contests are expected, as independent nominating petitions come in for other candidates. The departmental candidates for the State executive committee are:

- Executive Department—Samuel Viner (Charles Foster, incumbent, has gone to the State University).
- Conservation Department—Noel MacDonald, James V. Kavanaugh.
- Public Works—Joseph Crotty,

- Charles J. Hall.
- Social Welfare—Charles H. Davis, Michael Brennan.
- Agriculture & Markets—William F. Kuehn.
- Audit & Control—Leo P. Mullen.
- Banking—P. Raymond Krause.
- Civil Service—Theodore Becker.
- Commerce—Mildred O. Meskil.
- Correction—Harry Fritz.
- Educational—Dr. Albert B. Corey.
- Health—Charlotte Clapper.
- Insurance—Solomon Bendet.
- Labor—Christopher J. Fee.
- Law—Francis C. Maher.
- Mental Hygiene—John M. Harris.

Public Service—Kenneth A. Valentine. State Department—Isabelle M. O'Hagan.

- Taxation—Arnold W. Wise.
  - Judiciary—Walter J. Nolan.
  - Legislative—William J. King.
- Where there were contests, the nominating committee tossed a coin to determine which candidate would get top spot on the ballot.

Independent Nominations  
Independent nominations for State-wide offices are possible upon  
(Continued on Page 3)

Study material is presented by The LEADER this week for the Mail Handler examination, for which 29,206 men applied. The examination date has not been set yet, but will probably be late in August.

[A pamphlet of study material for Mail Handler has been prepared by The LEADER. For copies, send 10 cents for postage and handling to The Leader Book Store, 97 Duane Street, New York 7, N. Y.]

The examination will be simple, a test of whether an applicant can read and write, follow simple directions and perform easy computation.  
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### Wage-Hour Investigator Exam Closes Aug. 2, 5 p.m.

An examination for filling positions as Wage-Hour Investigator, U. S. Department of Labor, in New York and New Jersey, was announced on Thursday by the Executive Secretary, Board of Civil Service Examiners, Wage and Hour and Public Contracts Divisions, Labor Department,  
(Continued on Page 8)

### Clerk-Carrier Test Sets Record

The largest number of candidates ever called to one examination by the Second Region of the U. S. Civil Service Commission was notified to appear at various places in the five boroughs of NYC, to take the Postal Clerk-Carrier test last Saturday—19,000.

The examinations will continue daily without interruption, until about August 12, when a final examination will be held for all those not examined previously and may involve 8,000 to 10,000.

James E. Rossell, director of the Second Region, concentrated his staff on the work of expediting and completing the examination, and used NYC high schools, as well as Federal quarters that were large enough, including his own examination room, to cope with the huge demand.

The number of applications exceeded expectations by about 24,000 as a total of 49,000 applied.

### Kelly Tells How to File Appeal for Change in Title or Pay

ALBANY, Aug. 1—How to apply for a change in title or salary has been explained by J. Kelly, director of the Division of Classification and Compensation.

Mr. Kelly: You may be wondering how to go about seeking a change in your title or salary grade or for an employee who works under you, at a kind of hearings the Division holds, whether you should be represented by counsel, or what has

happened to appeals previously filed with the Classification Board and the Salary Standardization Board, both of which were abolished on July 1. Here are the answers to your questions.

#### File the Form

"A new form has been developed on which you can file a request for either a change in title or a change in salary grade. It should now be available through the personnel office of your department, or it may be obtained directly from the

Division of Classification and Compensation in the State Office Building, Albany.

"The Division prefers to have you file this form through your immediate supervisor and your department head, because contact with them will be necessary before any determination of your case can be made. The usual procedure is for you to fill out the form and give it to your supervisor to review. He may be able to  
(Continued on Page 4)

### Marine Operator Jobs Open

The U. S. Civil Service Commission has announced six Marine Operator Examinations at entrance salaries ranging from \$1,333 a year to \$4,280 a year. Last date for applications is Monday, August 15.

vacancies are with Department of Army installations in Brooklyn, The Bronx, Queens and Manhattan.

- The titles are:
- Mate (Tug-Class D).
- First Assistant Engineer, Steam and Diesel.
- Boatswain.

Deckhand (Ferryboat). Staff Engineer (Ferryboat). Applicants for all positions except Boatswain and Deckhand (Ferryboat) must have a license issued by the Merchant Marine Inspection Service, U. S. Coast  
(Continued on Page 9)

### 200 Nurses Needed In Polio Emergency

The NYC Department of Hospitals needs 200 temporary Nurses to help cope with the polio emergency. The full-time pay rate is \$3,000 a year and the part-time rate \$11 a day. Applicants must be graduate nurses (R.N.).

Hospital Commissioner Marcus B. Kogel said that polio cases need expert nursing care.

Apply to the Director of Nursing, Department of Hospitals, 125 Worth Street, Manhattan, four blocks north of City Hall; or telephone the Director, WORTH 2-4440, Extension 515. Applications may also be made to any of the three communicable disease hospitals where the nurses would work—Willard Parker, in Manhattan; Kingston Avenue, in Brooklyn, and Queens General, in Jamaica.

### NYC Workers Ask More Promotions

Speakers at last week's hearings urged the safeguards that should be put in making a Career and Plan study for NYC, and for broad policies that should

obtain, in general continued to depart from the program set for the hearings. They talked of what was closest to their hearts. They asked for a five-day week in all NYC departments and agencies, upgrading of particular titles, improved promotional opportunities and in one instance a speaker denounced departmental administration.

Budget Director Thomas J. Patterson and Civil Service Commission President Joseph A. McNamara let them talk as they pleased, within the allotted 15  
(Continued on Page 16)

### Look-in at a Typical Internal Revenue Agent's Office—Civil Service Top to Bottom

The largest single investigating unit of the U. S. Internal Revenue Bureau is staffed top to bottom with civil service employees—not a single patronage job in the entire office.

With 756 public workers, the office at 9th Avenue and 29th Street—known simply as the Internal Revenue Agents Office, Upper New York Division—covers a territory holding approximately 7,000,000 people—all of Manhattan

north of 23rd Street, the Bronx, and 21 upstate counties.

#### No Fancy Titles

Working with quiet efficiency, this office—and all such offices in the nation—eschew fancy names. Its head is simply the Internal Revenue Agent in Charge; and in this case he's quiet, professional Ralph A. Wheeler, a civil service employee himself for 26 years, a man who reached his position the

hard way—by working up the promotion ladder.

#### Doesn't Collect Taxes

The Internal Revenue Agent's Office doesn't collect any taxes. Its job is the auditing and verification of the larger corporation and individual income tax returns. You pay your taxes to another branch of the Treasury Department—the Collector of Internal Revenue. And the size of the re-  
(Continued on Page 12)

### Study Books for Exams

Study books for Patrolman, Stenographer, Mail Handler, Stairman's Helper (all groups in book), and books for other similar exams are on sale at LEADER bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just off Broadway.



## STATE AND COUNTY NEWS

# Why Retirement Allowance Falls Short of Expectations

Sometimes employees who are members of the State Retirement System, with 35 years of member-service under the age 60 plan, are surprised to find that the expected half-pay retirement allowance will not be realized, and wonder what happened.

The reason for their astonishment is that the fraction on which the State's budgetary contribution toward the retirement allowance—that is, the amount of the pension—is 1/140, and if the actuarial value of the other part of the retirement allowance—the annuity created by the employee's contribution from salary—is equal, the fraction is doubled to 1/70. So, for each year of member service, at 1/70 of final average salary, 35 years would produce 35/70 or half pay, longer or shorter service periods proportionately. But what causes the retirement allowance for 35 years, for instance, to be less than half pay, is the insufficiency of the contributions from salary, toward the annuity account, as distinguished from the pension the State contributes.

### Reason for Insufficiency

The insufficiency is caused by the lower salary, hence less absolute contribution by the employee, compared to the best consecutive five years that are the basis of the "final average" salary on which the State's contribution is computed.

The situation was explained thoroughly by John DeGraff in a letter to a prospective pensioner, who had found to his dismay that half-pay retirement was not attainable by him, contrary to his expectation, and sought elucidation. The employee, who works in one of the Department of Mental Hygiene Institutions, wrote to Dr. Frank L. Tolman, president of The Civil Service Employees Association, who referred the letter to Mr. DeGraff, counsel to the Association.

### What Law Provides

Mr. DeGraff wrote the inquirer:

"The ordinary retirement allowance consists of two parts—(1) an annuity, which is paid from your own contributions, and (2) a pension, which is paid by

the State. "The law provides that the pension shall be 1/140th of your final average salary multiplied by the number of years of member service credit. This is a fixed amount and, no matter how high your salary may go, the State, with its own funds, pays 1/140th of your average salary for your highest five years of service. 'Final average salary' is defined in the Retirement Law as the highest average salary which you receive over a consecutive five year period. Consequently, after 35 years of service, the State would pay a pension equal to 1/4th of your final average salary.

"The annuity is supposed to be approximately equal to the pension. Therefore, it is often said that the retirement allowance at age 60 is equal to 1/70th of the members salary multiplied by his years of service. This is not true, however, at present, because all the law actually says is that the annuity shall be the actuarial equivalent of your accumulated contributions.

### How Difficulties Arise

"The difficulty arises because the contributions which you make to the Retirement System, to build up your annuity, are estimated at the time you join the System. Some years ago, when the rate of contribution was established by the Retirement System, the rate of salary increase was comparatively slight. For example, a public employee, who entered the service at \$3,000 might be advanced enough to receive \$4,000 when he retires. All the estimates were, therefore, set up on a basis under which it was assumed that an employee would be receiving only a slightly higher salary when he retired than when he entered the service. The inflation of recent years has made all these estimates erroneous. Now, in many cases, an employee, because of a general increase in salary levels, may receive double the salary before retirement that he received when he entered the service. This means that the contributions to his credit are not sufficient to purchase an annuity which will equal the pension that is paid for by the State.

"For example: A man may work 20 years at a salary of \$2,000 and pay contributions on this basis. During the last five years, his salary may be advanced to \$5,000. The State pays its pension on the basis of the employee's \$5,000 salary. The employee has contributions, however, for 20 years at the rate of \$2,000 and five years at the rate of \$5,000, so that the amount of actual contributions is insufficient to buy an annuity which equals the pension.

"If the employee in this hypothetical case had worked at \$5,000 for his whole 25 years, then his annuity would be equal to, or perhaps slightly greater than, his pension, but in the situation in which we find ourselves today, almost all employees who retire find that their contributions to the System are not large enough to buy an annuity which is equal to the pension.

### Present Age 55 Plan

The same situation is true with relation to retirement at age 55 under section 86 of the Civil Service Law. Retirement at 55 is the same in principle as retirement at age 60, except that the employee pays all the additional contributions necessary to bring about his earlier retirement. Of course, when you retire at age 55, your monthly retirement allowance is somewhat smaller than it would be if you retired at age 60, because your life expectancy at this age is longer than it is at age 60.

"The State pays the same amount that it pays for retirement at age 60, but the employee makes up the difference. When you read section 86, you get the impression that the retirement allowance will be 1/60th of his final average salary for each year of his total service. The section does not actually say that, however. What it says is, that the additional contributions 'shall be computed to be sufficient to provide an annuity at such age which, with the total pension . . . will produce a retirement allowance of 1/60th of his final average salary for each year of his total service.'

### State Complies With Law

"Consequently, it is the computation of your contributions, made some years ago, which makes your total retirement allowance less than the 1/60th referred to in the statute. What happened is that your salary was comparatively low when you joined the System and when you made your election to retire at age 55.

"The State is paying its pension part of the retirement allowance exactly as the statute requires. Because your salary, during the past five years, is greater than the amount estimated at the time you made your election of the 5-year option, your contributions are not large enough to produce an annuity which is equal to the pension paid by the State. For that reason, your total retirement allowance is somewhat below the amount you assumed it would be.

"The State has not broken its contract with you and the Retirement System has complied with the provisions of the Retirement Law. They did make an erroneous estimate in 1931 when you filled your 55-year election, but, of course, no one could foresee what your exact salary would be in the subsequent eighteen years."

### Two Systems Compared

Contrasting the State Retirement System and the Hospital Retirement System, to answer a question raised by the member, Mr. DeGraff wrote:

"It is true that the 25-year Hospital Retirement System is now in some respects more favorable than the State Employees Retirement System. This is due to a court ruling in a case I handled about two years ago. The law gave each member of that system the option to transfer to the State Retirement System, but the law does not permit the re-transfer back when the conditions change.

"I can, however, offer you a word of encouragement. I believe that at the next session of the Legislature the new 55-year retirement option proposed by the Association will be enacted. If this bill is adopted, there will be a very material liberalization for your benefit, in that the State will pay one-half of the cost of retirement at 55."

## What Employees Should Know

### How Your Training and Experience Mark Is Figured

By THEODORE BECKER

IF YOU have been admitted to a civil service examination and pass all tests, the chances are you will receive a rating on your training and experience. You can easily find out if your education and work experience will be evaluated by checking the examination announcement. There you will see whether or not training and experience is given any weight in determining the final mark. For example, the written examination may have a weight of 6 out of 10 and training and experience a weight of 4. This means that the written test is considered a better indicator than training and experience of your probable success on this particular job.

There are some jobs, such as the lower grade clerical positions, for which no rating is given for training and experience. This is especially common where a performance test, such as one for typing or stenography, is given. There are other jobs for which the only rating given is for training and experience. This is by way of the so-called "unwritten examination," used when it is not considered practicable to hold a written or other test of relative merit and fitness, apart from a scoring of appropriate schooling and work experience.

### Factors in the Rating

In rating your training and experience, the civil service examiner is trying to judge its relative value for the job you are seeking. He may take into account the recency of your work experience, for example. Of two similar positions which you held in the past, the one you held within the last five years is probably more helpful than the one you held ten years ago. Some experience may be so old as to contribute little or nothing of value.

In addition to quantity and recency of experience, quality is taken into account. In other words, the more a previous job tends to make you a better prospect for the civil service position you seek, the greater its value. For example, a candidate for a supervisory job may receive as many points or credits for one year of experience as a supervisor as he gets for two years as a subordinate.

Education is similarly scored on its value for the particular job you seek.

In arriving at a score for your education and work experience, the civil service examiner uses the announced minimum training and experience requirements as a starting point. If you meet these requirements, you will receive the established passing mark, such as 75, fixed in the rules or regulations of your civil service agency. Additional appropriate education and experience results in additional points beyond the minimum.

It is the relative nature of your training and experience, coupled with the fact that you are also rated against your competitors, which explains why your rating varies from examination to examination. The same amount and quality of experience will be given a higher or lower rating on two different examinations, held at or about the same time, depending on the extent to which such experience exceeds the announced minimum requirements.

In addition, if your experience greatly exceeds that of your competitors, it may be evaluated close to the maximum—100. But if yours is the poorest experience among a group of competitors, it will probably be rated closer to the minimum. This is fair, because actually you are competing against the other candidates for a position on the eligible list in accordance with your merit and fitness.

Accordingly, you may receive the same mark on training and experience today as you received four years ago for the same job, despite valuable experience gained in the meantime. This could result from

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## Innovations Win Awards, Advance State Methods

ALBANY, Aug. 1—Mrs. Claudia J. Lundberg's idea on how to foil thieves has won her a \$25 award and Certificate of Merit from the Merit Award Board.

Employed in the Department of Taxation & Finance, Albany, she proposed through the Employees' Suggestion System that a special type of watchman's signal be placed in the Division of the Treasury where the safes are located which house checks, cash, and valuable papers.

"Good idea," said the building maintenance authorities, "the signal will be installed as an extra safety precaution."

### Four Split

For doing more than their regular jobs called for, four State employees will split a \$400 group award granted by the Board. The recipients, George M. Card, John W. Clas, Andrew Matthews and Albert F. Grant, all of Albany, gained this significant recognition for the outstanding initiative and ingenuity which they demonstrated in designing and constructing complex, technical apparatus for the State Health Department Laboratory.

According to a fully documented report from Health Department officials, two pieces of equipment in particular have proved to be real time savers. The first, a battery of pipette washers, is a radical improvement over the commercial type of single washer.

The second display of skill consists of an automatic agitator. The Laboratory examines daily approximately 1000 specimens of available. By passing through three compartments, the pipettes are now washed, rinsed with distilled water and dried automatically, where three separate manual operations were formerly required. The washer is capable of processing 2000 pieces per hour and will reduce by 50 per cent the time and

labor necessary to cleanse the 188,000 pipettes used monthly in the laboratory. Since handling is minimized, breakage of the glassware is cut down.

The process requires the agitation of the contents of the test tubes which heretofore had to be shaken by hand. The device constructed by the four enterprising employees eliminates this manual procedure and provides for constant and more uniform agitation. In the opinion of a Health Department spokesman, the equipment is such an improvement over existing types, it will undoubtedly be adopted by other laboratories having large serologic services.

The award is the second largest granted by the Board. In commenting on it, Henry A. Cohen, chairman, said that the efforts and ingenuity demonstrated by these employees have far-reaching effects.

"In materially helping to increase efficiency and economy in the laboratory operations, they indirectly have made an important contribution to the health of all of the citizens of the State," he said.

The Board, established by Governor Dewey in 1946 to administer the Employees' Suggestion Program, is authorized to grant awards for both meritorious employee suggestions and accomplishments. To date 2,164 proposals and documented statements of exceptional job performance have been submitted to the office of the Board. It is estimated that \$270,000 in savings has accrued to the State from approved employee ideas since the Program was implemented. Based on its success in New York State, Maine, at the last session of its legislature, voted to install a Suggestion System patterned very closely after New York's.

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# STATE AND COUNTY NEWS

## Spirited Contests Foreseen in Race for CSEA Offices

Committee Names Two for Each of Three Vice-Presidencies

(Continued from Page 1)  
 nominations signed by 5 percent of total Association membership. Independent nominations for departmental representatives must be accompanied by 10 percent of total number of employees in department involved. All such nominating petitions must be in hands of the Association secretary by September 4. They should be addressed to Janet Macfarlane, secretary, Civil Service Employees Association, 8 Elk Street, Albany, N. Y.

The date of election will be October 4, and ballots will be mailed to all Association members sufficiently before that date so that there will be plenty of time for them to cast their votes. A spirited contest is anticipated, with greater interest than ever before. Dr. Schneider, who was chairman of the nominating committee, anticipates that at least 1000 votes will come in. All Association members vote for the presidency and for the

### Employees Let Off Earlier on Hot Days; 3 Depts. Hold Out.

ALBANY, Aug. 1—The weather continues to be "the burning question" with State employees, with temperatures ranging in the mid-80s in Albany last week. Highlighting the situation was the evident lack of uniformity in procedures for permitting State workers to leave work early. All State departments, except Civil Service, Public Service and the State Liquor Authority, permitted employees time off because of the heat last Wednesday. In those departments allowing earlier departure, the quitting time ranged from 2 p. m. to 4 p. m.

vice-presidencies. Only State employees vote for representatives of their departments.

**Where Nominees Are Employed**  
 Of the persons nominated as officers, Dr. Tolman is retired. He served with the State Education Department before becoming president. Mr. McFarlane is with the Social Welfare Department, Albany office. Mr. Powers is employed by the State Insurance Fund, NYC office. Mr. MacDonald is at the

### 4 State Jobs Are Put in Exempt Class

ALBANY, Aug. 1—The State Civil Service Commission has granted requests by four State Departments to place four ranking positions in the exempt class, as follows:

Assistant Deputy Commissioner, Commerce Department.  
 Deputy Commissioner, Motor Vehicles in the Taxation and Finance Department.  
 Processing Plant Investigator, Agriculture and Markets Department.

Public Relations Officer, State Education Department.

The Commission refused to put the position of Building Construction and Maintenance Operator, Education Department, in the exempt class. It approved the Department of Correction's request to put Maintenance Foreman in the non-competitive class, and the Taxation and Finance Department's similar request for the Senior Special Motor Vehicle Inspector position.

State Training School for Boys, Warwick; he is also chairman of the Southern Regional Conference. Mr. Walters works at Middletown State Hospital. Mr. Stearns is Collector of Tolls for Westchester County, and is on the Board of Directors of the Westchester County Competitive Association. Mr. Conlon is an employee of the Alcoholic Beverage Control Board, Binghamton office. Mr. Hopkins, of Buffalo, is with the DFUI, and was formerly chairman of the Western Regional Conference. Dr. Schneider is with the Social Welfare Department, Albany office. Mr. Romeo is employed at the Psychiatric Institute, NYC. Miss Macfarlane is with the headquarters office of the Mental Hygiene Department, Albany. Miss Clapper is in the State Health Department, Albany office. Mr. Fox is employed by the State Civil Service Commission.

[Fuller details about the backgrounds of all the candidates will appear in succeeding issues of The LEADER.]

### 335 Are Appointed In Hiring Pool For Clerical Eligibles

ALBANY, Aug. 1—Recent placement pools, conducted in the Assembly chambers by the State Civil Service Department, resulted in a total of 335 permanent appointments in the clerical field.

Appointed were: 97 as File Clerks and 238 as Clerk.

The pools, started by the department last year, facilitate appointment procedures whenever vacancies exist in large numbers. Candidates invited to attend the mass interviews were persons passing the February 19 Big Six series.

## Exams for Steady Jobs

### STATE Promotion

0257. Bank Examiner, Banking Department, \$4,242 plus five annual increases to \$5,232. Fee \$4. Written test September 17. (Closes Friday, August 12).

0296. Associate Personnel Administrator, \$5,232 plus five annual increases to \$6,406. Fee \$5. College degree plus six years' appropriate experience required. Written test September 17. (Closes Friday, August 19).

0297. Assistant Director of Personnel and Office Administration, \$3,582 plus five annual increases to \$4,308. Fee \$5. College degree plus six years' appropriate experience required. Written test September 17. (Closes Friday, August 19).

0150. Associate Milk Accounts Examiner, (Prom.), Department of Agriculture and Markets, \$3,582 plus five annual increases to \$4,308. Fee \$5. Written test September 17. (Closes Wednesday, August 3).

0145. Head Mail and Supply Clerk, (Prom.), Department of Education and Finance, \$3,582 plus five annual increases to \$4,308. Fee \$3. Written test September 17. (Closes Wednesday, August 3).

0147. Principal Mail and Supply Clerk, (Prom.), Department of Education and Finance, \$2,898 plus five annual increases to \$3,582. Fee \$2. Written test September 17. (Closes Wednesday, August 3).

0146. Accountant, (Prom.), Department of Social Welfare, Erie County, \$2,700 plus \$500 bonus plus five annual increases to \$3,582. Fee \$2. Written test September 17. (Closes Wednesday, August 3).

0146. Head Mail and Supply Clerk, (Prom.), Department of Education and Finance, \$3,582 plus five annual increases to \$4,308.

Fee \$3. Written test September 17. (Closes Wednesday, August 3).

### Open-Competitive

0288. Bath Attendant, \$1,840 plus five annual increases to \$2,530. No written test. Fee \$1. (Closes Saturday, September 17).

0268. Senior Research Analyst (Veterans' Affairs), One vacancy in New York. Requires college graduation, and 5 years' experience, or satisfactory equivalent. Salary \$5,232. Five annual salary increases to maximum of \$6,406. Fee \$5. Written test September 17. (Closes Friday, August 12).

9153. Senior Civil Engineer, Department of Public Works, \$5,232, plus five annual increases to \$6,406. Fee \$5. Written test September 17. (Closes Friday, August 12).

9152. Junior Civil Engineer, De-

### Henry Honegger Dies; Chapter's First President

Henry Honegger, first president of the Public Service Motor Vehicle Inspectors' chapter, The Civil Service Employees Association, died recently and was buried in Lynbrook, L. I.

At its last annual meeting the chapter voted him an honorary life membership.

William B. Filkins, chapter president, said: "He was the pioneer in the establishment of chapters as part of civil service organization and this was back in 1936 and 1937. He was twice re-elected, serving three terms. He retired from State service last February because of ill health. Under his administration the chapter reached the highest percentage of membership of any chapter in the State and has held that position ever since."

partment of Public Works, \$3,450, plus five annual increases to \$4,176. Fee \$3. Written test September 17. (Closes Friday, August 12).

9151. Associate Special Tax Investigator, Bureau of Taxation and Finance, \$5,430, plus five annual increases to \$6,595. Fee \$5. Written test September 17. (Closes Friday, August 12).

0294. Director of Personnel, \$6,700 plus five annual increases to \$8,144. Fee \$5. College degree plus seven years' appropriate experience required. Written test September 17. (Closes Friday, August 19).

0295. Director of Mental Hygiene Personnel, \$6,700 plus five annual increases to \$8,144. Fee \$5. College degree plus seven years' appropriate experience required. Written test September 17. (Closes Friday, August 19).

0298. Senior Personnel Administrator, \$4,242 plus five annual increases to \$5,232. Fee \$4. College degree plus four years' appropriate experience required. Written test September 17. (Closes Friday, August 19).

### Following Close August 12

0286. Psychologist, \$3,450, plus five annual increases to \$4,176. plus five annual increases to \$5,232. Fee \$4.

0289. Senior Education Supervisor, \$4,242, plus five annual increases to \$5,232. Fee \$4.

0292. Senior Identification Officer, Department of Correction, \$2,898, plus five annual increases to \$3,582. Fee \$2.

0293. Identification Officer, Department of Correction, \$2,346, plus five annual increases to \$3,036. Fee \$2.

0301. Office Machine Operator (Offset Printing), \$1,840, plus five annual increases to \$2,530. Fee \$1.

0304. Office Machine Operator (Printing), \$1,840, plus five annual increases to \$2,530. Fee \$1.



## The Public Employee

By Dr. Frank L. Tolman

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

### "GOOD LORD, HOW HOT IT GROWS"

THE HUMAN ANIMAL is a perverse and cantankerous creature at times, especially when the temperature and the humidity conspire together.

The LEADER has urged general air-conditioning as the secret to hot-weather happiness. We agree, but in the meantime we ask temporary relief.

Employees of the Federal Government speak well of the formula that governs closing in their public offices — a formula based on temperature combined with humidity. We New York employees want a similar plan. We public employees in New York State have, I think, a just complaint in the lack of consideration of our frailties and limitations when exposed to near-boiling temperature. (I use "boiling" in preference to "roasting" because it implies a high moisture content or high humidity.)

### Local Agencies Shouldn't Judge

There is no validity in the claim that uniform rules or regulations are not practical. It is just not true that each department or office is the best judge of local conditions and therefore should exercise sole control and make its arbitrary decision on closing his or her office.

It is true that excessive heat and humidity increase the discomfort of the worker to a point where compulsory work becomes waste. It is equally true that lack of fair and equal treatment of all employees under torrid conditions inflames the human thermometer more than does the heat itself. The final result of lack of uniform fair regulations is to reduce the worker, for the time being at least, to a quivering bundle of over-excited nerves. The permanent result is a considerable loss to the State through heat fatigue.

This summer is the worst on record for heat, humidity and lack of any relief. Now is the time to reconsider a do-nothing policy, or a "let John do it" policy in the light of a real change in climate for the Empire State.

We could endure weather neglect and closing caprice when the vast majority of our days and nights were deliciously soothing and satisfyingly cooling and invigorating, but those days are of the dear departed dead variety. The employees ask and expect relief from the one agency that can furnish relief — the Civil Service Commission.

## Mental Hygiene Meets in Albany

A meeting of the Mental Hygiene Employees Association, held in Albany on Thursday, July 28, heard institutional leaders describe the problems being faced by workers in that department, and laid down tactics for improvement of conditions in institutions.

The group also took action to endorse three men running as candidates for office in The Civil Service Employees Association — John Harris, as departmental representative, and Frederick J. Walters and Francis A. MacDonald, both nominated for the position of second vice-president. The endorsements were made before the nominations had been decided upon.

### Leaders Talk

All three men — Messrs. Harris, Walters, and MacDonald — addressed the Mental Hygiene group.

Mr. Harris made a report on work for the year. He told of meetings with Dr. Frederick MacCurdy, Mental Hygiene Commissioner, and the manner in which problems were considered. He answered a variety of questions from the floor, dealing with individual problems and matters of policy.

### Walters Tells of Problems

Mr. Harris also announced the news, which saddened the assemblage, that the retiring president, Walter Mannix, was ill and would no longer participate actively in the work of the group. Mr. Mannix had been one of the leaders.

Mr. Walters told the group about the problems of Mental Hygiene employees. He talked of the need for promotional opportunities, of education, and improved retirement standards. He also described some of the conditions under which employees work in the more disturbed wards, and recommended that cognizance be given to these conditions by the State.

### MacDonald Urges Care

Mr. MacDonald, although an employee of the Social Welfare Department, was invited by the group because he is a former Mental Hygiene worker and now is employed in an institution. Mr. MacDonald told the group that it will become more difficult to make new gains and even to hold the gains already made. He urged that the strongest kind of unity be maintained by the employees in order to achieve their objectives. He also urged upon his listeners the careful, patient, considerate treatment of the charges under their care.

### Methe New President

Charles Methé, of Marcy State Hospital, was elected president of the Mental Hygiene Association. Frederick Krumman, of Syracuse State School, was named 1st vice-president, and Biago Romeo, of Psychiatric Institute, 2d vice-president. Dorris Blust, of Marcy, is secretary.

(Names of the new executive council will appear in next week's LEADER.)



# STATE AND COUNTY NEWS

## Sept. 30 Deadline Stands For Non-Citizens Holding State Competitive Jobs

ALBANY, Aug. 1—Despite appeals by the State Department of Mental Hygiene, the State Civil Service Commission refused to change its deadline on the employment of non-citizens in competitive class positions in State institutions.

At its July meeting, the Commission "laid over" until September a final decision on the question, but said its deadline of September 30, after which non-citizens can not be employed in competitive jobs, still stands.

The Department of Mental Hygiene has held that the ruling setting September 30 as the final date for employment works a hardship on those non-citizens who made a contribution to State service during the war and have not yet had sufficient time to complete the citizenship process.

A State ruling prohibiting employment of non-citizens in competitive jobs was lifted temporarily during the war when recruitment, particularly in State institutions, was difficult.

## Dying Salary Board Says 'No' to Pay Rise Appeals

ALBANY, Aug. 1 — Pay increases were denied by the State Salary Standardization Board to 1,700 engineers, as one of its last acts.

The 1,700 engineers are employees of the Public Works Department and are located throughout the State. Present pay ranges from \$2,070 to \$10,900 a year. A committee had asked for increases ranging from about \$700 for the lowest paid to about \$1,700 for the highest.

The Salary Standardization Board, created in 1945, ended its work as of July 1 and is succeeded by the Classification and Compensation Appeals Board.

**Other Appeals Denied**  
The Standardization Board also

denied the following appeals for salary increases:

Junior Compensation Reviewing Examiner  
Senior Compensation Reviewing Examiner  
Assistant Compensation Reviewing Examiner  
Senior Clerk (Compensation)  
Assistant Compensation Claims Examiner  
Associate Compensation Claims Examiner  
Principal Compensation Claims Examiner  
Senior Clerk Underwriting  
Assistant Underwriter  
Associate Underwriter  
Railroad Inspector (Public Service)

## Kelly Tells How to Apply For Title and Pay Changes

(Continued from Page 1)

help you. If you don't wish to do it this way, you may file your request directly with the Division of Classification and Compensation. Many requests for changes in title or salary grade are initiated by supervisors or department heads who are aware of inequities, rather than by the employee himself. In either case, the procedure followed by the Division is the same.

tunity to present their views orally.

**Then Job Is Studied**

"When a request is filed, a technician is assigned to study the job in question. He must find out just what you do and how much time you spend doing different parts of your job, how much and what kind of responsibility you carry. In some cases a questionnaire helps him get his information. You will study not only your job, but similar and related ones in your own or other departments to help him fit your individual position into its proper place in the State's title and salary structures.

**It's All Examined**

"On the basis of the report submitted by the technician and, if there has been a hearing, the Director decides the disposition of your case. If your petition is for a change in salary grade, the findings of the Division of Personnel Research, which studies jobs in private industry and other governmental jurisdictions for comparison with state salaries, are also examined and considered. If you and your department head are satisfied with the decision, that ends the matter, provided approval of the Director of the Budget is secured. If either of you is not satisfied, however, you may go to the Classification and Compensation Appeals Board which has been provided by law to review disputed decisions.

"All appeals previously filed with either the Classification Board or the Salary Standardization Board have been turned over to the Director of Classification and Compensation. He also has all the records of cases determined in the past by both boards. If you have filed an appeal with either board, and your case has not yet been decided, it will be taken up by the Division. It is not necessary for you to file a new appeal for reclassification of your job or reallocation of your title to a new salary grade."

**Hearings Are Informal**

"A hearing may be the best way of getting some of the necessary information. Hearings on classification and salary matters do not follow technical rules and are not at all like hearings in court. They are conducted in a way that makes it wholly unnecessary for you to retain an attorney to represent you. They are informal discussions which provide an opportunity to talk freely about your job and your reasons for thinking its title or salary grade should be changed. Experience has shown that the hearings which have been of greatest value are those in which the employee does his own talking. You know more about what you do than you can possibly tell an attorney, so the whole procedure is greatly simplified if you speak for yourself. If you wish to bring with you to a hearing your supervisor or a representative of the employee organization of which you are a member, you are quite free to do so.

"If you are to appear at a hearing, it will be scheduled to suit your convenience as well as that of others who will be present. It probably will be held at or near the place where you work. Hearings involving large groups of employees in various locations throughout the State may be arranged for different places on different dates to give as many employees as possible an oppor-

**New Group of Promotions**

**9160. Principal, School of Nursing, Department of Mental Hygiene, \$4,242, plus five annual increases to \$5,232. Fee \$4. Written test September 17. (Closes Friday, August 12).**

**9157. License Examination Technician, Department of State, \$4,836, plus five annual increases to \$5,818. Fee \$4. Written test September 17. (Closes Friday, August 12).**

**9158. Superintendent of Land Acquisition, Department of Conservation, \$5,232, plus five annual increases to \$6,406. Fee \$5. Written test September 17. (Closes Friday, August 12).**

**9159. Superintendent of State**

## Comment

Efficiency Rating System  
Editor, The LEADER:

We employees received our efficiency ratings at Harlem Valley State Hospital and discussed them thoroughly. Many employees feel that the present system should be discarded in favor of one less open to the practice of prejudice.

Too many of us do not worry about our rating and scoff at low marks until a crucial moment arrives and then it is too late. Those deserving a low rating are the least worried and it is doubtful if they would try for more. Another group feels that it deserves more, but because of discrimination did not receive it. The pay was not cut and to protest a score would put an employee in bad with his superiors. So why not sit back and say nothing.

### Feels Work's Not Appreciated

The employee who really tried and won a good mark honestly is not questioned. But due to the fact that he has not received any higher score than the glamour boys, teachers' pets, hand-shakers and back-slappers, he feels that his work was not appreciated. Thus a plan which was to create incentive does not.

In this country a man is supposed to be innocent until proven guilty. But our system of rating employees would have an opposite tendency. It is much easier to see the good in a person whom we admire. A person is not allowed on jury when he even knows the defendant, because his views might be biased by his opinions. Are our supervisors impregnable to any of this? Most of them, I think, are, but so long as even one is not, and an employee suffers by it, then a better plan should be considered.

### Quotes Dewey

Would not a demerit system do much better? An employee would lose a point or two in case of infractions to degrade your rating, something wrong would have to appear against you. It seems to me this would prove to be better.

Some supervisors are reluctant to make up the present efficiency ratings because of the difficulty. Let's be thankful some are this serious about it. Some employees have been given a good rating by their supervisors only to have it lowered by a superior who just didn't like that guy.

Governor Dewey in his speech at the annual dinner of the Civil Service said that, when you could measure zeal, determination and imagination, then you could really make civil service work. I am of the opinion that these qualities are not administered fairly under our present rating plan. And when an employee's chance for promotion might be thrown out the window for this reason alone, it is time a change was made.

ELLIS L. CARTER

## Personnel Administrator Test Closes Sept. 17

**0299. Personnel Administrator, \$3,582 plus five annual increases to \$4,308. Fee \$3. College degree plus two years' appropriate experience required. Written test September 17. (Closes Friday, August 19).**

## State Exams Are Open For Research Personnel

New York State is looking for experienced research personnel to fill jobs in the Albany and NYC offices of several State departments, President J. Edward Conway of the State Civil Service Commission announced. Examinations will be held on September 17 for positions with starting salaries which range from \$3,174 to \$6,700. Applications must be filed by Friday, August 12.

The positions cover such fields as municipal planning, labor research and statistics, editorial work on publications dealing with economic research, and research in criminology, insurance and veteran's affairs.

The titles and salary ranges are as follows:

- Associate Research Analyst (Veterans' Affairs) \$6,700 \$8,144.
- Assistant Director of Labor Research and Statistics, \$6,700 \$8,144.
- Senior Research Analyst (Veterans' Affairs) \$5,232 to \$6,406.
- Senior Research Analyst (Criminology) \$5,232 to \$6,406.
- Senior Economics Research Director, \$4,242 to \$5,232.
- Research Assistant (Veterans' Affairs) \$3,450 to \$4,176.
- Insurance Research Assistant \$3,174 to \$3,846.
- Senior Planning Technician \$4,110 to \$5,100.
- Planning Technician, \$3,450 \$4,176.

## Mail and Supply Clerk Eligibles

Last week The Leader published the names of the non-veteran eligibles on the Mail and Supply Clerk list, State Departments and Institutions, through number 400. Now the list continues through non-veteran 500. The remaining names will be published in future issues.

### MAIL AND SUPPLY CLERK State Departments and Institutions

#### Non-Veterans

- 401 Klahn, M., Albany..... 90340
- 402 White, J., N. Y. C..... 90280
- 403 Soharberg, C., Bronx..... 90280
- 404 Lewis, R., Catskill..... 90280
- 405 Comiskey, M., N. Y. C..... 90220
- 406 Lowy, L., Bronx..... 90220
- 407 Deyo, G., Dannemora..... 90220
- 408 Edmonds, H., Bronx..... 90220
- 409 Wilson, E., Syracuse..... 90160
- 410 DeLuc., J., Bklyn..... 90100
- 411 Polder, I., Buffalo..... 29980
- 412 Russell, B., N. Y. C..... 89980
- 413 Small, G., Bklyn..... 89980
- 414 Kirton, E., N. Y. C..... 89920
- 415 Isaacs, S., Bklyn..... 89860
- 416 Shepherd, J., Bklyn..... 89800
- 417 Klein, H., N. Y. C..... 39740
- 418 Carr, M., Albany..... 89740
- 419 Eschbach, E., N. Y. C..... 82300
- 420 Furnari, S., L. I. City..... 89680
- 421 Hayes, J., Queens Vlg..... 89620
- 422 Sokolsky, S., Bklyn..... 89620
- 423 Connors, C., Watervliet..... 89620
- 424 Curtwright, W., N. Y. C..... 89560
- 425 Moserowitz, M., Bronx..... 89560
- 426 Woodcock, M., Corinth..... 89440
- 427 Corey, C., Woodside..... 89440
- 428 Shipley, C., N. Y. C..... 89440
- 429 Zuckerman, D., Bklyn..... 89380
- 430 Griffin, Helen, Albany..... 89320
- 431 Lynch, E., Rensselaer..... 89320
- 432 Linzey, J., N. Y. C..... 89320
- 433 Bloom, R., Bklyn..... 89260
- 434 Hyatt, T., N. Y. C..... 89260
- 435 DeLuca, H., Bklyn..... 89260
- 436 Coyle, C., Bronx..... 89260
- 437 Jewell, K., N. Y. C..... 89260
- 438 Backmender, H., Bklyn..... 89260
- 439 Schaeffer, H., Bronx..... 89200
- 440 Burnett, C., N. Y. C..... 89200
- 441 Purov, I., Bklyn..... 89080
- 442 Thomas, A., N. Y. C..... 89080
- 443 Branch, S., Bklyn..... 89080
- 444 Crowley, M., Auburn..... 89020
- 445 Oserin, R., Bronx..... 89020
- 446 Kelly, G., Watervliet..... 89020
- 447 Kwartler, J., Bronx..... 88960
- 448 Varricchio, C., Bklyn..... 88960
- 449 Harris, M., Bklyn..... 88960
- 450 Tomasulo, A., N. Y. C..... 88960
- 451 Stankus, A., Bklyn..... 88960
- 452 Skelly, J., Albany..... 88960
- 453 Lailey, H., Elmhurst..... 88900
- 454 Pereira, A., Bklyn..... 88840
- 455 Charles, A., Bklyn..... 88840
- 456 Wallace, J., Albany..... 88840
- 457 Miller, H., Otisville..... 88780
- 458 Duffy, J., N. Y. C..... 88780
- 459 Holmes, S., Schtdy..... 88780
- 460 Taylor, A., N. Y. C..... 88780
- 461 Michel, A., Bklyn..... 88720
- 462 Leibowitz, M., Bronx..... 88660
- 463 Hopkins, K., Bronx..... 88600
- 464 Heller, B., Kew Gardens..... 88600
- 465 Latko, L., Bklyn..... 88600
- 466 Wehnau, R., Rensselaer..... 88600

- 467 Emery, T., Chaumont..... 882
- 468 Chapman, E., Bklyn..... 882
- 469 Stevens, J., Bronx..... 882
- 470 Flint, M., Troy..... 882
- 471 Skepner, B., Bronx..... 882
- 472 Wilson, D., St. Albans..... 882
- 473 Haines, H., N. Y. C..... 882
- 474 Bonner, Bklyn..... 882
- 475 Foy, B., Schtdy..... 882
- 476 Kaplan, M., Bklyn..... 882
- 477 Malko, M., Staten Isl..... 882
- 478 Sack, S., N. Y. C..... 882
- 479 Goldfinger, R., N. Y. C..... 882
- 480 Reynolds, E., Buffalo..... 882
- 481 Crawford, W., Albany..... 882
- 482 Finkel, M., N. Y. C..... 882
- 483 Claxton L., N. Y. C..... 882
- 484 Colon, B., Bronx..... 882
- 485 Perdelwitz, H., N. Y. C..... 882
- 486 Koiner, C., Bronx..... 882
- 487 Marlow, H., Ogdensburg..... 882
- 488 Harris, W., Albany..... 882
- 489 Seretfan, Z., N. Y. C..... 882
- 490 McKeown, E., Buffalo..... 882
- 491 Hecht, D., N. Y. C..... 882
- 492 Murphy, R., Albany..... 882
- 493 Runte, A., N. Y. C..... 882
- 494 Samilow, H., N. Y. C..... 882
- 495 Kittel, G., N. Troy..... 882
- 496 Bowns, B., N. Y. C..... 882
- 497 Spraggs, R., N. Y. C..... 882
- 498 Butter, B., Bklyn..... 882
- 499 Weston, N. Y. C..... 882
- 500 Siragusa, J., Rochester..... 882

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BOX 929

**Civil Service Leader**

97 Duane Street, NYC



STATE AND COUNTY NEWS

Those Who Passed Test For State File Clerk Jobs

Below continue the names of non-veterans on the File Clerk, State Departments and Institutions, eligible list, starting with number 270. More next week.

FILE CLERK State Departments and Institutions Non-veterans

- Cohen, F., Bklyn .....85800
Friedman, M., Bronx .....85790
Finger, P., Elmsere .....85770
Hagy, S., Watervliet .....85710
Redder, J., Albany .....85670
Viti, C., NYC .....85670
Bessette, T., Cohoes .....85640
Greene, E., Bronx .....85630
Young, A., NYC .....85620
Glaubach, A., NYC .....85580
Turano, L., S Ozone Pk. ....85510
Fader, I., NYC .....85480
Russo, D., Mechanicville. ....85440
Brascho, H., N.Y.Syracuse. ....85340
Finnen, M., L I City .....85320
Bryan, R., Hempstead. ....85240
Sweet, F., Attica .....85200
Bennett, J., Blyn .....85200
Allen, R., Fredonia .....85170
Simmons, G., Bronx .....85160
Scollar, D., Staten Isl. ....85140
Ross, M., Bronx .....85100
Langman, R., NYC .....85070
Maxwell, D., Bklyn .....85050
Film, B., Troy .....85050
Thomson, J., Albany .....85030
Palmer, E., Albany .....85030
Meyer, J., Watervliet .....85020
Gillaren, L., Utica .....85010
Schlegel, M., Buffalo .....84970
Ward, A., Bronx .....84940
Cichon, E., Buffalo .....84790
Berard, E., Albany .....84790
Kohler, E., Bklyn .....84750
McCoy, E., N.Y.C. ....84710
Butter, B., Bklyn. ....84670
Trumble, P., Troy .....84670
Millett, M., Rochester. ....84600
Marcy, J., Buffalo .....84590
Kiah, T., N.Y.C. ....84520
Bowens, B., N.Y.C. ....84510
Marks, H., Bklyn. ....84470
Sturgess, M., Troy .....84450
Shapiro, B., Buffalo .....84380
Robinson, H., Buffalo. ....84380
Snody, G., Clemons. ....84330
Dabney, B., Bronx. ....84320
Engelson, D., Bklyn. ....84320
Boysman, S., B'ldw'svl. ....84310
Little, J., N.Y.C. ....84310
Saunders, R., Roch'str. ....84250
Barth, E., Troy .....84220
Graham, L., Gasport. ....84210
Shapiro, K., Bklyn. ....84610
Seligman, E., N.Y.C. ....84150
Austin, A., Bklyn. ....84150
Hoffmire, J., N. Boston. ....84130
Ford, M., N.Y.C. ....84130
Capitano, M., Buffalo. ....84080
Tremel, M., Woodside. ....84080
Wind, C., Attica .....84040
Dawley, F., Perrysburg. ....84010
Whipple, H., Utica .....83990
Roth, H., Bronx .....83990
Katz, S., Nassau .....83950
Johann, P., Albany .....83910
Goff, D., Bronx .....83840
Zanders, E., N.Y.C. ....83820
Thamasett, E., Prysbrg. ....83790
Parker, T., Albany .....83780
Fisher, M., Albany .....83740
Forget, M., Cohoes. ....83740
McGurn, M., N.Y.C. ....83740
David, D., N.Y.C. ....83670
Burnett, W., Jefferson. ....83660
Ford, R., Albany .....83630
Galet, A., N.Y.C. ....83610
Arroyo, B., Bronx .....83580
Palmer, F., Utica .....83570
Laditsky, S., N.Y.C. ....83560
Campion, G., Bklyn. ....83560
Tanner, B., Bronx .....83450

- 352 Papiernik, A., Buffalo. ....83430
353 Conder, M., Albany. ....83390
354 Litvack, L., Bklyn. ....83380
355 Little, C., Watervliet. ....83370
356 O'Connell, F., Ossining. ....83370
357 Murphy, C., Dannemora. ....83360
358 Wehnau, R., Rensselaer. ....83350
359 Holland, C., Bronx. ....83310
360 Turner, B., N.Y.C. ....83290
361 Schroff, P., Utica. ....83280
362 Brown, G., Bronx. ....83270
363 Eustace, C., Troy .....83250
364 Marks, M., Bronx. ....83230
365 Orenstein, D., Bklyn. ....83200
366 Curiale, J., Bronx. ....83160
367 Zimmerman, B., Bronx. ....83140
368 Davis, O., N.Y.C. ....83100
369 Cordiner, D., Watervl't. ....83090
370 Russell, H., N.Y.C. ....83050
371 Minnatee, E., N.Y.C. ....83010
372 Lieberman, M., Bklyn. ....83010
373 Holloway, A., Bklyn. ....83010
374 Trojanczyk, W., Buffalo. ....82990
375 Scott, M., Flushing. ....82990
376 Greaney, T., Bklyn. ....82970
377 Kistreff, I., N.Y.C. ....82940
378 Mills, W., Watervliet. ....82890
379 Small, L., Bklyn. ....82870
380 Trepper, R., N.Y.C. ....82860
381 Lahue, G., Ogdensburg. ....82830
382 Wareham, M., N.Y.C. ....82820
383 Oram, M., Germantown. ....82820
384 Mays, F., N.Y.C. ....82800
385 Engelson, A., Bklyn. ....82790
386 Bader, R., Bklyn. ....82780
387 Richburg, P., Bklyn. ....82750
388 Shepherd, J., N.Y.C. ....82730
389 Read, W., Rome. ....82720
390 Brooks, Z., N.Y.C. ....82720
391 Lewis, F., N.Y.C. ....82710
392 McBride, R., Jamaica. ....82700
393 Marion, L., Watervliet. ....82700
394 Scraggs, B., Ellenville. ....82670
395 Carter, M., N.Y.C. ....82670
396 Vacicek, M., Alpine. ....82620
397 Meade, V., N.Y.C. ....82610
398 Passmore, M., Schtdy. ....82600
399 Rogers, E., Buffalo. ....82600
400 Kahn, R., N.Y.C. ....82520
401 Doyle, M., Troy .....82520
402 Ryan, M., Watertown. ....82480
403 Taylor, C., Bklyn. ....82470
404 Calabrese, A., Bklyn. ....82410
405 Zicari, P., Endicott. ....82370
406 Petrocelli, J., N.Y.C. ....82340
407 Karolak, E., Albany. ....82340
408 Piper, A., Albany. ....82320
409 Stewart, E., N.Y.C. ....82320
410 Lorenzo, P., N.Y.C. ....82300
411 Bullock, M., N.Y.C. ....82290
412 Seibold, J., Rensselaer. ....82290
413 Logan, M., Albany. ....82260
414 Cornell, P., Watervliet. ....82200
415 McMahon, F., H'd B'ch. ....82190
416 Jackson, L., Bklyn. ....82170
417 Grey, F., Bronx. ....82170
418 Calway, F., Buffalo. ....82150
419 Eversley, A., Bklyn. ....82150
420 Moses, A., Bklyn. ....82140
421 Goff, M., Bronx. ....82130
422 Nichols, M., Utica. ....82100
423 Holley, J., Bklyn. ....82100
424 Pangburn, M., Albany. ....82070
425 Smith, M., N.Y.C. ....82070

- 426 Hertz, P., Bronx. ....82040
427 Busse, L., Bronx. ....82030
428 Cullen, E., Watervliet. ....82010
429 Klein, J., Bronx. ....82000
430 Brown, G., Jamaica. ....81960
431 Clothier, H., Buffalo. ....81950
432 Peterson, D., E. Rok'wy. ....81930
433 Trawick, L., Schtdy. ....81910
434 Sloan, F., Buffalo. ....81900
435 Vandervoort, J., Troy. ....81890
436 Jones, G., Bklyn. ....81880
437 Pinsky, M., N.Y.C. ....81850
438 Salzman, B., Jamaica. ....81840
439 Majorosy, C., N.Y.C. ....81840
440 White, M., N.Y.C. ....81840
441 Fahey, J., Albany. ....81820
442 Savoy, Y., N.Y.C. ....81800
443 Sullivan, J., Bingham't'n. ....81790
444 Fey, B., N.Y.C. ....81780
445 Gottlieb, N., Bklyn. ....81740
446 Harding, W., Wy'd'ch. ....81730
447 Rao, L., Corona. ....81680
448 Seckell, E., Bklyn. ....81680
449 Goldman, S., N.Y.C. ....81670
450 Lewis, N., N.Y.C. ....81660
451 Raguso, N., N.Y.C. ....81630
452 Stockweather, A., Hunt. ....81630
453 Fried, M., Bronx. ....81600
454 Puleo, A., Bklyn. ....81600
455 Schiavone, W., Buffalo. ....81600
456 Edge, E., Albany. ....81590
457 Vankampen, P., Albany. ....81560
458 Forbes, E., N.Y.C. ....81560
459 McKeown, E., Buffalo. ....81540
460 Ferguson, A., Albany. ....81530
461 Arena, S., N.Y.C. ....81510
462 Sassi, A., Staten Island. ....81480
463 Samilow, H., N.Y.C. ....81470
464 Brandt, S., Bklyn. ....81460
465 Hutchins, L., Bklyn. ....81420
466 Ballantine, D., W'trt'n. ....81340
467 Smith, A., Buffalo. ....81330
468 Coulthurst, E., Bklyn. ....81330
469 Roberts, H., Babylon. ....81330
470 Reynolds, J. E., N.Y.C. ....81310
471 Holler, C., Lockport. ....81310
472 Rabsatt, I., N.Y.C. ....81300
473 Strzelecki, E., G'd'n'vle. ....81300
474 Ruth, H., Bklyn. ....81290
475 Gorman, R., Bklyn. ....81280
476 Hartmann, W., Bklyn. ....81270
477 Mallia, C., N.Y.C. ....81270
478 Coleman, M., B'ng'h'm't'n. ....81270
479 Watson, D., Pittsford. ....81260
480 Powell, B., N.Y.C. ....81260
481 Zack, P., Flushing. ....81250
482 Frederick, A., Buffalo. ....81220
483 Harzenski, J., Albany. ....81140
484 Senn, D., Williamsv'l. ....81090
485 Lombardi, J., Bklyn. ....81080
486 Wischfrath, E., Syr'c'se. ....81080
487 Speirs, G., Jamestown. ....80980
488 Urbanski, J., Watervliet. ....80950
489 Small, G., Bklyn. ....80880
490 Kane, M., Albany. ....80860
491 Jennings, H., Jamaica. ....80850
492 Tubazio, V., Bronx. ....80830
493 Levy, T., Bklyn. ....80810
494 Smith, G., Ravenna. ....80790
495 Pearson, A., Albany. ....80770
496 Alexander, C., Roch'ter. ....80740
497 Decker, R., Albany. ....80730
498 Bakerman, S., Bklyn. ....80690
499 Curry, I., N.Y.C. ....80670
500 Baker, R., Bronx. ....80670

Titles of Lists Issued by State

The following open-competitive and promotion lists, for use by State departments and agencies, have been established between June 15 and July 14. The figure after each title represents the number of persons who passed the test.
Open-Competitive Lists
Account Clerk, State Departments & Institutions, 290
Assistant Archivist, Education, 4
Assistant Education Supervisor, (Professional Education), 3
Assistant Gas Engineer, Public Service, 1
Assistant Heating & Ventilating Engineer, Public Works, 5
Assoc. Education Supervisor (Guidance), Education Dept., 9
Assoc. Education Supervisor (Professional Education), 5
Assoc. Education Supervisor (Secondary Education), 14
Clerk, State Departments and Institutions, 3633
Conservation Education Assistant, Conservation Dept., 3
Conservation Publications Editor, Conservation Dept., 1
Correction Institution Vocational Instr. (Machine Shop), 16
File Clerk, State Departments and Institutions, 971
Housing Property Officer, Division of Housing, 7

Jr. Heating & Ventilating Engineer, Public Works, 12
Mail & Supply Clerk, State Departments & Institutions, 1821
Museum Education Supervisor, State Museum, Education Dept., 6
Museum Exhibits Designer, Education Department, 1
Parkway Foreman, Division of Parks, Conservation Dept., 35
Physical Therapy Technician, State Departments & Insts., 9
Principal Scientist, (Geology), Education Department, 2
Sr. Conservation Publications Editor, Conservation, 1
Sr. Education Supervisor, (Business Education), Education, 7
Sr. Education Supervisor, (Guidance), Education, 6
Sr. Education Supervisor (Professional Education), 2
Sr. Physical Therapy Technician, St. Depts. & Insts., 21
Sr. Scientist, (Archeology), State Museum, Education, 1
Senior Scientist, (Entomology), Education Department, 1
Statistics Clerk, State Departments and Institutions, 249
Supervising Physical Therapy Technician, 10.
Promotion Lists
Conservation
Prin. Water Power & Control Engineer, 2.

Lieberman Pinch Hits For NYC Chapter

Michael L. Porta, president of the NYC chapter of The Civil Service Employees Association, is on his vacation, and meanwhile the chapter offices are closed, but Max Lieberman, of the Safety and Responsibility Division, Motor Vehicle Bureau, will act on any emergency matters as may come up. He may be addressed at the Motor Vehicle Bureau, 80 Center Street, New York 13, N. Y., telephone COrtlandt, 7-9800, Extension 524.

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TUESDAY AUGUST 2, 1949

## Why Should Public Workers Organize?

Just how important is it for public employees to be strongly organized?

A sharp, clear answer to this question occurs in an address delivered, not by an employee representative, but by the Counsel to the Governor of New York State.

In talking before the mid-summer meeting of the State Bar Association, Charles Breitel launched into a consideration of the importance of organization. His words make a good editorial — and they're important for public employees to remember. Here's what he said:

"It is a simple fact of human nature that the average individual does not intrude on affairs that do not personally concern him. Most of us need direct motivation. For that reason we should expect to find that professions, occupations, trade groups and organizations dedicated to particular interests should seek legislative advancement of their purposes. It is through such organization that in recent years we have seen great objectives sought or achieved. The problem of palsied children comes to mind, the provision of new buildings for schools, the elimination of racial and religious discrimination, the improvement of the merit system for civil service employees and the legion of other proper interests, whether sought by those who would directly benefit or by others, have been achieved through organized groups. They have had to operate sometimes through the administration and sometimes on their own. The individual, as such, is, of course, politically weak. He is, therefore, relatively ineffective in bringing his point of view to bear on the instrumentalities of government. Organized, these individuals become collectively strong and political strength—using the term in its best sense—is the way in which the people's will is expressed in a self-governing system."

## U. S. Civil Service Disgraces Itself

Another example of too short a period for the receipt of applications, the intended effect of which is to limit the number of applicants, is afforded by the U. S. Civil Service in the Wage-Hour Investigator examination, which closes today (Tuesday).

No adequate provision was made for apprising the public of this examination, for the privately admitted reason that it is being held so that employees who do not have status, but are in such jobs, may obtain permanence. The objective may have worthy aspects, but fulfillment would be more decently accomplished if the U. S. Civil Service Commission amended its examination procedure to establish preferred eligible lists in tests given to such incumbents of certain minimum seniority, but still affording the general public a real opportunity to compete. The present quick closing comes as near to shutting out the general public as the most brazen operator would dare to attempt and tends to make a mockery of the merit system. Other examples have been for the same purpose of befriending incumbents.

The practice of having short periods for receipt of applications, of giving abrupt formal notice, without any advance information, is employed exclusively by the Federal Civil Service administration. New York State and NYC respect the public's rights, usually with filing periods of two weeks or more, so that adequate publicity can be given to the examinations through all recognized and all effective channels. The Federal manipulation of dates, to escape wide and timely dissemination of notice of examinations, and cause last-minute flurry of candidates who may even lose a day's pay to get the application in on time, constitutes arrogant and disgraceful trickery so far removed from the high plane that all supporters of the merit system cherish that even if it were stopped today, it would hardly end in time to save the already besmirched honor of the U. S. Civil Service.

## Merit Man

Max S. Weinstein, chief actuary for the State Retirement System, had no intention of making a career of public service when he started out some 23 years ago as a clerk in the State Insurance Department.

Yet today, he is a striking example of New York State's career service, based on promotion through merit and fitness.

Planning an engineering career, Mr. Weinstein accepted a position of clerk with the state while attending Cooper Union. He won his engineering degree in 1928, but has never practiced in this field.

### Started New Career

Stymied by lack of job opportunities in engineering in the late 20's, he began an entirely new career with the state, which has taken him by promotions to one of the top positions in the state's vast retirement system.

As chief actuary, Mr. Weinstein is responsible for determining how much money the State Retirement System needs each year to operate. But while this may be a broad generalization of his work, one of the reasons he like his job is that it gives him an opportunity to help other State employees with their retirement problems.

Easily accessible to members of the system, much of his working day is often taken up with "talking over" retirement questions with persons coming to his office at 256 Washington Ave.

### Now a 'Professional'

His interest in the actuarial field started while he was working for Charles Hughes, auditor and actuary for the Insurance Department. Twelve years later, he had finally completed his training and he now is a member of these professional organizations:

A fellow of the Actuarial Society of America; a fellow of the American Institute of Actuaries and

an associate of the Casualty Actuarial Society. He is also vice-president of the Albany Chapter of the American Statistical Association.

There are at the present time only about 1,000 recognized actuaries in the country, according to the professional societies in the field who carefully test all those seeking membership in this select group.

### More Are Contributing

Mr. Weinstein, who will complete his fifth year as chief actuary in October, says the amount the State and other units of government contribute to the Retirement System is going up.

Individual members of the system are contributing more with the increase in salaries over the past several years, and because people are living longer now.

### Examined Metropolitan

Before passing a competitive examination for his present job, Mr. Weinstein was a senior examiner in the Insurance Department. When chosen to help in conducting a survey of the retirement system in 1944, he had just completed examining the Metropolitan Life Insurance Company.

On completion of the survey, when the job of chief actuary was established, he was recommended for the appointment.

### He's Popular

A story told by one of his co-workers, illustrates his popularity. When a statistics association sponsored several courses in Albany, Mr. Weinstein was called on to teach one of the classes. At the end of the term, he thought this work finished, but instead his class petitioned him to teach a more advanced course, which he then gave the following year.

He lives at 83 Melrose Avenue, Albany, with his wife, Evelyn, and their two children, Stephen, 11, and Betty, 6. Reports by his fam-



MAX S. WEINSTEIN

ily give his hobbies as photography and gardening. In the sports field, he likes handball and swimming.

The Weinstein family spends their vacations at Lake George but they plan to spend a summer traveling to Palestine. Recently Mrs. Weinstein won a trip to Palestine, sponsored by the Pioneer Women of America, and Mr. Weinstein hopes to accompany her when the trip is made.

### Active in Assn.

An active member of The Civil Service Employees Association, Mr. Weinstein strongly advocates the Association's 55-year retirement proposal, which failed to pass the Legislature this year.

Speaking on the bill, he told The LEADER: "This provides real benefits for members of the system and it was one the State could afford."

This is a brief picture of a state employee who has to this day spent millions in helping to run New York's retirement system, yet an individual problem of one of the system's members is too small for him to take it up personally.

## Thousands Obtain Better Jobs With High School Equivalency Diploma

More than 80 per cent of the candidates for a high school equivalency diploma in New York State passed the examination successfully. Up to April 30 last, 18,269 applied, 15,711 passed, 2,558 failed.

The project is administered by the New York State High School Equivalency Testing Program, 46 Chapel Street, Albany 7, N. Y. Cornelius P. Turner is the director.

Director Turner stressed the "far greater vocational and educational opportunities" opened up by a possession of the diploma.

"Thousands have been able to obtain civil service jobs or promotions in such jobs," he added, "and positions in business and industry formerly denied to them, while many others have resumed their studies at the college level in the fulfillment of their ambition."

### Tests at Least Monthly

The tests are given at least once each month in each of the five boroughs in NYC and each of the other areas where tests are scheduled. Almost every State in the union offers a similar equivalency diploma, or credit, although some States limit this privilege to veterans.

In New York applications should be made at any local high school. A fee of \$4 is charged. Candidates who fail have the privilege of taking the test only once again, so it is particularly important to prepare adequately for the examination. Several books have been written for this purpose and a number of courses are given that are helpful. High scores are of particular importance to those seeking college entrance.

An interesting fact is that about 75 per cent of those who take the tests are veterans.

Director Turner said: "This program was established nearly two years ago by the Board of Regents to provide the adult residents of New York State who are 21 years or over with a means of determining their educational competence at the high school graduation level.

"The large majority of adult residents did not or could not stay in high school long enough to complete their formal high school graduation requirements. There is no question that an education can be achieved better and more quickly through formal schooling,

but it is also recognized that there are many other media through which an education may be obtained.

"This program was established to serve those adults who have attained an education equivalent to that of high school graduates through means other than formal schooling. It opens up to such adults far greater vocational and educational opportunities than were formerly available to them.

### Recognition

"The State Education Department presented a bill to the 1948 Legislature amending the statute relating to professional licensing requirements. This amendment was enacted. As a result, the Education Department will recognize and accept the State high school equivalency diploma as the equivalent of high school graduation or the completion of an approved four-year high school course, just as it recognizes and accepts a Regents or a local high school diploma.

"It should be clearly understood that no high school diploma, Regents diploma, local high school diploma, or the equivalency diploma, in and of itself, guarantees admission to any college, university or professional school. Each

college determines its own requirements for admission and these are usually above and beyond those requirements for issuance of any high school diploma.

"Many holders of the Equivalency Diploma have been admitted to colleges in New York State not on the basis of the fact that they possess the equivalency diploma, but rather on the basis of the quality of their test scores. The actual test scores which college will accept are determined solely by the individual institution. The State Education Department makes no recommendations to colleges concerning scores which they should accept.

### Idea of the Scope

"The brief statistical analysis (see below) of the testing which has been conducted in New York State since the beginning of the program, through April 30 last, applies only to testing conducted at the agencies established in New York State.

"In addition to these agencies the equivalency diploma is issued on the basis of other forms of test to service personnel on active duty who complete the tests under the supervision of the United States Armed Forces Institute of Madison, Wisconsin; to veterans who are confined to veteran administration hospitals throughout the country and who cannot avail themselves of the opportunity of being tested at our agencies; and we have arranged to make this program available to inmates of prisons and reformatories in New York State and to patients in sanatoriums and hospitals."

### What the Figures Show TESTING ANALYSIS (To April 30, 1949)

Total Number	18,269
Number Failing	2,708
Number Veterans	12,503
Number Non-veterans	5,766
Men	15,000
Women	3,269
Average Age	37.1
Average Years out of School	11.2
Average Number of Years of Schooling Completed	10.1
Age Ranges	21-65
REASON FOR APPLICATION	
1. Eligibility for job	5,766
2. Job promotion	4,000
3. Personal satisfaction	8,000
4. To qualify for advanced educational training	9,000

## Myrtle A. Shaver Dies; Was Public Health Nurse

Myrtle A. Shaver of Ogdensburg, former St. Lawrence county Public Health Nurse, died in St. Joseph's hospital, Peterboro, Ont., after a long illness.

Miss Shaver retired last September after nearly 18 years of service.

Miss Shaver was born at Petersburg, and moved to Watertown as a young woman to enter the Mercy School of Nursing. Upon her graduation 41 years ago, she was engaged in private duty nursing here.

While serving as field nurse for the St. Lawrence County Tuberculosis and Public Health Association, Miss Shaver was lauded by the State Charities Aid for her service in that capacity in 1927. More children had been immunized in St. Lawrence county than in any other in the state, population considered.



# STATE AND COUNTY NEWS

## Law Dept. Employees Do Bang-up Job in Wide Field

ALBANY, Aug. 1 — A little publicized story is the operation of the State Law Department, the biggest law office in the state.

In this department are some 50 employees, who are called upon to handle complex legal questions of a wide range. Here too is assembled a battery of experts, attorneys, investigators, title examiners and even stenographers and clerks who must know complicated legal procedures.

Under the direction of Attorney General Nathaniel L. Goldstein, the department employees handle: litigation for other State departments; title searching activities in the State's expanding highway construction program; preparation, investigation and trial work on all claims filed against the State and many other types of legal practices.

### 50 Assistants in Albany

In Albany alone, there are 50 assistant attorney generals, three of whom are assigned to the Division of Placement and Unemployment Insurance and four others to other operating departments.

The department's activities in New York City require the work of 48 assistant attorney generals, investigators, 3 title attorneys and one title examiner, as well as general clerical workers.

### Stationed Around State

Other department workers are stationed in Auburn, Buffalo, Pittsburgh, Rochester. Since most of the department's title work is done in Albany, there are 22 title attorneys employed here and 33

title examiners. Albany also has about 100 general clerical workers.

One of the most important phases of the department's activities is its Court of Claims work. Last year over \$7 million in actions against the State were disposed of by the court. This required intensive work by department employees in preparing the State's defense.

### Lieberman Heads Chapter

Percy Lieberman is president of The Law Department Chapter of The Civil Service Employees Association, whose members represent all phases of the department's activities.

The chapter, organized last year, will hold its annual election of officers September 19. Mr. Lieberman has announced appointment of a nominating committee. The members are:

Louis N. Rosen, chairman; Estelle J. Rogers, Jacob E. Finklestein, Alfonso Bivona Jr., Richard A. Eagle, and M. Kathleen Bourke.

Present officers, in addition to Mr. Lieberman, include: Mildred C. Munson, vice-president; Eleanor McGee, secretary; John A. Hartigan, treasurer. The chapter's executive committee members are: Joseph L. Fitzgerald, Harry L. Ginsberg, Emil Woldar, Jacob E. Finklestein and Edward Siegfried.

### Committee Heads

Committee chairman are: John J. Fitzpatrick, legislative; Irwin M. Ives, publicity; Edward J. Grogan Jr., social; A. W. Feinberg, grievance; Frances McNamara, education; William Hughes, auditing.

Francis C. Maher is the chapter's representative on the Association's state committee.

## Supervising Personnel Exams Close on Aug. 19

Five State tests in personnel administration will be open for filing until Friday, August 19. The tests are: Director of Personnel, Director of Mental Hygiene Personnel, Associate Personnel Administrator, Assistant Director of Personnel and Office Administration, Senior Personnel Administrator and Personnel Administration.

Starting Salaries range from \$3,882 to \$6,700. There are six vacant vacancies at present, all in Albany.

From two to seven years' experience, as well as a college degree, are required. Experience must have been in the professional or technical phases of personnel administration, and should include responsibility for recruitment, examining, placement, classification, job analysis, training, administering of employee evaluation programs or resolution of personnel problems relating to appointments, promotions, reinstatements, layoffs, and other types of personnel work.

Application forms may be obtained at the State Civil Service Commission's NYC office, 270 Broadway; or from the Albany office, State Office Building, Albany 1, New York. Forms must be filed at the latter address, accompanied by the proper fee.

Appropriate graduate study may be substituted for part of the experience on a year-for-year basis.

## Two Public Service Tests for Promotion Called Unfair

ALBANY, Aug. 1 — Two recent promotion examinations for Associate and Senior Accountant, Public Service Commission, conducted by the State Civil Service Commission, have been termed "unfair to the career employees" by a group of employees.

The charge has been leveled by the employees of the Albany

office of the Accounting Division of the Public Service Commission who participated in the examinations.

The group contends that more than one-half of all the questions in the tests did not deal with the duties of the position.

Listing 16 instances in which the questions related to matters "outside of the scope" of the duties of the positions, the candidates have asked the State Commission to hold new examinations, which would be restricted to public accounting matters.

### Average 20 Years on Job

In their formal protest to the Commission, the group pointed out:

"The eleven undersigned candidates for promotion in the Accounting Division of the Public Service Commission have a total of approximately 227 years of service as civil service employees of the State of New York, or an average of over 20 years per person.

"Our individual efficiency ratings are above the average and we believe that we are thoroughly familiar with the duties of the positions for which the promotion examinations were held and are capable of satisfactorily performing such duties in the manner required by the Public Service Commission."

# DeMarco Cash Now Coming Fast; 4,500 Claims Processed

ALBANY, Aug. 1.—More than 4,500 claims for payments under the DeMarco case decision have already been processed.

The Department of Audit and Control does not know how many additional employees will be included under the provisions of the law granting the additional payments, and the celebrated law case which sealed the matter in favor of the employees; but unofficial estimates would indicate that perhaps another 4,000 State workers will be entitled to back pay together with additions to their current salary, as a result of having been reallocated to a higher salary grade by action of the State Salary Board between April 1 and October 1, 1947.

The controversy — whether or not such reallocations were retroactive to April 1, 1947 — was resolved when the Court of Appeals sided with John T. DeGraff, counsel for the employees. The State had contended that the employees were not entitled to the benefits until in the natural course of events they reached the maximum of their grade — often several years later.

The Legislature had appropriated \$3,000,000 for the purpose of making the adjustments. But only a tiny portion had been expended for the purpose, and it was considered necessary that the matter be taken to court at that time.

### 2,207 Claims Paid

So far, 2,207 employees have already been paid, in nearly all departments. The Division of Placement and Unemployment Insurance has adjusted salaries of its employees as of July 31. Back payments will be made later, probably this month, in the form of a lump sum. In the DPUI, it was found that 500 adjustments had to be made for people no longer working in the department, in addition to 1,400 still on the payroll.

### \$619,000 Paid Out

In all departments, rapidity of payments has been complicated by the fact that some employees have been transferred, others are no longer with the State. But in the main, the processing of claims has gone along smoothly. So far, \$619,000 has been paid out, and it is estimated that an average of about \$300 each has gone to employees affected by the DeMarco decision. Some are less, and some are very far above that figure.

The payroll section in each department works out the claims, making up a worksheet based on instructions from the Civil Service Commission. Then the list of names is submitted to the Commission, and finally to the Department of Audit and Control. After these departments have stamped "OK," the claim is ready for payment.

Any employee who thinks he may be entitled to a DeMarco adjustment, but has not been included, is advised to see the payroll chief in his department.

A description of the difficult DeMarco case appeared in The LEADER for March 8. It is repeated below for the benefit of employees who may not be aware of the issues involved.

### Draw 3 Ladders

Draw a picture of three ladders side by side on a piece of paper. Put six rungs in each of these ladders. The rungs represent annual increments. Above the first ladder place the old Feld-Hamilton grade, 2-lb. Above the second ladder, place the insignia G-2. Above the third ladder place G-3. The second and third ladders represent the new grades set up by law in 1947.

On March 31, 1947, Daniel De-

Marco was at the fourth rung of the first ladder, earning \$1,500 a year. Under the new law, he was converted, as of April 1, 1947, to the fifth rung of the second ladder. His salary was then, with cost-of-living bonus included, \$2,080 a year (the range in the grade is \$1,600 to \$2,180). He rose to the fifth ladder because an increment of \$120 was due him on that date.

Now, the law also provided that if between April 1, 1947 and October 1, 1947, the Salary Board reallocated any job upward, the reallocation would be considered retroactive to the April 1 date. This was done because the Salary Board, with a huge job on its hands, just couldn't finish it in time.

### DeMarco Reallocated Upward

DeMarco's job was reallocated by the Salary Board to G-3, with a salary range of \$1,700 to \$2,300.

Question: Should DeMarco go to the fifth rung of the third (G-3) ladder, which would give him a salary of \$2,180, or does he go down between the fourth and fifth rungs, retaining his \$2,080 pay?

The State said he should go down to the fourth rung. DeMarco, through his attorney, said he should stay at the fifth; other-

wise he would get no immediate benefit from having been reallocated upward.

Under the civil service law, such reallocation would not ordinarily carry with it a change-over (conversion) of salary from the old increment level to the corresponding increment level under the new salary range. With the exception of employees at the minimum salary, those whose jobs are placed in a higher salary bracket would obtain no immediate benefit except the opportunity ultimately to attain a higher maximum salary.

Accordingly, for DeMarco to benefit immediately from the retroactive allocation, the conversion as of April 1, 1947, had to be made to the fifth rung of the G-3 ladder.

He urged that this was the proper method of conversion; among other reasons, because only about \$200,000 of the \$3,000,000 requested and appropriated to take care of the adjustments would have been needed if his interpretation were incorrect.

In all the courts, the case was decided in favor of the employees; and in the Appellate Division and in the Court of Appeals, where more than one judge sit, the decisions were unanimous.

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Junior Assistant Exams to Open

WASHINGTON, Aug. 1 — The Junior Professional Assistant, Junior Management Assistant and Junior Agricultural Assistant examinations are being planned for opening in the fall. Jobs will be located in various parts of the United States. Regional offices of the U. S. Civil Service Commission will open tests for such specialties for which personnel is needed, including the First Region, which takes in New York State and northern New Jersey.

EXAMS FOR PUBLIC JOBS

NYC Open-Competitive

5809. Instrument Maker, \$2,700 for 276 days. Two vacancies at present. Fee \$2. Five years' experience required. Performance, but no written test. (Opens Monday, September 12. Closes Tuesday, September 27.)

Where to Apply

U. S. — 641 Washington Tel. Watkins 4-1000, and State—Room 2301 at Barclay 7-1616. State Office 302, State Office Building, for county jobs.

U. S.

1-40. Fish Culturist, \$2,152 to \$3,727, SP-2 through SP-8. Vacancies in various eastern states, including New York and New Jersey. Six months to five years' experience required; specialized experience required in higher grades.

U. S. Marine Operator Exam Is Opened

Continued from Page 1 Guard. Familiarity with all harbors and water ways in New York Harbor and vicinity is required.

Postal Players' Show Given on Vet Boat Ride

Continuing their policy of contributing their services gratis to cheer the bed-ridden, the veterans in hospitals, the orphans and the aged, the post office players of the New York Post Office presented a full program during a boat ride given for veterans.

Pace College Course On Accountancy Review

The first session of the Comprehensive Accountancy Review Course offered by Pace College, Manhattan, will be held on Wednesday evening, August 3.

Promotion

5867. Rammer, \$3,850. Fee \$3. One vacancy at present. Performance test, to begin November 16. No written test. Open only to employees of Board of Transportation now serving as Laborer.

Jobs Offered for Business Industrial Experience

Applications will be received until Tuesday, August 16 for the U. S. examinations for Industrial Specialist, \$3,351 to \$6,235, and Contract Negotiator, \$3,727 to \$6,235.

Public Almost Shut Out Of U. S. Wage-Hour Exam

(Continued from Page 1) with closing date today (Tuesday). Any members of the public who want to compete for the \$3,727 position will have to get Card Form 5000-AB, fill it out and deliver it to the Executive Secretary of the Board, at the above address by 5 p. m. today. The LEADER attempted to have the closing date extended, but the request was refused.

Boatmen's Harbor A Fisherman's Haven

Boatmen's Harbor in Cutchogue, Long Island, is a paradise for fishermen. Services include fine fishing craft, overnight accommodations and early morning breakfast, bait, tackle, row boats, box lunches, refreshments and Gulf petroleum products. Reservations are handled promptly. Call Peconic 6487.

Places of Employment

At the time of examination, applicants will be required to indicate the duty station or stations at which they will accept appointment. Duty stations in Region II are located at Albany, New York, Buffalo, Rochester and Syracuse in New York, and in Camden and Newark in New Jersey.

Experience Required

Applicants must pass a written test. In addition, they must have had three years of progressively responsible experience in Government, business, or industry of a type which has provided a general knowledge of finance, economics, accounting, statistics, law, or business administration; and one year of progressively responsible experience which has provided (a) a general knowledge of employment records regarding wages, hours, labor productivity, or industrial processes, and (b) familiarity with payrolls, and time, tax, and related fiscal records.

Industrial Specialist

In the Industrial Specialist test the official experience requirements are: Except for the substitution of education for experience, applicants for all these positions must show that they have had the length of experience specified below for the various grades. This experience must have been progressively responsible experience in industrial management, planning, engineering, cost accounting, business analysis, distribution, or other activities, which demonstrated conclusively a thorough knowledge of one or more of the

Industrial Specialist

Following: Production methods and processes in one or more manufacturing or natural resources industries; factory management surveys; market analysis; sales management; traffic management; price analysis; profit analysis; production engineering; financial structure of industry; industrial planning; construction management; packaging; distribution control; allocation of materials; export-import operations; domestic trade; purchasing and procurement; or similar aspects of commerce or industry or of a commodity.

Industrial Specialist

Primary metals and metal products; Machine tools; Electrical machinery and equipment; Communications and electronics equipment; Machinery other than electrical or machine tools; Aircraft and components; Transportation equipment other than aircraft; Professional and scientific equipment and services; Military material, including ordnance and accessories; Other fabricated metal products.

Jobs Offered in Turkey And on Pacific Isles

The Civilian Recruitment Office, Single Corps Photographic Center, 35-11 35th Avenue, Long Island City 1, announced a new list of vacancies in overseas areas. Interview hours are from 9 a. m. to 12:30 p. m. Monday through Friday. Men from 21 to 50 are acceptable. The only job for women is Telegraphic-Typewriter Operator, (21 to 40). Hourly wage rates are for a 40-hour week. Differential for overseas service is included in all salaries listed.

Industrial Specialist

Requirements by Grade For grade CAF-6, (\$3,351 to \$4,479), applicants must have had 1 year of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-7.

Industrial Specialist

For grade CAF-7, (\$4,479 to \$5,604), applicants must have had 2 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-8.

Industrial Specialist

For grade CAF-8, (\$5,604 to \$6,729), applicants must have had 3 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-9.

Industrial Specialist

For grade CAF-9, (\$6,729 to \$7,854), applicants must have had 4 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-10.

Industrial Specialist

For grade CAF-10, (\$7,854 to \$8,979), applicants must have had 5 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-11.

Industrial Specialist

For grade CAF-11, (\$8,979 to \$10,104), applicants must have had 6 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-12.

Industrial Specialist

For grade CAF-12, (\$10,104 to \$11,229), applicants must have had 7 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-13.

Industrial Specialist

For grade CAF-13, (\$11,229 to \$12,354), applicants must have had 8 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-14.

Industrial Specialist

For grade CAF-14, (\$12,354 to \$13,479), applicants must have had 9 years of this experience or the type of experience of the type specified above. For most of the positions, applicants must have been in work of a difficulty comparable to that of work at grade CAF-15.



FEDERAL NEWS

Crisis Near in Fight For U. S. Pay Rise

WASHINGTON, Aug. 1 — The battle for higher pay is on in earnest. Employee organizations are putting all their strength into it, as they feel that the situation demands the most alert and aggressive action ever undertaken.

The Senate Post Office and Civil Service Committee received the Administration's Reclassification Bill, with its meagre average of \$50 a year increase, of which no employee organization, and few others, have spoken kindly. Efforts succeeded in bringing the pay bills before the full committee without delay, especially as many legislators have ideas far different from those embodied in the Administration bill.

The Senate full committee is

expected to report out a bill, which raises the hopes of some action at this session, and employee interest centers on what amounts of increase will be provided. Employees are asking for considerably more than the economy-minded among the legislators have shown any readiness to support, although in the main the employees have obtained encouraging promises from members of the House particularly.

A move initiated by Representative John R. Walsh (D., Ind.), to bring the reclassification bill directly to the House floor, without hearings, by discharging it from the House Post Office Committee succeeded.

The story about the Federal employee who, through a loophole in the Civil Service Retirement Law, was all set to gain a pension of \$17,500 a year, on the basis of a contribution to the Retirement Fund of only \$7.43, got a good play in newspapers throughout the country. A proposed amendment to the law is now before Congress, which would prevent the windfall, and limit the employee, whose identity the Civil Service Commission is withholding, to \$1,950 a year. Based on life expectancy figures, he would have got \$150,000 total, for his \$7.43. Here's his case.

Even if the big rake-in could be worked, it would be applicable only to a few, because of special circumstances. There are about 20 similar cases, but, to date, all are slated for downward revision. As a Referee in Bankruptcy he was paid 1 per cent of the assets actually distributed and in the six months ended June 30, 1947 collected \$200,000. The position was not then covered by the Retirement System, but was included in the System later. So up to this point he wouldn't be entitled to a pension and had made no con-

tributions. He gave up the bankruptcy job in December, 1948, to take a small-paying position as an aid to a Representative in Congress, and as such he made his contribution to annuity, the \$7.43. He was now in the System and had reached retirement age, so applied for a retirement allowance of \$17,500 a year for himself, or with the option of \$15,000 a year for himself until he died, and \$8,500 a year to his widow thereafter.

Even a law passed last year, limiting pension benefits to those earnable by a \$10,000 salary, doesn't apply to him, as he worked during a period preceding that enactment.

Loopholes are discovered in the Retirement Law now and again and are plugged up by Congressional enactment.

A bill introduced by Chairman Doughton, of the House Ways and Means Committee, with Administration approval, would cover temporary employees totalling 350,000, into the Social Security System. The employees would have

to contribute 1 1/2 per cent of salary up to \$4,800 of pay. Old-age survivorship and long-term disability benefits would be accorded. The bill is expected to be passed by the House. Employee organizations are split over it.

Some pension bills are encountering tough sledding. One measure, to reduce the annuity of a married man who retires, to 5 per cent under full quota should he desire to provide for his widow a survivor, instead of the present 10 per cent charge, has been sent back to a House sub-committee by the House Post Office and Civil Service Committee. One objection is to making any reduction in rates where an employee is to receive a retirement allowance of \$2,400 or more. The Senate had approved the bill. . . . Another measure would allow a pensioner to retain the increased pension granted under last year's amendment to the law. Objection to it was made in the Senate, while the House Rules Committee has asked for additional facts.

IN THE FEDERAL ARENA

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U. S. Exams Now Open

6-42-11 (49): Air Force Procurement Inspector, \$3,727 to \$4,479. Jobs are in the Air Materiel Command, U. S. Air Force, in various locations throughout the country. Written test plus appropriate experience or education and education are required. Apply to Executive Secretary, Board of Civil Service Examiners, Wright-Patterson Air Force Base (MCA-CXB), Dayton, Ohio. (Closes Tuesday, August 16).

182, Industrial Specialist, \$3,351 to \$6,235; Contract Negotiator, \$3,727 to \$6,235. Requirements: Appropriate experience or experience and education. No written test. (Closes Tuesday, August 16).

5-82-2 (49). Insect and Rodent Control Aid, \$2,284 to \$3,727; Insect and Rodent Control Specialist, \$3,727 to \$7,432. Jobs are located in various States throughout the country. Requirements: Appropriate experience. Pertinent education may be substituted for experience. No written test. Apply to the Secretary, Board of U. S. Civil Service Examiners, Federal Security Agency, Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta, Georgia. No closing date).

183. Vocational Rehabilitation Adviser-Specialist, \$4,479 to \$7,432; Vocational Rehabilitation Adviser, \$5,232 to \$10,305. Jobs are in Washington and country-wide. Requirements: Appropriate education and/or experience plus professional experience. No written test. (Closes Tuesday, September 6).

171. Nursing Consultant, \$4,479 to \$7,432. Positions are in Washington, D. C., and country-wide. Appropriate training and experience in the field of nursing and current registration as graduate professional nurse are required. No written test. (No closing date).

172. Engineering Aid, \$2,152 to \$3,727. Most jobs are in Washington and vicinity; a few are in mobile field units throughout the country. Requirements: Appropriate experience and/or education. No written test. (No closing date).

2-3-1. Power Sewing Machine Operator (Female), \$8.72 to \$10.64 per day. Positions open at naval establishments in the five boroughs of NYC. Six months experience required. Performance, but no written test. Obtain application forms from either (a) any first or second-class post-office except New York, N. Y. post office; (b) Recorder, Board of U. S. Civil Service Examiners, Naval Clothing Depot or (c) Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York. File forms with Recorder, Board of U. S. Civil Service Examiners, Naval Clothing Depot, 29th Street and Third Avenue, Brooklyn 32, New York. (No closing date).

93. Physicist \$3,727 to \$6,235, grades P-2 to P-5. Applications must be sent to the U. S. Civil Service Commission Washington 25, D. C. (Closes Thursday, September 29).

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FEDERAL NEWS

UNAPOC Leaders Heard By House Sub-Committee

The Sub-Committee of the House Post Office and Civil Service Committee met today under the chairmanship of Representative Murray and heard testimony from William C. Armbrust, president of United National Association of Post Office Clerks, and Andrew T. Walker, president of Branch One, N.Y.C.

required little questioning. He assured the committee that his organization still is strongly in favor of a salary increase of \$650, "26 and 15" on vacation and sick leave, longevity recognition, increase in the hourly rate pay to substitutes and elimination of the first four grades of salary, thereby making the entrance salary \$2950.

The Senate Post Office and Civil Service Committee met in executive session.

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LEGAL NOTICE STATEMENT — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO JOHAN AXELSSON; ERNST AXELSSON; ALFRIDA KARLSSON; CONSUL GENERAL OF SWEDEN; being the persons interested in creditors, next of kin or otherwise in the estate of EMILY AUGUSTA AXELSSON, also known as AUGUSTA E. AXELSSON and EMILY AXELSON, deceased, who at the time of her death was a resident of 19 East 88th Street, New York City, and Greeting: Upon the petition of The Public Administrator of the County of New York having his office at Hall of Records, Room 208, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 23rd day of September 1949, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE GEORGE FRANKENTHALER, a Surrogate of our said County, at the County of New York, on the 27 day of June in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court. Tell advertisers you saw it in The LEADER. That helps you— for these advertisers offer you bargains that aid in keeping down the high-cost-of-living. And it helps us help you—with more satisfied advertisers, we may still be able to keep The LEADER's newsstand price at five cents—the same price it's been ever since we started in business back in 1939.



FEDERAL NEWS

Patronage Finds No Place In Internal Revenue Unit

(Continued from Page 1) turn determines where it goes for auditing. Here's how it works today. All returns go the Collector's office—as you know, because you sent yours to the one nearest your home. Here they are classified as

Collector's Returns or Revenue Agent returns.

Now the Internal Revenue Agent in charge determines how many returns his staff will be able to examine. A team from the 9th Avenue office descends on the Collector's office, and picks out from the returns classified as "agent's returns" what appear to be "the best ones"—that is, the returns which seem to require investigation because of overpayment or underpayment of taxes.

Test Must Be Fair

More and more, the Internal Revenue Agent's office stresses that an examination must be fair, whether the results are for or against the government. The ultimate object is to make such comprehensive examinations that the general public will be educated to the point where the percentage of accurate returns will be measurably enlarged. When this happens, the amounts which the government collects based on investigations will be much reduced; but the amounts taken in initially will be enlarged.

The Processes

When a tax return reaches the Upper New York Division office, it undergoes a whole series of processes, each of them rigidly controlled.

First, an agent contacts the taxpayer, makes his investigation, and reports his findings.

Second, a reviewer goes over these findings.

Third, the report is typed, and the taxpayer is furnished a copy. If, at this point, the taxpayer has agreed to the changes, the case is closed.

If the taxpayer doesn't agree, he has 30 days to protest the findings, stating his reasons.

Conference

Then the matter goes to the Conference Section—also manned exclusively by civil service employees. A Conferee hears out the taxpayer and the agent. Then, on the basis of all the evidence before him, oral and written, he reaches his decision and submits a report.

The taxpayer and the agent enter the Conferee's Office on a basis of equality, so far as their relative claims and points of view are concerned.

The taxpayer may win at this point. Even if the decision is adverse, remedies aren't exhausted. He may carry his case to the Technical Staff of the Internal Revenue Bureau, which is in the Empire State Building and is entirely independent of the Agent's office.

If there is no agreement here, the Internal Revenue Agent's office issues a statutory notice, at the direction of the Staff. The taxpayer has 90 days to petition the Tax Court.

Informal Procedure

Most cases never get this far. In fact, there is still another—and highly effective—procedure, an informal one, down at the level where the agent makes his report. At this point, if the taxpayer disagrees with the changes, he can have an informal conference with the Group Chief—who has a number of agents working under him. Cases are frequently and amicably closed at this level.

85% Are 'Agreed'

So successful is the work of the 9th Avenue office, that 85 percent of all cases are "agreed" cases—settled before reaching the formal conference stage; and closed to

the satisfaction of all parties.

The employees in this office bear comparatively few civil service titles. They are Internal Revenue Agents, grades 5 through 15; Estate Tax Agents (a comparatively small group), bearing the same grades; stenographers, grades 3 and 4; clerks, grades 2, 3 and 4; typists and comptometer operators.

Promotion from Within

Higher jobs are filled from within. When a vacancy occurs for Reviewers, the Group Chiefs are asked for recommendations of agents qualified for the position. Volunteers are called for from those recommended. The man finally selected is then given a trial of 6 months to a year.

The same procedure holds in the choice of the Conferee, who is generally selected from among the Reviewers. It's a step upward on the promotion ladder. The Conferee job is divided into junior and senior titles—an office title, not a civil service title, of course. The man who gets the Conferee job must have shown qualities of mind indicating fairness, good judgment, and objectivity.

And above the Conferee, there is a Conferee Reviewer.

So that, at each point in the picture, everything is checked and cross-checked.

Conferee and Conferee Reviewer jobs go to men of long experience and the best possible technical background. In the Upper New York Division office promotions are almost entirely automatic, based on a man's efficiency rating, record, and general background. Chance plays little part in promotions. The nature of the work is so highly technical and important, that promotions must be made on the basis of merit, both from the point of view of objectives of the service and the morale of the employees.

Employee Morale

Employee morale in the office is high. An employee suggestion system is utilized in this office, as in all other Treasury Department offices, and has brought in ideas which have from time to time been utilized all over the United States. A total of 91 suggestions have been submitted through the Cash Awards for Employee Suggestions Program since August 1947, of which 12 have been adapted and awards have been paid totaling \$515. The highest award paid in this Division was \$150, a second of \$75, several of \$50. The percentage of adoptions is good when it is considered that several ideas were rejected because they were similar to earlier filed suggestions. Altogether, the merit award incentive plan has proven its value in this office.

Grievances aren't particularly heavy. Most "gripes" are settled on the supervisory level. But when a satisfactory solution can't be reached at this level, the employee may go to the Assistant Internal Revenue Agent in Charge, and from there, he may appeal to the Agent in Charge. Aside from insisting on these channels, the office allows any employee with a grievance to present his case as effectively as he can.

Courtesy — A 'Must'

On larger issues—such as rates of pay, retirement, veterans preference, etc.—the employees are represented by the regular employee organizations, largely the American Federation of Government Employees (AFGE), the United Public Workers (CIO), and the National Federation of Federal Employees (independent). On civil service matters affecting veterans, the American Legion and Veterans of Foreign Wars frequently act as the employee representative.

One thing Mr. Wheeler insists

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on in his field agents is courtesy. A complaint that an agent has been discourteous is not treated lightly: A single complaint may merely mean a clash of personality between a taxpayer and an agent. But when a number of complaints come in about an agent, the Office takes it seriously. To many taxpayers the agent is Mr. Government, and they would rather not complain, feeling it might rebound

to their disadvantage. That's so at all. The office has a stake in courteous agents, just as the taxpayer has.

Far from the typical caricature of a government "bureaucrat", civil service men and women in the Internal Revenue Agent's office are performing an excellent service for the American people—and doing their job quietly and efficiently.

By Order Of Inc. Village of Amityville 55 RES. PLOTS THIS IS NOT A TAX SALE! The Village of Amityville owns this property in FEE NO REASONABLE OFFER WILL BE REFUSED Thurs. Aug. 18 S.P.M. Municipal Building, Green Ave., W. of B'way. Write or Phone for FREE Booklet and Terms. Brokers' Cooperation Invited Auctioneers: Fred Borger, Nat. Krefetz, Chas Braun. FRED BERGER CO. INC. "Action by Auction" 70 WALL ST., N. Y. 5, N. Y. HA 2-0991

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NEW YORK CITY NEWS

Sanitation Hires A. J. Davis To Head Labor Relations

The NYC Sanitation Department has a new labor relations man.

He's Andrew J. Davis, formerly of General Aniline and Film Corporation. He takes the place of John J. Woods, who went to the Board of Transportation as deputy commissioner in charge of labor relations, at a salary figure nearly twice that paid by the Sanitation

Department. Mr. Davis' salary is \$8,000 a year.

The task taken over by Mr. Davis includes handling the labor problems of 12,000 employees combined in a multitude of unions.

Studied Abroad

The new Sanitation official is a native of Ireland, and served in the U. S. Army medical corps

during World War II. His home is in Manhattan. Mr. Davis was educated in Ireland and in Paris, and studied labor relations in New York University. While employed by General Aniline, he handled contracts negotiations, grievances and similar matters which now become his responsibility as a member of Commissioner William Powell's staff.

Ask for the "NATIONAL" Review Book for Post Office Clerk-Carrier - \$1.50 at the LEADER BOOK STORE — 97 Duane Street or OPTIMO CIGAR STORE Christopher & Hudson Streets

List of Fireman Eligibles

The Fireman list in probable appointment order is continued:

1,501, Edwin Larkin, Jr., John Konrand, William Holler, Francis Free, John Meaney, John Devery, Victor Collymore, Dominick Sacco, William White, Richard Abott, Edward Golas, Fred Hogg, Jr., Frank Konen, Walter Glessner, Edward Cullen, David Loiacono, Raymond Herbst, Frank Marsiello, Jerold Watson, Thomas Byrnes, Daniel Gilbride, Robert Boyd, Peter Delise, Frank Powers, Carmine Salemi, Joseph McAuley, Sam Fortunato, John Pennisi, John Gandolfo, Edward Fogarty, John Kane, Robert Rediger, Raymond Dunn, Robert Snediker, Thomas Holian, Mario Farina, John Hahan, Eugene Lavin, Vincent Riordan, Edwin Vopelok, Joseph Rizzi, Joseph Yorks, Nicholas Camerino, Edward Flynn, Daniel Leibmann, Cyril Byron, John O'Connell, Charles Horath, Harry Kaminski, Eugene Cullington.

1,551, Thomas McGowan, Anthony Antich, Edward Kulis, Frank Clementi, Albert Ring, James McNeely, Julian Robinson, Joseph Brown, Wynand Morell, James Kaht, Fitzherber Smith, Jr., Clifford Reed, Thomas Lane, Nicholas Proto, William Kelly, Stanley Grazulewicz, Walter Ruger, Gerald Manning, Charles Abbott, Eli Michelotti, Kare Buckholtz, James Murphy, Michael McNulty, George Moorehead, John Garvey, Walter Graham, Robert Bergman, Jr., Joseph Priore, Henry Brakel, Joseph Black, Thomas Brailey, John Duffy, Frederick Lowry, William Bullard, George Hunt, Jr., Stephen Hurles, Richard Lewandowski, John Roche, Dave Pascal, Frank Barbaro, Frank Tracy, Milton Miller, Joseph Gibbons, Edward Tommasulo, John Meyers, Rudolph Gulbrandsen, Rudy Hofstetter, John Healy, Frank Owens, Thomas O'Donoghue.

1,601, John Doran, Walter Sawicki, George Castas, Herbert Johnson, Robert Martinez, Jerome Lomonte, Harry Shaw, Ralph Rea, Martin Scotto, Alan Burnside, Michael Fischetti, Arthur Chase, Joseph Goode, Richard Murphy, Robert Meyerhoff, John Totillo, Michael Fay, Joseph Zimmerman, Milton McCalla, John Fitzpatrick, Anthony Garbino, Francis Wallace, George Wehrman, Thomas Finn, James Cassidy, Richard Clark, William Peters, John Doolley, Edward Spikoski, Charles Woglom, John Keane, Ludwig Seegitz, Jr., Valentine Kober, Ignatius Piazza, Eugene Culligan, John Duggan, John Keohane, Angelo Angona, Raymond Flynn, Arthur Toal, Patrick Quinn, James Jahrsdorfer, Walter Kain, William Golde, Matthew Feeley, Hilram Bartz, Philip Rega, Joseph Benda, Stanley Lichota, Jacob Torba.

1,601, John Doran, Walter Saw-Gallagher, John Hoban, John Linkletter, Milton Meehin, Frank Dicapua, William Ferguson, Erasmus Alfano, William Belfield, Jr., LeRoy Cox, Michael Taddeo, Eugene Biroc, Eugene O'Kane, John Stavola, Benjamin Cataldo, Anthony Germano, Charles Leigh, Joseph Vogt, Emil Barber, Donald Smith, John Rubino, James Licausi, William Clifford, Robert Kelly, Clem DeSantis, Francis Gallagher, James Hipple, Frederick Schurr, Joseph Saccente, Frank Geres, James Halligan, Jr., Adolph Ehlers, Angelo Messano, John Whateley, John McGahey, Martin Carlo, Wilbur Day, Thomas Murphy, Charles Vonweisenstein, Thomas Cox, Thomas Houston, Robert Knox, Charles Gehring, John Gallagher, William Clements, Vincent Barry, Thomas Kirk, John McGee, Charles Spano, Robert Straub.

1,701, Andrew Kozor, George Hack, Walter Beatty, Jr., Anthony Dellacroce, Jr., Martin Ferrick, Henry Kavanagh, John Pica, Philip Spieler, William Hennessy, Jr., Daniel Rodgers, Vincent Scialo, Hugh Caulfield, Daniel Perugini, John O'Sullivan, Charles Woglom, Carmine Rotunda, Victor Dellafiora, Louis Argondizzo, Stephen Albanese, Edward McKenna, Wenceslaus Pietrowski, Thomas Logan, Frank Smith, William Callahan, Jr., John O'Leary, Kenneth Sauer, Lawrence Miller, Timothy Murphy, John Jones, Edward Higgins, Fred Rao, Vincent Bartolomeo, Benjamin Brandes, Frank Barnes, Anthony Carlucci, David Friedman, Raymond Morrison, John Thill, Michael Kemak, Victor Ammirati, Kasmer Grudzien, Frank Bianco, John Driscoll, Martin Getzer, Edward Kempf, James Fitzpatrick, Stanley Corselli, John DePerte, Franklin Natale, James Murphy.

1,751, Matthew Wood, Paul Cahill, Anthony Rainone, Harold Shields, Walter Duval, Frederick Donnelly, Daniel Peterson, Earl Simmons, John Cunningham, James Byrne, Charles Redman, Jr., William Gaitings, James Harford, Hulbert Archer, Walter Torbinski, John Scalia, Norman Sundbert, Frank Poniatowski, John Reich, Richard Krol, Thomas Brennan, Vito Gentile, James Fink, Kenneth Horner, Alfred Gray, Michael Ring, Joseph Venezia, John Brandmaier, John French, Charles Kraus, Jr., Donald Devine, William White, Marvin Bloom, Emanuel Fradkin, James

Booker, Joseph Fedoryk, Joseph Reich, Calvin Schunke, Joseph Knight, Thomas Fleming, Thomas Finn, John Kennedy, Frank Casertano, William Houlihan, Joseph McClellan, Thomas Collins, Arthur Conkling, William Hall, Milton Harmatz, Joseph Blayer.

1,801, George Larkins, Valentino Moretti, Peter Breen, Michael Madden, Jr., Kenneth Fallon, Joseph Delia, George Dilgaro, Eugene Luhrs, James Wrynn, Edward Malloy, John Boyce, Liborio Testa, William Tursellino, William Fraser, John Darcey, John McCarthy, Joseph O'Neill, John Smith, Joseph O'Donohue, Frank Piccerelli, Thomas Glennon, Dominic Napolitano, Andrew Stanwick, Joseph Grabowy, Charles Geier, Edward Skeely, James Ducey, Jr., Robert Ellis, Donald Howarth, Joseph Bressler, George Kopecky, Ado Loporati, Howard Leyden, Arthur Thom, Robert Casey, John Hagens, Jr., William Meehan, Edmund Peters, Edward Pica, Patrick Burke, Albert Mazzarella, Joseph Pietrocola, William Majuk, John Quinn, John Dolan, Richard Schwartz, Harold Rosenthal, Albert Hein, Thomas Baldwin, Dominick Quaranta.

(Continued Next Week)

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# NEW YORK CITY NEWS

## The NYC Employee

By H. J. BERNARD

The impersonators and substitutions—a distinction without a difference—that occur in NYC service examinations are committed in 90 per cent of the cases by relatives of the candidates, particularly relatives with the same last name.

The fingerprints of all candidates are taken at all sates of an investigation and are recorded by the Civil Service Commission. After the candidate (or his alter ego) passes, the fingerprints are taken in advance of appointment, this time by the department hiring him, and are compared with the Commission record.

"The whole precaution is really addressed mainly to the exercise of maximum caution upon appointment," said John Ferrone, head of the Commission's fingerprint Bureau.

He has as aids Louis Chonolies, John Taylor and Frank Guaglia.

### Two Bites

President Joseph A. McNamara can have two chances to act on protests against tentative key answers in examinations. He's a member of the Committee on Manifest Errors, along with two examiners. If the committee's decision is unanimous, it stands. If there's a split decision, the question goes before the Commission, of which Mr. McNamara is a member. All he has to do is to convince one member of the Commission he's right to get a majority. Latest problem on Manifest Errors concerned the Social Investigator examination.

### Gleanings

When Bronx County Democratic Boss Ed Flynn, Bronx County Judge Jim Barrett, U.S. District Court Judge John Clancy, Supreme Court Justice John McGeehan and President Joseph McNamara, of the NYC Civil Service Commission, were walking in Foley Square recently, on their separate ways, they could have held a reunion, had they met. All are graduates of Fordham Law School, class of '12. . . The vagaries of civil service have cost many persons their jobs in private industry. One eligible appointed as Correction Officer,

and who'd bought his uniform, had resigned his job in private industry. . . so when he lost out as Correction Officer through no fault of his own, he was out of work. The same thing happened to eligibles appointed to the Inspector of Markets, Weights and Measures jobs from the Transit Patrolman list, when the Supreme Court, New York County, held that the Transit

Patrolman list was not a proper one from which to make the Inspector appointments. . . A former NYC Patrolman was ruled ineligible on character to be a Transit Patrolman. He'd been on the NYC Police Force only six months and two intoxication charges were made against him. He'd shot off his gun on one occasion, while allegedly drunk, and was dismissed from the department. He wanted to be approved for the Transit Patrolman list on the ground that he's sworn off drinking, but the Commission wouldn't take a chance. It expressed a willingness to qualify him as Conductor, for which he's also aiming; he's taken a dozen or more tests and still at it. . .

A former Policeman (P.D.) dismissed for intoxication nine years ago, was qualified for Sanitation Man. . . The Commission is processing disabled veteran claims every few days, to be able to promulgate lists faster, so that DV's won't miss out on appointment or promotion until the next certification. Special meetings of the Commission are called to approve or deny veteran disability claims. . . The hiring pools proved very successful, the Commission reports. It cites the Clerk, Grade 2 jobs, for which eligibles were interviewed in one day in one spot by personnel officers of 49 different departments. How long would it take candidates to find out where they'd prefer to work, if they had to visit 49 different departments at 49 different locations? In the hiring pools, all questions are answered on the spot, at the Commission's office. In the fall the pools will be resumed.

Baby carriage banking, an exclusive service offered by The Dime Savings Bank of Brooklyn, was officially introduced Thursday at The Dime's branch offices in Flatbush and Bensonhurst in Brooklyn. The Dime is the first Savings Bank in Greater New York to offer this type of banking service.

### Baby Carriage Banking Begun by Dime, Brooklyn

Baby carriage banking, an exclusive service offered by The Dime Savings Bank of Brooklyn, was officially introduced Thursday at The Dime's branch offices in Flatbush and Bensonhurst in Brooklyn. The Dime is the first Savings Bank in Greater New York to offer this type of banking service.

## Patterson Sees Employee Benefits From Career and Salary Plan

Undoubted benefits from the Career and Salary Plan study will be derived by City employees and the City generally, Budget Director Thomas J. Patterson said in an interview with The LEADER.

"Mayor O'Dwyer is in favor of the reclassification," said Mr. Patterson, "and I'm eager to give all possible help."

Mr. Patterson explained that the reclassification would result in the elimination of many of the inequities that now prevail, some of which have endured for years, and also should provide better promotion opportunities to those entitled to them. He emphasized, however, that the reclassification and pay plan "would be no panacea," and that it would be impossible to accede to all the demands of City employees without incurring expense that was out of all bounds.

### Has Employees' Confidence

On the question of pay, although it is one with which he is constantly associated, and with which he has been grappling for many years, he spoke enthusiastically of an overall survey, that would permit adjustments to be made on a citywide basis. He felt that he was familiar with practically all the problems that have been discussed by employees so far, at the hearings of the committee appointed by the Mayor, of which he is co-member with President Joseph A. McNamara, of the Municipal Civil Service Commission, and that his record has been one that has caused employees to have confidence in him. At a meeting of a large employee group, after he had been introduced at a dinner, he was roundly cheered.

The full expectation is that John T. DeGraff, experienced in classification and pay problems of the State and local governments, will head the survey, as the Mayor intends. The appropriation for the purpose of the study by Mr. DeGraff, and aides he will select, will be voted on by the Board of Estimate after the present preliminary committee renders its report on

safeguards and general policy desired by employees. So far the hearings have elicited few pertinent recommendations.

### Sees Opportunity

"The Budget Director's office has had considerable experience with civil service matters," continued Mr. Patterson, "as these are inextricably woven into the pay fabric, so that one study that includes both phases could render an outstanding result."

Mr. Patterson's views on some long-standing points of discussion are well known to employees. He is definitely opposed to requiring that Auto Enginemen be paid the prevailing rate of wages applying in private industry, under Section 220 of the Labor Law, but should have full leeway to semiannual wage agreements.

### Doctors and Dentists

Also, he feels still that the Doctors and Dentists in the Health Department, now on a per-session pay basis, are not entitled to per-annum status, with increments. They won a court case in which increments were ordered, when they were on a per-annum basis, but he feels that the increment law was not meant to cover part-time employees. A previous administration put the employees on a per-session pay basis, to end the benefits of increments, after the employees won in court. On the score of promotions for those in the ungraded service, Mr. Patterson feels that the employees' titles should not be made eligible, but rather the line of promotion as established in the graded service, should be followed. The solution is to have promotion examinations as far as practicable for the rightly eligible titles, he feels, and if these don't produce enough candidates, hold open-competitive examinations, in which the ungraded employees may compete with the general public.

On the score of annual agreements with employees who are either under the Labor Law, or who are borderline cases, his argu-

ment is that the men have the option of signing agreements, proceeding under the Labor Law but that when they elect of course they can not borrow as benefits from the other. One of the benefits under the agreement is guaranteed annual employment. He doesn't feel that employees Laborer titles, who are aiming at Labor Law benefits, will succeed in court.

### Auto Engineman Forecast

"Employees may be expected to be agreeable to many parts of a report containing reclassification and pay recommendations," commented Mr. Patterson, "but there bound to be dissatisfaction with the denial of claims that the City simply can't afford to grant if it is to continue its present scale of operation and even expand."

Concerning the Auto Enginemen who had another hearing at his office last week, he said a thousand had signed agreements already, more would do so, and in the end few would be found insisting on prevailing rates.

### Some Knotty Problems

The knotty problems of establishing pay rates so that all supervisors will get more money than the men they supervise, and the men doing the same work will get the same pay, and not be deprived of maximum benefits by title manipulation, is one of the chief problems that will confront the basic study that is to follow the submission of the preliminary report.

Another problem is that of promotions to jobs paying less money than the incumbents now get, for which no solution has been proposed, nor acceptance of promotion even recommended on economic grounds. A possible solution would be to permit the promoted employee to carry more of his old salary, to a degree, into the new grade, and rely on annual increments to bring him back to, or beyond, where he was, with the new possibility of further promotions which would be free of the snag of higher-job-at-less-pay.

## Speakers on Career-Salary Plan Miss Point of Hearings, Says McNamara

That the addresses made at the preliminary hearings on a proposed Salary and Career Plan in general escape the purposes, was the observation made to The LEADER by Joseph A. McNamara, President of the Civil Service Commission.

"Before we even started the hearings," he said, "we especially asked for constructive suggestions, but what we have received are mostly individual complaints of injustice, mainly about budgetary

problems and administration.

"It was not the purpose to hear the speakers on these topics and the talks given on subjects extraneous to the hearing are a waste of time.

"Those who appear and have prepared copy, should submit the memorandum to the committee, instead of reading it. All briefs and memorandums filed with the committee will be read carefully by Budget Director Thomas J. Patterson and myself. (The committee consists of those two officials).

"The constructive suggestions about a proposed Career and Salary Plan should deal with safeguards desired and other broad policies, and not with individual grievances, which would be considered in the study itself. The present hearings are merely preliminary to the study, which is a full-time job in itself.

"What the administration should do to better the conditions of the employees, in fairness to the employees and to the taxpayers, is what should be discussed, not individual grievances which we have no authority to adjust.

"There are 160,000 employees and we'd never get anywhere if we heard the individual grievances of all of them, case by case."

The hearings are being held by direction of Mayor William O'Dwyer, following statements made by some employee representatives at a Board of Estimate hearing on June 16, when they favored the inclusion of safeguards. One of these, already promised by Mayor O'Dwyer, is that no employee's salary will be reduced as a result of reclassification.

At the Board hearing a resolution was up for consideration whereby \$150,000 was to be appropriated for a study leading to a Salary and Career Plan. Now the preliminary hearings, to provide a basis for any desirable safeguards, and other broad objectives, are under way on Wednesday and Friday mornings at the

offices of the Civil Service Commission, 299 Broadway, NYC. The committee expects to close the hearings on August 26 and submit a report to the Mayor by September 15.

## Pohs Sees Opportunities In Insurance, Real Estate

"Although plenty of people are talking about business recession, for people trained in insurance of real estate there are big opportunities ahead," said Herbert J. Pohs, founder-director of the Pohs Institute of Insurance, 154 Nassau Street, NYC.

"The birth rate has been climbing, the population has grown tremendously, and practically everybody sooner or later is a prospect for insurance. More homes are being bought and sold today than ever before. Every real estate transaction means business for men and women trained in real estate."

The Institute prepares men and women to pass the State insurance, real estate, and Notary Public examinations.

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# NEW YORK CITY NEWS

## New Social Investigator Test Hinges on List Size

Nearly a hundred protests were received against the tentative key answers in the NYC examination for Social Investigator. The Committee on Manifest Errors, consisting of Civil Service Commission President Joseph A. McNamara and two examiners, is studying the protests. In addition, the committee will scan the examination paper on its own account. It is expected that some questions will be eliminated, hence many candidates who figured they'd flunked the test, on the basis of the tentative key answers, will find that they passed. The Commission desires as large a list as practicable. Whether another Social Investigator exam will be held soon will depend on the number of eligibles on the list, on the basis of the final key, said President McNamara.

"If we get enough eligibles to fill the jobs of all the provisionals in the title," he said, "there

wouldn't be another exam in less than six months. If the number of eligibles falls short of the number of provisionals, an exam would probably be held in the fall."

He gave assurance that all protests would be carefully considered.

**Cites Provisionals Flunking**  
Eye Falaschi, another candidate, wrote:

"I refused a position in personnel work upon my graduation from college. I went to college because I want to do social service work. According to the original key, I haven't even passed the test. And I have no job."

"I took the course at City College, not expecting to get the answers to the examination, but with the earnest desire to prepare myself for a position which I felt capable of filling."

"If provisionals in the department were unable to pass, that reveals that the test was inappropriate and deficient in its purpose."

## Claimants Get \$69,890 From Defunct Police Fund

Checks were mailed from the New York State Insurance Department Liquidation Bureau, 160 Broadway, N. Y. C., in payment of a first dividend of 40%, amounting to \$69,890.70, to the 334 claimants whose claims were allowed in the liquidation of the N. Y. C. Police Endowment Fund. It is a defunct voluntary association of members of the police force whose primary object was to pay benefits on the death of its members or their retirement.

After operating successfully for more than 30 years, this association became unable to pay its benefits as they matured; and on July 18, 1944 the State Superintendent of Insurance was directed by an order of the New York Supreme Court to take possession of the property and liquidate the business.

The liquidator filed his report

with the Supreme Court on March 2, 1948, and it was confirmed in all respects November 19, 1948, with the exception that the court appointed a referee to take evidence and report on the issues raised by certain objections to the recommendations made by the liquidator.

The referee died before filing any report, but a successor was appointed; and recently, by means of his reports and the confirming court orders, the objections were sufficiently disposed of to permit the payment of the present dividend.

The referee has approved the recommendations of the liquidator in all matters settled. The principal matter remaining before the referee is determination of the period for which the members are liable for dues. When the referee's work has been completed and approved by the court, and the sale and collection of assets has been finished, the distribution of cash to the claimants will be completed by the payment of the final dividend.

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**LEGAL NOTICE**

CITATION, The People of the State of New York, By the Grace of God, Free and Independent, TO: Attorney General of the State of New York; and to MARY DOE the name MARY DOE being fictitious, the alleged widow of GEORGE O. MOSELEY, also known as George Moseley, deceased, if living, or if dead, to the executors, administrators and next of kin of said MARY DOE deceased whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of GEORGE O. MOSELEY, also known as GEORGE MOSELEY, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of GEORGE O. MOSELEY, deceased who at the time of his death was a resident of 139 East 13th Street, New York City, SEND GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 20th day of September 1949, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, HONORABLE GEORGE FRANKENTHALER, a Surrogate of our said County, at the County of New York, the 22nd day of July in the year of our Lord one thousand nine hundred and forty-nine.

PHILIP A. DONAHUE  
Clerk of the Surrogate's Court

## Key Answers

**PUBLIC HEALTH ASST. (WOMEN)**

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

21.A; 22.C; 23.A; 24.A; 25.B; 26.C; 27.C; 28.B; 29.D; 30.D; 31.B; 32.A; 33.D; 34.A; 35.C; 36.D; 37.B; 38.A; 39.B; 40.A.

41.C; 42.C; 43.B; 44.B; 45.C; 46.D; 47.A; 48.A; 49.D; 50.C; 51.C; 52.A; 53.B; 54.A; 55.C; 56.D; 57.C; 58.B; 59.C; 60.D.

61.B; 62.A; 63.O; 64.L; 65.X; 66.J; 67.F; 68.K; 69.D; 70.U; 71.Q; 72.E; 73.S; 74.G; 75.W; 76.V; 77.P; 78.C; 79.N; 80.H.

Last date to protests, Monday, August 8.

**CAR INSPECTOR NYC Transit System**

**SECTION 1**

1.D; 2.D; 3.C; 4.C; 5.D; 6.B; 7.D; 8.B; 9.A; 10.C; 11.C; 12.C; 13.D; 14.B; 14.B; 15.C; 16.C; 17.A; 18.B; 19.F; 20.A; 21.E; 22.A; 23.C; 24.D; 25.C; 26.B; 27.C; 28.A; 29.A; 30.A; 31.B; 32.D; 33.A; 34.D; 35.B; 36.A; 37.C; 38.B; 39.A; 40.B.

**SECTION 2**

41.D; 42.C; 43.B; 44.D; 45.A; 46.C; 47.B; 48.C; 49.G; 50.D; 51.B; 52.A; 53.D; 54.B; 55.B; 56.D; 57.C; 58.C; 59.B; 60.B; 61.C; 62.A; 63.B; 64.A; 65.B; 66.C; 67.D; 68.B; 69.A; 70.B; 71.C; 72.A; 73.B; 74.C; 75.B; 76.D; 77.B; 78.C; 79.D; 80.C.

**SECTION 3**

41.D; 42.C; 43.B; 44.D; 45.A; 46.C; 47.B; 48.C; 49.C; 50.D; 51.B; 52.A; 53.D; 54.E; 55.A; 56.D; 57.B; 58.E; 59.B; 60.B; 61.C; 62.A; 63.B; 64.A; 65.B; 66.C; 67.D; 68.B; 69.A; 70.B; 71.C; 72.A; 73.B; 74.C; 75.B; 76.D; 77.B; 78.C; 79.D; 80.C.

**SECTION 4**

41.D; 42.C; 43.B; 44.D; 45.A; 46.C; 47.B; 48.C; 49.A; 50.D; 51.B; 52.A; 53.C; 54.C; 55.B; 56.D; 57.H; 58.E; 59.E; 60.B; 61.C; 62.A; 63.B; 64.A; 65.B; 66.C; 67.D; 68.B; 69.A; 70.B; 71.C; 72.A; 73.B; 74.C; 75.B; 76.D; 77.B; 78.C; 79.D; 80.C.

Last date to protest, Tuesday August 9.

## Fred Berger to Auction Bungalows on Aug. 6

Following up his successful auction sales of 56, 18 and 62 Rockaway bungalows on April 20, May 7th and July 16th, respectively, Fred Berger, president of Fred Berger Co. Inc., today announced details of an auction of 14 additional such bungalows to take place under a tent on the property at "Anthony Court", Simis Beach, Sea Girt Avenue, near Beach 9th Street, Far Rockaway, adjacent to Atlantic Beach, on Saturday, August 6 at 2 p.m.

The bungalows are newly decorated, completely furnished and contain 5 rooms (3 bedrooms), bath with shower, screened-in sleeping porch, refrigerator, gas range, and extra outdoor shower.

All bungalows will be offered separately with several available for immediate occupancy.

## Letter Helps Get Award For Sanitation Loader

A former Army medical corpsman turned Sanitationman won the fifth \$25 prize awarded in the Department of Sanitation's 10-week courtesy contest. He is John Pettas, of Queens, loader of a Sanitation refuse collection truck. A letter of recommendation from a Queens householder helped to get Mr. Pettas the award.

## State Probes Lifeguard's Charge of Promotion Denied To Him Because of Religion

The State Commission Against Discrimination is investigating charges by Lifeguard Hyman Goldberg, stationed at Bay 2, Coney Island beach, that he has been discriminated against on religious grounds. He reported that he was No. 1 on the eligible list for promotion to Chief Lifeguard, but was passed over, although the 10 others on the list were promoted, and also provisionals received promotions.

Mr. Goldberg stated that he has been an employee of the Parks Department for 12 years, that in summer he works at the beaches as Lifeguard, and in the winter at indoor pools, except that for two

years he was kept at indoor pool work even during the summer, until finally his protests caused him to be returned to beach work.

**Job Policy Under Inquiry**

The Commission Against Discrimination has assigned the case to Commissioner Elmer A. Carter, who wrote Mr. Goldberg: "An investigation is now being conducted into the charges you made. This will also include an examination of the entire employment policy of the department."

Mr. Goldberg cites his record of never having lost a life, of having rescued even a Lifeguard a few years ago, and of having made two notable rescues this year.

## Fire Officers New Gray Shirt Now on Display

A large shipment of the new gray shirts for Fire officers is expected, the Uniformed Fire Officers Association reports. The Fire Department adopted the new shirt after a series of conferences with the UFOA, and published the adoption on Special Order No. 114 of 1949. Samples of the new shirts may be seen at the Fire College, and may be purchased there or elsewhere, provided they meet specifications and get a stamp of approval from the Fire College. Price of the shirt is \$2.65, and there will be a slight delay before delivery from the manufacturer.

## Reid Heads Legion Post, Schaefer Aids

The Mayor W. Arthur Cunningham Post No. 1243, American Legion, in Queens, has a new commander. He is Arthur M. Reid, Assistant Civil Engineer, Queens Borough President's Office. Elected 1st vice-commander was Dr. Frank E. Schaefer, secretary of the Municipal Civil Service Commission, who is chairman of the legislative committee of the Queens County Legion. Dr. Schaefer was active in support of the Mitchell amendment to the veteran preference law.

Mr. Reid, a veteran, was formerly with the Board of Transportation and the NYC Law Department. He lives in Beechhurst.

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NEW YORK CITY NEWS

# Employees Ask More Promotions

(Continued from Page 1) minutes each, and submit written memorandums on any topic, but President McNamara called a halt to the employee who charged the Park Department with declaring there was a seven-year backlog on getting trees pruned, although Pruners were doing Attendants' work and otherwise performing duties out of title.

**Warning by McNamara**  
"You're complaining about the way a department is being administered," warned President McNamara. "That's not one of the subjects up for discussion here. We have no jurisdiction over departmental administration."

The speaker, John Rizzo, had at first applied for permission to represent a Queens county civic association, although the hearings are open only to City employees and their representatives. He then qualified as a City employee. He said he was a Plumber in the Parks Department and added that he represented both American Federation of Labor and Civil Service Forum groups of Parks Department employees.

"Pruners are cleaning sewers, repairing manholes and doing every other kind of work, except pruning," he complained.

He found fault with the promotion system in the department, because Attendants get "promoted" to Assistant Gardeners at a \$700 reduction in pay. He mentioned that the U. S. government safeguards an employee's pay on promotion, to the point where the carried-over salary does not pierce the top of the promotion grade. New York State affords the same protection. NYC does not. The difference in policy was stressed by other speakers.

**Auto Engineman Vocate**  
An Auto Engineman, Robert J. Gambon, representing Council 194 of the Forum, said that the "general picture of a reclassification" was satisfactory to the members of his Council, except that as there was no actual Career and Salary Plan in existence now, an opportunity should be afforded to employees to study and make suggestions for changes in any proposed Plan.

"We'd like an opportunity to review the proposed Plan, piece by piece, item by item," he said.

He thought that the hearings, which were held by Messrs. Patterson and McNamara as a committee appointed by Mayor William O'Dwyer, were important enough to the taxpayers to deserve to be broadcast over WNYC.

**More Downward Promotions**  
"All taxpayers, all employees and all officials of NYC are interested in rectifying the conglomeration of titles, and the mixup in the job situation that obtain today," he continued. "We are more inclined to favor a reclassification along educational lines that will improve conditions so that employees with even 20 years of service or more won't be prevented from getting more responsible and higher-paying positions."

He included in his plea a word for those employees, like himself—in jobs with a set entrance salary but no promotion ladder and

no maximum salary as in graded titles—who actually escape the delight of promotion, because the aesthetically higher job pays less money. He was concerned with his own plight, too, as the father of four children, and an eligible on two promotion lists, who would have to suffer a \$700 pay cut, also, if he accepted promotion. Mr. Patterson remarked that the speaker was referring to a most exceptional case, but that the difference could be made up through increments in four years or so.

"I'd like to ask you," returned Mr. Gambon, "what you'd do if you were in my predicament?"

"I wouldn't want to take a \$700 pay cut," Mr. Patterson admitted. Co-employees were attorneys admitted.

**Battle for Opportunity**  
The Auto Enginemen have long been striving to obtain promotional opportunities. Their main complaint is that they are not made eligible to compete in promotion examinations which they feel they should be allowed to take. Employees in titles in the regular grades of promotion usually oppose such widening of eligibility, to which the ungraded employees reply that there are only few employees eligible for promotion in many examinations, and broadening the eligibility is in order. Mr. Patterson inclines toward open-competitive examinations, in such a case, to fill jobs left over when promotion eligible lists are used up.

Mr. Patterson finally remarked that the man who accepted the promotion at the reduced pay would benefit in the long run, especially as higher promotional opportunities might be opened to him.

**Low-Paid Investigators**  
An argument in the same vein—in favor of grading, with suitable promotional ladders and in addition increased pay for incumbents—came from Abraham Sinofsky. He's an Investigator in the Investigation Unit, Bureau of Excise Taxes, Comptroller's Office. He described the duties of the job, told how much money the Investigators bring to the City treasury through their tax investigations, stated that most of his co-employees were attorneys admitted to practice and charged that their job "was one of the most underpaid and unrewarded in the City's history."

The salary is \$2,710 a year, which he compared with Federal pay of \$3,727, State pay of \$3,450 and salaries in private industry that run, he said, considerably higher, to \$5,000 and \$6,000. He also compared the qualifications for the \$2,710 job with those for Patrolman and Fireman, \$3,150; Sanitation Man, \$3,090; Railroad Clerk, \$2,949 and others, where there are promotion ladders, besides, he noted. While the Investigators could be paid more, under the law, he said that only two had been able to win any higher pay, and that was seven or eight years ago.

Herbert S. Hirschman, secretary of the Supervisory Council of Greater New York Park Em-

ployees, favored the study on which the Career and Salary Plan is to be based, and said that such a Plan "would raise the morale and better the conditions of NYC employees." He liked the idea of having skilled analysis of the facts, accompanied by recommendations. Mayor O'Dwyer has announced that John T. DeGraff, who has had much experience in grading and salary matters affecting the State, had been asked to head the study.

Mr. Hirschman asked that, as a precaution a five-day week for all Park Department employees should be made a condition precedent to the survey, as employees work six days, and that promotional opportunities in the department should be increased.

He asked that Park Foreman, Grade 2 and up, should be promotional only. He complained that pay was low, only \$12.50 a day for Grade 3. He wanted the efficiency rating method changed, so that ratings should be either Good or Bad, because the present method of attempted graduation doesn't work.

**Pay Disparity Stressed**

Edward E. Cohen, president of the Bridge Tenders and Operators' Mutual Aid Society, Department of Public Works, spoke also on behalf of the Bridge Operators' Civil Service Forum Council 31. He complained about disparity of pay for the same work, whereby some Bridge Operators get \$120 a year less than others, while still other Bridge Operators, doing supervisory work, get no more money, sometimes less, compared to those whom they supervise. He asked that Bridge Tender pay be \$2,400 to \$3,000 and Bridge Operator, \$3,001 to \$3,600. He also requested that a five-day week be established for men in those titles and that promotional opportunities be improved.

Michael DeConzo, president of Local 924, State County and Municipal Employees, A. F. of L., Department of Parks; Thomas Wade, General Foreman of Parks Department Local 924, and Gerard Coughlin, president of the Greater New York Parks Association, were heard also.

Mr. Coughlin favored an upward reclassification and praised the objective of a Career and Salary plan, if provisions were included which guaranteed a five-day week, a long-range increment plan and consultation of employees on any proposed reclassification plan. He said that a Career Service should be set up.

"We feel," declared Mr. Coughlin, "that a general reclassification plan will be successful."

Philip F. Carolan, representing the Supervisors of Park Operations, submitted a brief.

The first hearing of last week was held on Wednesday morning, the second on Wednesday evening.

At Friday's hearing employees again stressed the need for upgrading of salaries, better promotion opportunities and the need for employee representation on the panel that will make the study that Mr. DeGraff is slated to head.

Julius Holtz, public relations director, Joint Board of Sanitation Locals, which is a member of the Central Trades and Labor Council, A. F. of L., indorsed the principle of reclassifications wholeheartedly and hailed the assurances of Mayor O'Dwyer that there would be no salary cuts and no other downward revisions. He said that Central Trades desired that labor should be consulted when the findings of the study panel are ready, and before they are published, so that labor would have a full opportunity to present its viewpoints.

**Asks Five Reforms**

Theodore McGill, secretary, District Superintendents Association, Department of Sanitation, submitted a brief and gave a short oral talk. He asked that representation be granted to the Association on the Career and Salary Plan Committee; that the duties of supervisors be measured by a yardstick that included intangible, as well as tangible matters; that salary should be set according to responsibilities, with uniformity on this score on a city-wide basis; that areas of job responsibilities be definitely defin-

ed, and that the practice of paying supervisors less than the employees they supervise be discontinued.

President McNamara said that employees' viewpoints would be sought and carefully considered, but that it would be practically impossible to give representation to each and every group. He also commented that supervisor's pay would have to be higher than that of employees covered by the Labor Law, who get the prevailing wages in private industry, if the requested proportion were established.

**Talk by Bausch**

Saying that he represented probably the largest organization of white collar workers in the NYC government, and practically all of that of that type employed in the Department of Sanitation, Herbert S. Bausch, president of Local 1140, A. F. of L., declared for the principle of reclassification, but thought that two years was a long time to wait for improvements. He commented that reclassification projects in the past have been a disappointment to employees of each department should be on the panel that will make the study.

President McNamara asked what he thought of reducing the number of clerical grades from five to three, so that the entrance title would be Junior Clerk, with promotions successively to Clerk and Senior or Supervising Clerk. Mr. Bausch said it wouldn't work in large departments where the more numerous grades are preferable, although the idea was all right for small departments.

When President McNamara called to his attention the fact that there is no maximum salary for Clerk, Grade 5, the speaker said that the pay of Clerks, Grade 5 was low, considering the duties they perform, and that private industry pays a great deal more. When Mr. McNamara cited instances of Clerks, Grade 5 getting more than \$5,000 a year, Mr. Bausch said they were exceptional cases, that \$70 a week was about the limit, usually, and then that higher pay would result from a \$120 increase and entailed service of 35 to 40 years. He didn't think \$5,000 was too much to pay an employee who had worked for

the City as a clerk for that length of time.

**Complaints of Injustice**

James E. Henry, representing the General Mechanics of the Department of Sanitation and Police, complained that the General Mechanic title was an injustice to the employees holding it and that they should be paid as much as the employees in other titles who do the same work, but who have the benefit of the Labor Law provisions that the pay must not be less than that obtaining in private industry. He mentioned cabinet makers, electricians, plumbers and bricklayers doing such work under the General Mechanical title. He said that the victimization was practiced by a previous administration.

"The attempt was to hire mechanics at low pay during a depression," remarked President McNamara, not apologetically, however.

"The General Mechanics are the exploited employees of the City," declared Mr. Henry. "They get low pay, and have no promotional opportunities."

He wanted a proper title set up for the Mechanics, in their respective specialties, with adequate pay to match the work, and a promotion ladder whereby they could rise to foreman jobs.

**Multi-duty Job**

Al J. Delgade, Watchman Department of Parks, outlined the multifarious duties of Watchmen and Attendants, and said recognition should be given to the crowded hours of work of many varieties that are performed, in addition merely to watching a building.

"We don't propose to cut down any promotion opportunities, but to increase them as much as we can," assured Mr. McNamara.

**Word for Library Staff**

Olive Sprague, president of the United Staff Association of the NYC Public Libraries, said that while pay had been improved it was under par and asked whether the committee would like to see a report on library titles, and pay, brought up to date. Mr. Patterson encouraged her to submit such a memorandum.

[Interviews with Messrs. Patterson and McNamara, P. 14.]

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