

Civil Service LEADER

America's Largest Weekly for Public Employees
 No. 17 Tuesday, January 6, 1948 Price Five Cents

MEN CIVIL SERVICE TESTS; CLOSING JAN. 8

ALBANY
 EDUCATION BUILDING
 SPALDING
 FRANCIS X. MARTIN

See Page 9

HOW TO PASS EXAM FOR NYC FIREMAN; FEB. 6 OPENING DATE

State Civil Service Suspends Ruling Cutting DPUI Temps' Pay

Special to The LEADER
 ALBANY, Jan. 5.—A ruling of momentous concern to many employees of the Division of Placement and Unemployment Insurance was suspended last week. Here's the story:
 Under the Condon law, temporary employees who had been in the United States Employment Service and were then brought under State supervision, are entitled to take examinations for the jobs they held while in Federal service.
 Such examinations were in due course held, and the resulting eligible list made public November 18, 1947. The number of temporaries who failed the test was so great as to cause consternation. The Civil Service Commission then ruled that these "flunked" employees had to go to the minimum salary of their respective grades.

with Civil Service President J. Edward Conway to determine whether something could be done about this ruling—whose immediate effect would be to cause financial hardship at a time when Government employees are finding it harder than ever to meet living costs. Also participating in

the conference were: Charles Campbell, Administrative Director of the Commission; John Cray, Assistant Attorney General; Harry Smith, of the DPUI; and Joe Schechter, counsel to the Civil Service Commission.
Heartening Result
 Out of the conference came a

result which will be heartening to all temporary employees involved. Judge Conway has agreed to suspend operation of the decreased-pay ruling in order to afford the employees an opportunity to seek remedial legislation to correct the inequity.

The Association holds that an inequity exists because, under a document known as the Lupton law, an employee who attains permanent status retains all the increments he earned while in temporary status. The Condon law has no similar provision. Under the Condon law the Civil Service Commission has the right to make such a ruling as it applied in this case. But from a practical standpoint, and in order to avoid hardship, the Commission felt it wiser to ameliorate its action, and grant the employees time to seek new legislation.

Official Study Aid For Job in Fire Dept.

Fireman (F.D.) applications will be accepted from Friday, February 6, until Friday, February 27, in all five borough offices of the City Collector, the NYC Civil Service Commission announced. Over 4,000 job opportunities, at \$2,900 or \$55.76 a week, are expected by 1952.

The examination will be open to men who have passed their 20th, but not their 29th birthday. They must be not less than 5 feet 6½ inches tall and must have 20/20 vision in each eye without glasses.

There are no formal education requirements, according to the official examination notice released by the Commission. The notice was published in tentative form in The LEADER last week, issue of December 30.

Rule on Age
 Age requirements will be computed in this manner: The maximum age will be figured as of the first day of the filing period, February 6; the minimum age as of the last day of the filing period, February 27. Veterans will be permitted to deduct their period of military service from their age; this also includes terminal leave and travel time allowed from the discharge center to the home.
 Age 29 means that candidates must not have passed the day of their 29th birthday as of February 6, the first day of the filing period. The Commission maintains that once a candidate has passed the day of his 29th birthday, he is in his 30th year. This limitation is set up by the NYC Administrative Code.

Veteran Preference
 There also will be preference for veterans and disabled veterans.
 (Continued on Page 8)

Special Officer Test Opens Next Week

NYC to Offer Eligibles Jobs As Transit Patrolman, Correction Officer and Bridge-Tunnel Officer—Application Period Begins Jan. 14, Ends Jan. 29

Complete and official requirements for the Special Officer physical and Medical tests have been announced by the NYC Civil Service Commission. Applications will be accepted from Wednesday, January 14, until Thursday, January 29.

The examination is being conducted to fill more than 600 immediate vacancies and upwards of 2,000 others during the next four years. Starting salaries will be as

high as \$48.46 a week. The resultant eligible list will be used for Transit Patrolman, Board of Transportation; Correction Officer (Male), Correction Department, and Bridge and Tunnel Officer, Triborough Bridge and Tunnel Authority.

Filing is limited to persons between the ages of 20 and 32, with the minimum age figured as of January 29, and the maximum as of January 14. Veterans may deduct their period of military service from their ages; this includes terminal leave and travel time allowed from the discharge center to their homes. Other requirements include a minimum height of 5 feet 7½ inches, and not less than 20/30 vision in each eye without glasses.
 There will be competitive physical and written tests, each having
 (Continued on Page 8)

Legislation Drawn

The desired alterations in the law have already been prepared by the Civil Service Employees Association, and will be introduced as soon as the Legislature assembles.

A delegation from the United Public Workers was scheduled to be present at the conference, but a train wreck in Peekskill during last week's storms prevented the group from reaching Albany.

Sanitation Man List To Be Out in 3 Weeks

The Sanitation Man, Class B, eligible list will be ready for publication in three weeks, the NYC Civil Service Commission announced. The list will include approximately 4,980 eligibles. Sanitation Commission William J. Powell has announced plans for appointment of 2,000 eligibles at the rate of 250 every 20 days.

\$800 Raise, Pension Gain Top Postal Aims

An across-the-board salary increase and the Stevenson Retirement Bill head the objectives on the agenda of the January 12-13 legislative conference of the National Association of Letter Carriers in the Hotel Statler, Washington, D. C. Approximately 500 delegates, representing 77,000 postal workers, will vote on recommendations for legislative policy concerning the postal service for the second session of the 80th Congress.
 It is expected the Association will support an \$800 increase as a compromise of the \$600-to-\$1,000 raises asked by other postal groups. Most of the bills introduced during the closing days of the special

session proposed an \$800 raise. Abraham C. Shapiro, President of Empire Branch 36, called upon Federal worker groups "not to confuse Congress by multiple salary demands." He and Vice-president Philip Lepper will represent Empire Branch 36. Others in the NY area who will attend the conference include Charles H. Dillon, President, and John Blend, Treasurer, of Brooklyn Branch 41; Walter Berndt, President, and George Scherer, Secretary, of Flushing Branch 294; Harry Trout, President, of Jamaica Branch 562, and Herbert Gebhardt, President, of Yonkers Branch 387. Mr. Gebhardt also is Secretary of the NY State Association of Letter Carriers.

UFOA Will Install New Officers Jan. 7

Three new members of the Uniformed Fire Officers Association's Executive Board will be installed this Wednesday, January 7, at ceremonies in the Martini Hotel, Broadway and 32nd Street. They are Battalion Chief John J. Broderick, who was elected to the Chief Officer va-

cancy; Captain Charles V. Walsh, who fills the Captain vacancy, and Lieutenant Francis X. Martin, who fills the Lieutenant vacancy. Chief Broderick was not opposed for election. The two other new Board members were victors in an election conducted recently by the Honest Ballot Association.

More State News, 2, 3, 4, 5, 6, 7, 8, 9.

STATE AND COUNTY NEWS

End of Loose Practice In Non-Permanent Appointments Is Asked

Special to The LEADER

ALBANY, Jan. 5—As provided by the rules adopted by most civil service commissions there is a variety of appointments which may be grouped under the general heading of "temporary". Actually, however, there is only one type of appointment which is officially known as a "temporary" appointment. This is an appointment which does not exceed six months and which is made from an eligible list. Further attention will be given to this type of appointment in another part of this article, says the Municipal Civil Service Bulletin of the State Civil Service Department and three other units.

An analysis of typical county and city rules reveals the following types of non-permanent appointments which are better referred to by the use of the terms which precede each explanation:

Provisional: (County Rule XI-1, City Rule XIII-1) Whenever there is a permanent vacancy in a competitive class position for which no eligible list is available and where, because of public necessity the position must be filled immediately, an appointment of this type is authorized. The person selected by the appointing officer and nominated by him is subject to a non-competitive examination by the commission. This non-competitive examination is usual, but a check to see if the provisional nominee meets the educational and experience qualifications of the job. Time limit is twenty days after an eligible list is established and, in no event, longer than six months. This period may, however, be extended three months with the approval of the State Civil Service Commission. Successive provisional appointments may not be made to the same position except during the six-months or nine-months period.

Emergency: (County Rule XI-3, City Rule XIII-3) Whenever there is so urgent a need to fill a competitive position, such as occasioned by an unusually heavy fall of snow or a bridge wash-out that there is insufficient time to canvass a list, a twenty-day appointment may be approved for any person designated by the appointing authority.

Substitute: (County Rule XI-5, City Rule XIII-5) Whenever a vacancy occurs in a competitive class position due to a military leave of absence, the position must be filled by the appointment of a person from an appropriate eligible list. Where no appropriate list is in existence, the appointing officer may select a person of his own choice subject to a non-competitive examination by the civil service commission.

War Appointments: (County Rule XI-6, City Rule XIII-6) Under this rule, which is, at the moment, still valid but seldom used, commissions are authorized to approve for the duration of the war and six months thereafter, appointments to positions for which adequate competition is not available. Wherever possible, the appointment must be made from an eligible list. However, where no list is in existence, any person selected by the appointing officer, and found qualified after non-competitive examination, may be appointed.

Veteran Trainee: (County Rule XI-7, City Rule XIII-7) This is a new rule, as yet, adopted by relatively few municipal commissions. The purpose is to permit the employment of veterans on approved training programs. Ap-

pointments are limited to four years and to positions approved for training by the New York State Department of Labor.

Temporary: (County Rule XI-2, City Rule XIII-2) Appointments under this rule are the only appointments which are officially "temporary" appointments. These appointments are of four types: (1) temporary services not to exceed six months, (2) temporary services during one year leave of absence, (3) temporary services not exceeding four years during veterans' leave of absence for education, (4) temporary services not exceeding thirty days.

Appointments under this rule must be made whenever possible from an appropriate eligible list. Successive appointments may not be made except during the six-months, one-year and four-year periods authorized. When lists are not available from which to make one or four-year leave of absence appointments, any appointee found qualified, after non-competitive examination by the commission, may be approved. Whenever lists are not available for six months, and thirty-day appointments, such appointments must be made under the provisions of Model County Rule VIII-9b or Model City Rule IX-9 described below.

Temporary and Exceptional: (County Rule VIII-9b, City Rule



A group at the Southern Conference annual meeting. Front row, left to right, Fred J. Walters, James R. Stevens, Herbert J. Nelson, Charles Outhouse, William F. McDonough and William Minerley. Second row, Kathryn Lynn, Nellie Innocent, Mary Barnish, Adeline Foley, Edith Podd, and Ethel Battel. Rear back row: Sarah O. MacDonald, Rangwald H. Brusie, Chairman Francis A. MacDonald, Frank Barnish, David Lynn, Harry Phillips, Vice-Chairman Edward Bolland and Angela J. Donato.

IX-9b) Because of war conditions and current high industrial employment, eligible lists have not been generally available from which to make "temporary" six months or "emergency" thirty-day appointments as prescribed by rules already explained. Under these circumstances, the proper authority under which to make such appointments is the Examination Rule, subdivision. This subdivision permits a commission, by special action, to exempt from examination, any person who renders "temporary or exceptional" services, the value of which does not exceed \$500 or \$700 per year, depending on local rules. Each such exception must be listed in the annual report.

History of Chapters

Education Department Group Is Result of Dr. Soper's Activity

The Education Department Chapter was really the idea of Dr. Wayne W. Soper, Chief of the Bureau of Statistical Services, who is the Representative of the Education Department on the Executive Committee of The Civil Service Association. It was his thought that some of the things a chapter in the Education Department might do if properly officered and backed by a co-operative membership are:

- (1) Coordinate and sponsor certain activities of the department not now the specific function of the Council of Women or the Men's Group.
- (2) Develop a spirit of unity among the department employees looking toward the solution of common employee problems.
- (3) Promote employee interest in in-service training preparation for civil service examinations and the like.
- (4) Organize a plan for recognition of sick and deceased members and for those retiring from Civil Service.
- (5) Perform numerous services now revolving upon the single representative of the Association.
- (6) Increase measurably member participation in affairs of the Association by giving opportunity for members to express their opinion on certain Association proposals.

Accomplishments Listed

The chapter's Board of Directors and committees have formulated basic policies with respect to handling grievances, education of the members in matters relating to civil service procedures, maintaining close contacts with administrative heads, studying proposals for legislation and developing a social program.

The first general meeting of the chapter was held on September 29, 1947, in Chancellor's Hall, Education Building. President Frank L. Tolman, of the Association, presented the charter to the approximately six hundred members. At this meeting, reports were presented by committee chairmen and a list of chairmen of committees is submitted herewith:

- Auditing Committee, Agnes Wall;
- Legislative Committee,

Hugh M. Flick; Budget Committee, William N. Fenninger; Membership Committee, Frederick H. Bair; Education Committee, Edward S. Mooney; Publicity Committee, Florence Boochever; Grievance Committee, G. Samuel Bohlin, and Social Committee, Mary Lindsey.

The chapter is planning a social program under the Chairmanship of Mary Lindsey.

Glimpse of Officers

The chapter officers and a word about them:

Dr. Albert B. Corey, President of the Chapter. He was born in India of missionary parents and educated in the schools there. He is a graduate of Acadia University in Nova Scotia with graduate work and doctorate from Harvard and Clark Universities. Before he became State Historian he taught in St. Lawrence University. Dr. Corey served in the first World War in Canadian Infantry and Royal Air Force as pilot.

Mary B. Brewster is Vice-president, and head of the Reference Section, State Library.

L. Emilie Rucht, Secretary is a Stenographer in Dr. Cheney's office.

The Executive Council includes: Ward C. Bowen, Director Visual Education, Radio & Visual Aids; Lloyd L. Cheney, Personnel, in charge of Public Relations; Samuel Clements, Public Relations Division; William N. Fenninger, Associate Supervisor of technical schools; James O. Hoyle, Professional Law Investigator, and Mr. Soper, Chief, Bureau of Statistical Service.

The annual meeting of the chapter is held on the second Monday in May of each year. Special meetings are held at the discretion of the President, except that upon the written request of the majority of the members of the Board of Directors, or of 25 members of the chapter, the President shall call a meeting of the chapter.

Regular meetings of the Board of Directors are held quarterly. Special meetings of the Board of Directors may be called by the President or upon the written request of five members of the Board.

Conferences Urged To Aid Drive for Raise

WARWICK, Jan. 5—Francis A. MacDonald, Chairman of the Southern Conference, stressed the aid that all State Association conferences can give in the pay increase campaign. He said:

"Here is an opportunity for the regional conferences to call together the representatives of each chapter in their area and to analyze the situation thoroughly and to work out a plan of direct appeal to the Governor and to each legislator and to carry the facts to the political, civic and business leaders whom you may know personally and to secure their cooperation in appeals to the governor and to legislators. The en-

thusiasm of united action within the regional area cannot but be helpful."

MacDonald Stresses Unity

Mr. MacDonald spoke on the Association's program for the coming year and stressed the importance of presenting a united front in negotiations with the State government administration.

"On the whole the Southern Conference enters its second year with the conviction that conferences have established a place for themselves in the Association picture and we look for a substantial growth in the year ahead," said he.

The next meeting of the Conference will be held at Beacon, in January.

Sells Names Thomas To \$7,750 Position

Special to The LEADER

ALBANY, Jan. 5.—Promotion of James H. Thomas to the \$7,750 post of Assistant District Engineer for District 9, State Department of Public Works, with headquarters in Binghamton, was announced by Charles H. Sells, State Superintendent of Public Works.

Mr. Thomas succeeded John B. McMorrin, who became District Engineer in charge of the Department's Rochester office.

Mr. Thomas, now an Associate Civil Engineer at the Binghamton office, holds his new post provisionally, pending the outcome of a Civil Service promotion examination.



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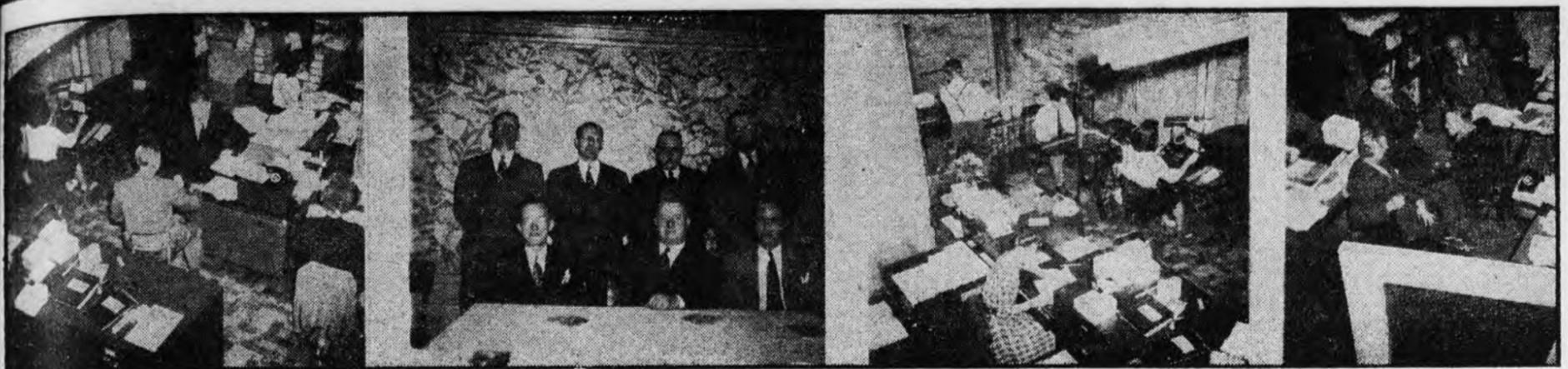
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STATE AND COUNTY NEWS



(1) Headquarters of the State Association. At center, Fred Burke, using Executive Secretary Joe Lechner's desk, talking to Larry Hollister. In upper right-hand corner, Betty Rivet, Receptionist-Cashier, is busy at group hospitalization records; Ruth Baillie, Stenographer, is in lower right corner of photo. (2) The Special Building Fund Committee of The Association. Seated left to right, Robert K. Stilson; Charles A. Brind, Chairman, and Harry G. Fox, Treasurer. Standing: Harry Fritz, Victor J. Paltsits, John McNamara and Francis A. MacDonald. Absent when the photo was taken were: Charles H. Foster, Robert R. Hopkins, Arthur Marx and Clarence W. P. Stoff. (3) In another section of Association Headquarters, Faustine Spencer, center foreground, is working on membership records. Background, left, Mr. Hollister is operating a mimeograph machine. To his right is Roy Fisher, running the addressing machine, and Jessie Napierski, cutting new addressing plates on a graphotype. (4) Another section of Association headquarters. Dr. Frank L. Tolman, the President, is in background, and Executive Representative William P. McDonough confer with Mr. Hauf and Mr. Stilson, President of the Scheectady Chapter.

Plans for Raising Fund For Assn. Building Approved by Directors

Special to The LEADER
 ALBANY, Jan. 5.—The thousands of visitors to the central headquarters office of The Civil Service Employees Association in the State Capitol in Albany express much amazement and surprise. They are surprised at the buzz of activity. They never realized fully the many necessary tasks to be performed. But when they pause to consider the size of the Association with its more than 40,000 members and 112 local chapters throughout the State, the broad progressive program it fosters, and the many valuable services it daily renders members, they begin to realize the vast amount of necessary work.

Many visitors are amazed that so much activity and service can be performed in such small, cramped and overcrowded quarters. Some are disappointed at the lack of privacy when discussing personal personnel problems. Almost all voice the opinion that the Association should have efficient and adequate headquarters befitting the importance of the work it performs for its members.

In Capitol 37 Years
 The headquarters of the Association have been located in the Capitol building practically since its organization in 1910. Ten years ago its personnel staff consisted of two employees—today it has twelve office employees and two field representatives. The amount of office furniture and equipment necessary to render the increased services and housed in the headquarter's office has increased in like proportion. But the amount of floor space occupied by the headquarters has remained the same.

The inevitable result of increase in staff, services, furniture and equipment and lack of increase in space is an office bursting at its seams. It has growing pains and needs relief. There is insufficient file space and desk space. The continuous noise of typing, addressing and mailing equipment

being operated in the same room beats a steady tattoo on staff eardrums. A visitor is always welcome and after some difficulty a seat is found but his or her problem can't help being overheard by all the staff. A whisper is audible throughout the small office whenever the office equipment infrequently stops its clatter.

Focal Point of Activity
 The nerve-center of the statewide Association is its central headquarters. There the officers, Counsel, Executive Secretary and Executive Representative coordinate the work of committees and chapters to develop and promote the Association's broad program as determined by chapter delegates representing all members. There also the statewide membership campaign is planned and coordinated, and membership account records are maintained for all members. An accounting system and claim adjustment service is maintained for the thousands of members who participate in the low-cost Association group insurance on a payroll deduction basis.

Thousands of members visit central headquarters during the year to obtain advice and counsel. The volume of correspondence handled daily, dealing with every conceivable matter, is staggering. An interesting fact is that more than 2,000,000 copies of form letters, notices, bulletins, etc. were prepared and delivered or mailed from headquarters during the past year. Mailing lists and automatic addressing equipment must be maintained in connection with the weekly newspaper, The Civil Service LEADER, and the periodical magazine, Merit, which is mailed direct to all members. Much of the publicity dealing with the Association's program and services is prepared in central headquarters.

Staff Did Fine Job
 The Association Headquarters office staff have done yeoman's work to efficiently complete these and the many other functions

State Democrats Back Pay Raise

Paul E. Fitzpatrick, Democratic State Chairman, has announced his party's 1948 State legislative program, which includes a three-point civil service program:

"1—The Democratic Party opposed the Condon-Wadlin Bill and it still is opposed to it. As it now stands an amendment to it is necessary to provide adequate grievance machinery.

"2—Increase in salaries of all State employees to offset rises in cost of living since January 1, 1947.

"3—Revision upwards of salary standardization schedules to eliminate inequities in job classifications."

necessary to the continued success and development of the statewide organization. This in spite of the handicap caused by a severe lack of office space. Field Representatives have likewise spared no efforts in assisting public employees to organize, to perfect their already existing organizations, to resolve and present their problems and secure improvements of their working conditions.

Chapter delegates representing members throughout the State, meeting in Albany last October, took cognizance of the great need for a suitable Association Headquarters. They directed the President to immediately appoint a Special Building Fund Committee to study and arrange plans for raising funds for a headquarters building suitable to the traditions and prestige of the Association. The delegates pledged their full support and assistance to any plan decided upon.

President Frank L. Tolman has appointed the Special Building Fund Committee. It is headed by Dr. Charles A. Brind, distinguished past President of the Association. On the committee are Charles H. Foster, Harry Fritz, Robert R. Hopkins, Francis A. MacDonald, John McNamara, Arthur Marx, Victor J. Paltsits, Robert K. Stilson and Clarence W. P. Stoff.

The committee met recently and drew up definite plans to raise a headquarters building fund. The plans were then submitted to the Board of Directors Committee and were approved.

The timing of announcement of the plan and its details, however, were left to the Board of Directors itself. In the meantime, the particulars of the plans are being arranged.

The approved plans call for the active participation of very Association member and the intensive cooperation of every chapter. Some worthwhile rewards for good work in the campaign are contemplated.

Announcement of the plan and its details will be carried in The LEADER and made through chapters. The announcement will be made soon. Watch for it.

DPUI Group to Meet

At its last meeting the Board of Directors of the Division of Placement and Unemployment Insurance Employees DPUI, Federal Credit Union, set the date of the annual meeting tentatively as Thursday, January 22.

All members were urged to attend. Officers for the next fiscal year will be elected. The next regularly scheduled meeting of the Board will be held on Wednesday, January 7.

The State Employee

By Dr. Frank L. Tolman

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



WHAT MERIT MEANS TO THE CITIZEN

BLAINE HOOVER, adviser of General MacArthur in Japan and President of the Civil Service Assembly, recently remarked that a government may be democratic without being efficient and may be efficient without being democratic. Only under a well-administered merit system, says Mr. Hoover, can government be both democratic and efficient. It is the job of public administrators to see that maladministration is minimized, to constitute themselves the implacable foes of maladministration and to make the supreme effort, using the merit system as a tool, to build the public service to a level of efficiency which shall commend it to the common sense and confidence of the people.

The Civil Service Plan is the child of democracy and efficiency.

It is democratic because it offers to everyone equal rights to public employment. The door to public jobs is wide open to all without favor or favoritism, provided only that they are the most competent to do the job in question.

The Civil Service is efficient first because it selects the best qualified persons available through competitive tests and second because it advances the best qualified to the higher position through competitive promotional examinations. Any interference with or disregard of the essential procedures of civil service examinations and appointment solely from eligible lists is maladministration.

I am reminded of the words of the present Governor when he said that no Government can survive unless its personnel is efficient and competent, that the most important services of the State are bound to break down when Civil Service men and women are ignored. After stating that the most difficult problems of life are the concern of Government and that they demand the services of the best and ablest of our people, "Who," asked the Governor, "determines the Government of the State? Is it the Legislature? Certainly not. Is it the Governor? Certainly not. The conduct of the business of the State is in the hands of 46,500 (now about 67,000) employees, servants of the State." The Civil Service employees are sensitive to weaknesses in Civil Service administration. They naturally agree with the Governor that the "most flagrant inroads into the merit system are in provisional appointments", and that this indicates "something rotten in Denmark".

The Civil Service Employees Association has a supreme interest in establishing and maintaining the best possible Civil Service administration in New York State. In all this its aims are identical with those of any really good civil service commission.

The Association has long had the policy of strengthening the Civil Service Commission as a major objective. It has fought for increased appropriations and personnel for the Commission throughout the years. It has secured many improvements in the Civil Service Law. It has had innumerable conferences with Civil Service personnel on civil service problems and improvements. It has attempted to interpret the actions and rules and procedures of the Commission to the employees, and to support the Commission whenever, in its opinion, the action was legal and fair. The Association will continue so to act.

It is because the Association has this high regard for Civil Service as the fundamental rule and principle of public administration that it holds the Commission to the highest standards of integrity and efficiency. It can understand the difficulty of the job to be done, but it believes with the Governor that good government itself is the issue at stake, and that the job must be done and done quickly.

U.S.-STATE TEAM WORK URGED FOR BETTER MENTAL CARE

In a letter to Governor Thomas E. Dewey recommending better care of mental patients, David N. Fields, President of the Association for Improvement of Mental Hospitals, cites as an example that one psychiatrist handles 480 chronic patients at Rockland State Hospital. Mr. Fields urged the need of more personnel generally.

"While over-all figures are not ascertainable, one example would indicate how serious the situation is. The psychiatrist's professional organization recommends that for chronic mental patients there be one Doctor in ward attendance for each two hundred patients. In Rockland State Hospital there is at the moment a schedule calling for one Doctor in attendance for 480 chronic patients. When the wards are overcrowded, one doctor must take care of many more than

480 patients. It is conceded by all competent authorities that a psychiatrist in charge of 480 patients cannot practice psychiatry. He can do little more than handle the clerical work involved in making reports about the patients. While reports are necessary, making reports alone does not constitute the practice of psychiatry."

Federal-State collaboration was recommended by Mr. Fields, under a joint program.

"The calling by you of a conference of Governors of all the States for the purpose of discussing such a joint Federal-State program to cope with the mental hospital situation would be a salutary step and may be the means of curing a situation which has become a National disgrace. We urge that you do this," Mr. Fields wrote.

STATE AND COUNTY NEWS

Employees' Prize Ideas Help State

The State Employees Merit Award Board continuously seeks ideas from State workers, to reward them with cash and merit certificates. To date such ideas have saved the State an estimated \$1,000,000 during a period when the Board spent less than \$40,000. Following are some rewarded ideas:

A form insert to be attached to a copy of the original letter as a means of following up on correspondence to which reply has not been received. This procedure saves considerable typing, particularly in agencies where there is a large volume of follow-up work and helps to maintain a tickler schedule.

A procedure relating to quantities of concrete items in bridges, walks, special culverts and related construction work. By computations prepared in connection with plans and designs, the quantities of concrete items may be shown on the tracings, either by a tabulation or separately on a pertinent part of the plan. The computation would be to the nearest hundredth of a cubic yard for various parts of the structure. By way of illustration, reference is made to a customary pour of concrete above the footing and between construction joints. The notation would be "Item 20 VS. 69. 17 C.Y." The project engineer could use these quantities for the particular portion or portions of the structure, for both the monthly and final estimates. Any changes from the plans would be recomputed and checked in the field as a matter of course. This suggestion would save an estimated 60 to 75 per cent of the cost of making measurements, calculations and extensions which are duplicated in existing procedure.

The construction of a rack to be used in institution dairies to drain milk cans and thereby salvage milk of a high butter fat content that normally adheres to the sides of the cans and is wasted. Reports from the Department of Health indicate that the milk thus salvaged can be profitably used in feeding livestock. This is an especially timely suggestion in view of the livestock feed conservation program.

A procedure for the establishment of facilities for the centralized distribution of inter-departmental mail in the Alfred E. Smith State Office Building. The proposal points out that delivery of mail would be expedited and existing messenger traffic between agencies considerably reduced.

A group contract on leased equipment such as postage meter machines in place of separate departmental contracts thereby enabling the State to take advantage of large discounts. The procedure provides for a single billing to Audit & Control who will in turn charge the various using agencies. This procedure may be extended to other items in general use.

(To Be Continued)

NEWS ABOUT STATE EMPLOYEES

ITHACA—The State College Chapter, held its annual meeting and election of officers. Miss H. B. Musto was elected President. Other officers elected were Vice-president, J. H. Bruckner; Secretary, A. Davies and Treasurer, J. Watt.

The State College Chapter is employees of the State Colleges affiliated with Cornell University.

ONEONTA — Working on a basis that charity begins at home the Oneonta Chapter united with nine local civic organizations to provide Christmas dinners for needy Oneonta families. Each needy person, or family, was provided with an order for groceries, the amount varying with the need of the family. Persons living alone had the alternative of having a Christmas dinner at a local hotel instead of a grocery order. The same sponsoring organizations which raised \$500 for the project, are working to provide funds for a daily milk supply for needy children during the winter.

Representing Oneonta Chapter in mapping out the local programs were Harold Dunning of Homer Folks Hospital; and Mrs. Gladys Butts, (Conservation Department) President of the Chapter.

WASSAIC—Pledges were given by State Senator Ernest I. Hatfield and Assemblyman R. Watson Pomeroy to support legislation at the new session of the Legislature to increase the pay of school and State hospital employees and to support legislation for a grievance board for all State employees. The Civil Service Employees Association has a Labor Relations bill that includes such a Board.

The pledges were made at a meeting of the Wassaic Chapter of the Association. Nellie Innocent is chapter President.

Representatives of the Hudson River State hospital, Harlem Valley State hospital and Matteawan State Hospital for the Criminally Insane were invited to the session.

The two legislative representatives gave assurances of their support of legislation for salary increases for employees, after William F. McDonough, Executive Representative of the State association, said raises for state employees had been limited to 30 per cent and that such employees were "hard pressed to make ends meet" because living costs had increased 66 per cent.

Mr. McDonough also called for legislation setting the retirement age for state employees at 55 or at the end of 30 years' service. Now, State employees are not eligible for full pensions until they reach 60 years, regardless of the number of years of service, he declared, unless they pay the full additional cost of optional retirement at age of 55. What he advocated was State payment of half the cost of the earlier retirement, the same as NYC does.

The Association executive also called for a more liberal arrangement of extra pay for hazardous work. He said the Budget Director did not allow enough money for extra pay for hazardous work and the suggestion was advanced that some of the state's surplus funds be used for this purpose.

Dr. Raymond G. Wearne, Direc-



Charles Kunz, President of the Public Service Chapter (left), and William F. McDonough, Executive Representative of The Civil Service Employees Association, at presentation of charter.

tor of Wassaic State School, said the State's proposed building program was "excellent" but that there was little point in construction of buildings if the state did not have employees to staff them. He said the employment at Wassaic was pitiful and he supported Mr. McDonough's contention that some of the state's surplus could be used to attract more employees to State institutions.

Mr. McDonough termed the Condon-Wadlin law "unfair" in that it contained no provision for a grievance or mediation board for State employees. Such boards, he said had been established for industry and he contended that the state employees were entitled to similar services.

MARCY — The Marcy State Hospital Chapter elected Charles D. Methé Chapter President for the coming year. Other officers elected: Vice-president, Anne Golden; Secretary-Treasurer, Yulonde Deck; Delegates, Glenn Brennan and Richard Buck; Alternate Delegates, Ellis Truax and Bernard Malloy.

BUFFALO STATE HOSPITAL—The chapter is busy with its publicity campaign with regard to the minimum 25 per cent wage adjustment for all State employees. Arrangements are being made for a conference with all Erie County State Senators and Assemblymen to discuss the proposed wage adjustment.

The membership campaign has passed the 75 per cent mark.

Condolences were sent to the family of Oliver Kirwan, Institution Patrolman who died recently. He was a veteran of World War I.

INDUSTRY — At the annual election of officers the Industry Chapter re-elected Clifford B. Hall as President for the ensuing year. Other officers elected were Vice-president, George Woltz; Treasurer, Louis Jasnar; Secretary, Mildred Finch; Representative, Joseph McMahon and Alternate, Frederick S. Appleton.

ROME—Supervisors and Assistant Supervisors of the Rome State School colonies held a Christmas dinner party in the Elks' Club.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Extension of Veterans' Time Limits Expired

THE arrival of the New Year points up the fact that once again requests for promotion examinations, comparable to those missed while performing military duty, can appropriately be made under State law only within 60 days after the public employee entitled thereto has been restored to his position. This had been the requirement until March 14, 1947 when, by special dispensation of the Legislature (Chapter 158, laws of 1947), public employees who had previously let the 60-day period run without making request for comparable examinations were given up to, but not including, December 31, 1947, to make such request. This did not include those whose 60-day period had not run out by March 14, 1947 nor did it include those whose 60-day period began to run on or after that date. The special waiver of the 60-day demand is now inapplicable and the 60-day period applies to all persons entitled to re-

quest comparable examinations.

Military Duty
It should be noted that the "military duty" referred to above relates to Merchant Marine service and to overseas Red Cross service as well as to military service. In this connection it should be noted that after July 1, 1947 overseas Red Cross service was no longer included within the scope of "military duty" as defined in section 246 of the military law. Until then public employees in such service were deemed as military leaves of absence.

Reinstatement After Resignation
Another deadline date that was passed in 1947 was October 1. That was the date by which appointing officers were empowered to reinstate former public employees who had resigned from their positions during or within six months prior to military duty in those cases where the special act (chapter 291, laws of 1947) did not grant a longer period within which reinstatement could be had. Chapter 291 permits an appointing officer to reinstate such employees within one year after the date of their resignation (excluding the period of time such employees were on military duty). If such period would have been up some time prior to October 1, 1947, the Legislature allowed reinstatement up to that date. Thereafter, to qualify for reinstatement an employee must not have been out on resignation for more than one year (exclusive of military duty).

Rights Outlined
The rights granted by Chapter 291 to those reinstated are substantial and those who can avail themselves of the privilege of reinstatement under this statute should act promptly to request it, provided, of course, that the year is not up. The law provides that every public employee reinstated under its terms or under Rule XVI 1a of the State Civil Service Commission or under a comparable rule of a municipal civil service commission shall be deemed to have been on a military leave of absence for the duration of his military duty. However, this did not entitle him to a comparable promotion examination nor to any claim for or right to additional compensation prior to April, 1947.

Reinstatement After Military Leave
In the absence of Chapter 291 only those public employees who did not resign prior to entry into military duty or during military duty would be eligible for reinstatement unless there were rules promulgated by their respective civil service commissions authorizing such reinstatement. The one year reinstatement provision coincides with the period within which an appointing officer is given discretionary power to reinstate a public employee who fails to demand reinstatement within 90 days after the termination of his military duty. In such case the appointing officer may reinstate the employee within one year after the termination of such duty.

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The membership voted to start an educational program and to write guest speakers for the monthly meetings.

Resolutions Adopted

Following continues resolutions adopted recently by the Civil Service Employees Association:

Calls for acceleration of completion of examinations and establishment of lists—especially in the case of promotion examinations.

WHEREAS, during the war and post-war periods the establishment of certified lists in regards to promotion examinations has in many instances taken unreasonably long, to the undermining of the interest and morale of the participants, and

WHEREAS, the delay in establishing such lists causes unnecessary loss of the use of increased income for the current needs of those eventually certified when the lists finally are issued, and

WHEREAS, the delay in establishing such lists also affects the ultimate accretions of the employees pension and annuity funds, and

WHEREAS, the incentive of possible promotion is desirable from the standpoint of employee morale,

NOW THEREFORE BE IT RESOLVED, that The Civil Service Employees Association, Inc. condemns the present manner of procedure that permits of such delays, and directs its President to present a petition to the Governor respectfully requesting him to recommend adequate appropriation of funds in the next Budget to provide sufficient personnel in the Civil Service Department to correct the present intollerable condition.

State Retirement System Membership

RESOLVED, That the Association use all proper means to effect the entrance of employees of political subdivisions into the State Retirement System.

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STATE AND COUNTY NEWS

Eligible Lists

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 D—Non-disabled vet claimant.
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Open-Competitive

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 Disabled Veterans
 Barrett Bergman, Robert T. Fischer, John J. Nastronero, Arthur J. Weldon, Harold K. Sammis, Jr., John M. Murray, Whitney S. Seymore, Roy S. Chapman, Francis M. Mott, George C. Hill, Raymond J. Hellberg, Joseph W. Boudreau, Thomas J. Smith, Robert P. Byno, Peter Gulla, George N. Graham, Vernon E. Boyd, Joseph Tomio, Edward Ryman, George R. Mahoney, Richard V. Leles, Richard R. Rowe, Charles S. Halleran, Louis A. Longo.

Non-disabled Veterans
 James H. McConnell, Paul J. Burgdorf, Robert H. Weingarten, James R. Ketcham, Warren H. Bunce, Lawrence J. Coleman, William G. Wagner, Charles H. Van Wickler, Thomas R. Engel, John J. Clavin, Thomas F. Guidera, Jr., Joseph C. Dolan, Thomas J. Donohue, Jr., James Rankin, Daniel K. Eginton, Walter G. Lang, Dave W. Metz, Stuart A. MacLachlan, John M. Glucksman, Robert H. Anderson.
 Harry E. Anderson, Robert Murphy, Albert P. Wells, Frank W. Steiner, Timothy P. Ring, Desmond G. O'Brien, Arthur Buxbaum, Otto Schaefer, Jr., Anthony H. Jessen, Raymond J. Miller, James E. Stolz, Walter C. Heitner, Louis Lonzilotta, Nicholas K. Stamos, Thomas R. Martin, Edwin J. Konrath, Gerald D. Hibbard, Vincent J. Redican, Charles V. Pilfero, Jr., Thomas H. McAdam.
 Ernest Brumme, Charles McCormack, Joseph F. Larcy, Fred J. Davis, Grant J. Bartels, Edward F. Mankowich, Terrence Vincent Kenny, Benjamin A. Jankowski, Michael M. Massell, Richard L. Bates, Walter R. Beach, Edward Trner, Richard Lehrer, Jr., Richard E. Deuel, Lawrence J. Carey.

John H. Reed, Jr., David M. Chase, Anthony A. Orticele, John F. Borman, Zygmunt H. Zalewski.
 James M. Lewis, Paul F. Zippel, Joseph G. Dredger, Henry C. Flower, William J. McCartney, Henry W. Wilshere, Nicholas J. Peteti, Peter E. DeMarco, Raymond A. Volz, Vincent C. Schwartzing, Walter Eiflein, Jr., George Kirk, Harold G. Korteza, Willard P. Leykamm, William Trofemuk, Nils W. Bernhardt, Russell H. Cornwell, Peter N. Trach, Robert A. Monroe, Henry F. Penna, Jr., Edward S. Johnson, Thomas P. Halloran, Jr., Edward H. Proctor, Richard C. Post, Stanley J. Kowalski, Richard A. Neway, Walter C. Schulein, Edward J. Zielazny, Bernard J. D'Atrio, Arnold N. Haff, Thomas J. Palmer, Franklin G. Miller, Joseph D. Fasant, John H. Sundberg, Amedeo R. Viglietta, Edward C. Watson, Lawrence J. Krug, Albert S. Schleimer, Michael N. Murphy, George Skon.

Robert W. Fuehrlein, Eugene P. Sekors, John Miller, Joseph F. Dudek, John E. Greenackel, William R. Sellers, Robert R. Duncan, William N. Grover, Paul W. Connor, John R. Coffey, John J. Braun, George S. Staubitser, William H. Thompson, John F. Hale, Patrick F. Milack, Robert C. Russell, Robert Clarke, John F. Glinka, Charles M. Hawkins, Alfred W. Johnston.
 George L. Hoffman, Jr., Charles E. Sack, Thomas F. O'Connor, Norman S. Sorenson, John J. Biggane, Donald J. Reilly, Russell F. Scott, George F. Massey, Edward Finney, William R. Cotton, Fred C. Catapano, Donald M. Brown, Walter J. Romer, Arthur E. Foley, Alfred T. Westerlund, Francis J. Moran, John J. Kapler, Robert F. Morrissey, Robert J. Burke, Robert W. Whitson.

Arthur J. Schuldt, Joseph A. Van Andekirk, John M. Wolken, Theodore J. Tobias, Robert V. Hill, Henry A. Andreoli, Peter M. Coughlin, Raymond L. Gallo, Theodore F. Popeleski, Edward J. Westerman, Jr., John E. Bergen, Harry G. Kaplun, William K. Barker, Charles J. O'Neill, Warren I. Devlin, John P. Cullen, William J. Duhigg, Robert A. Hennig, Norman C. Burggraf, Robert F. Klipera.

Leslie W. Foss, Arthur A. Mulligan, Matthew Bilogan, John A. Hagmeyer, Richard C. Ebright, Charles A. Haas, John S. Keteltas, Jr., Oliver L. Vaughan, William Ludeck, Frank J. Pallone, Frank Kugler, Jr., William R. Dempsey, Robert E. Kamps, Donald M. Bu, Richard W. Simons, John J. Quinn, Joseph G. Lowe, Charles M. Witzgall, Gerald M. Higgins, Charles H. Lamb.

Clifford F. Buttermark, David A. Kchlberg, Stanley M. Walkowski, William J. Butt, Jr., Joseph G. Sokolski, Daniel J. Jaeger, Serafino F. Filice, William D. Kamps, Jr., Raymond G. Brunjes, Leo J. Daly, Alton E. Jones, Peter B. Yodice, Wesley F. Stroup, Joseph C. Southard, Jr., Edward S. Smith, William J. Hofmann, James F. Clarke, Ernest Stamile, Joseph A. Heyward.

Non-Veterans
 Francis G. Tierney, Joseph Romelka, Vernon P. Smith, Samuel J. Rozzi, Henry Fischer, Poyntard T. Tennant, Emil J. Ciserik.

Nassau
 Training Assistant, Public Employees, Civil Service.

- Non-Veterans
- | | |
|--------------------|-------|
| 1. Nelle B. Walker | 93100 |
| 2. H. Winkler | 84900 |
| 3. Ella Wright | 79900 |
| 4. M. B. Delehanty | 77500 |
- Patrolman
- | | |
|--------------------------|-------|
| 1. William McCoy | 89625 |
| 2. Raymond W. Krispin | 87875 |
| 3. Robert P. Riendeau | 81125 |
| 4. Donald Morrison | 78625 |
| 5. Walter Ruzyla | 78250 |
| 6. Edward Dolegoski | 78125 |
| 7. Alfred W. Gilks, Jr. | 86250 |
| 8. Vincent O'Neill | 86000 |
| 9. Lloyd Ryan | 82375 |
| 10. Theodore E. Minich | 81500 |
| 11. Kenneth Hulbert | 77750 |
| 12. Robert A. Wilcox | 77625 |
| 13. Albert Wieser, Jr. | 77500 |
| 14. William F. Smith | 77250 |
| 15. William F. Leonard | 77125 |
| 16. George V. Williamson | 75250 |
| 17. Patrick F. Milack | 75125 |
- Non-Veterans
- | | |
|------------------------|-------|
| 18. Charles L. Lindros | 85125 |
| 19. Peter N. Ross | 84750 |
| 20. Joseph L. Cleary | 82625 |
| 21. Howard Taff | 82375 |
| 22. Norman Cowper | 82000 |
| 23. George S. Stubbs | 79125 |
| 24. Ernest Smith | 75000 |

Prison Group Pegs 25-Year Pension As Top Project

The statewide Prison Officers Conference of New York which represents the legislative interests and objectives of guards in State, county Penitentiary, and New York City institutions, has dedicated its primary efforts to obtaining passage of laws to grant a 25-year pension option to its members.

While the Conference is in agreement that extension of the 40-hour week with overtime pay and adjustment of pay levels for officers to remove existing inequities are absolutely necessary to prevent deterioration of uniformed force morale and continuation of large scale turnover, its Executive Board insists that a 25-year retirement must be made available to enable a reduction in the average age of the officer staff to bring it more into line with the year to year drop in the average age of prisoners in custody.

"The trend to a lower average age of prisoners has been so marked in the last decade that today prisons are faced with a growing gap between the agility, maturity, and adjustability of those in custody compared to the public officers required to discipline and guard them," said Richard J. Walsh, Assistant Secretary. "It is a prison maxim that the more youthful the prisoner, the more intractable. The problem of the officer required to maintain custody and discipline over large numbers of inmates at great constant personal risk and mental strain in the turmoil and tensions found behind penal walls, but unknown in the free community, makes necessary such 25-year retirement option. It is only by making possible such earlier retirement that society can enable the employment of younger officers in numbers sufficient to meet the needs so obvious in a diminishing age level for inmates."

Mrs. Roberts Named To Welfare Board

Special to The LEADER
 ALBANY, Jan. 5. — Governor Dewey appointed Mrs. Ruth Logan Roberts, of NYC, as a Member-at-Large of the New York State Board of Social Welfare. Mrs. Roberts succeeds Arnold T. Hill, of NYC, who served on the Board for the statutory limit of ten years. Mrs. Roberts' term runs until July 1, 1950.
 She is a member of the Executive Committee of the New York State Tuberculosis and Health Association and Chairman of the Harlem Division of that Association. She is also Chairman of the Advisory Committee of the National Association of Colored Graduate Nurses.

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TUESDAY, JANUARY 6, 1948

NYC Employees Aided Snow Removal Capably

IN RECOGNIZING the fine showing made by NYC in snow removal following the recent storm, and the maintenance of subway service by the Board of Transportation amid vast and complex difficulties, don't fail to give full credit to the city employees who helped so mightily to make these results possible. The tendency is to emphasize dislocations caused by such a storm, and yet smaller snowfalls in past administrations caused the public much more inconvenience and delay. The largest snowfall in the city's history, exceeding even the blizzard of 1888, found NYC ready and fully competent to meet the emergency. Mayor O'Dwyer himself interrupted his California vacation at his brother's ranch to fly back and take charge. His fast, accurate direction and courage amid flustered protestations did much to attain clearance of practically all streets, so they would be passable, by last Friday night.

Eligibles 'Canvassed'

Outside help had to be obtained for both shovelling and tractor-driving. But the need for outside help, by per-hour employment of volunteers, was lessened because city employees pitched in. Men in the uniform of other departments than Sanitation also shovelled snow. Moreover, they drove tractors. Both the Police and the Fire Commissioners canvassed their uniformed men for those able to run the vehicles. Besides, Fire Lieutenants acted as spotters, to see that the city got a nickel's worth of work for every nickle paid to shovellers, while the police were alert in keeping autos and trucks off the streets.

Among those also canvassed for shovelling and driving were eligibles on NYC lists. The NYC Civil Service Commission sent the Sanitation Commissioner 14,490 names from 12 lists of candidates or eligibles—Surface Line Operator, Machinist's Helper, Section Stockman, Auto Mechanic, Carpenter, Stationary Fireman, Maintainer's Helper, Trackman, Sewage Treatment Worker, Auto Machinist, Laborer and Sanitation Man, Class B. The results were equally productive, whatever the category.

NYC really did pitch in to meet an emergency and present and prospective city employees deserve to share in the honors.

League Votes Resolution to Expedite International Civil Service for UN

The Assembly of the United Nations at its London meeting in 1945 adopted a resolution the Secretary-General of the United Nations to appoint an International Civil Service Commission.

In the Spring of 1947 the Secretary-General appointed a "working committee" to devise a plan for establishing such Commission. This working committee, composed of representatives of a number of international organizations under the chairmanship of the Assistant Secretary-General of the UN, recommended the creation of an advisory personnel board to be appointed by the Secretary-General of the UN. No action has yet been taken by the Secretariat in connection therewith.

Recognizing that the UN and the other international agencies must depend on the efficiency of their administrative personnel in carrying out the policies of their respective agencies, the National Civil Service League recommend-

ed in its 1946 annual report the adoption of a modern personnel program for such agencies. Experience since then has demonstrated convincingly the desirability of establishing a merit system plan for these international agencies.

Effort Duplicated

"At present," says the League, "each such agency operates under its own personnel system, administered more or less efficiently under the varying standards recognized by each separate agency. There has been little if any, uniformity or coordination of personnel policies among such agencies, so that there has been unnecessary duplication of effort in recruitment, and avoidable pirating of personnel from one agency for the benefit of another. These conditions will undoubtedly continue under the haphazard conditions under which personnel management in the international agencies is presently conducted."

"It is believed that the Secretariat of the UN should logically take the lead in establishing a

Don't
Repeat This!

HERE'S how Mayor William O'Dwyer of NYC gets his Commissioners together for a quick meeting: The names and telephone numbers of all the Commissioners are on file at Police Headquarters. The Mayor phones Headquarters, saying which Commissioners he wants to meet him, and when and where. Then the message is relayed from Headquarters to the desk Lieutenants in the precincts in which the Commissioners live, and the Lieutenants phone the message to the Commissioner. That's how it worked during the snow committee conferences. The method resulted from the failure to be able to get anybody of importance during a sewer break last year, although only a few ranking officials were needed for that stint. The Mayor is well pleased with the way the present system works.

Watch for an announcement any day now from President Truman of the appointment of his former Senate colleague, Jim Mead, to an important Federal position. . . . Although the N.Y. State Merit Award Board operates on a \$25,000 annual appropriation, the savings to the State to date, as the result of suggestions that have won awards, are estimated to be around a million dollars. The Federal Government, especially the Navy Yard, had the same good investment experience. Time NYC followed suit with a city-government-sponsored award program of its own, as LEADER has been urging. . . . Two brothers are officers in one Fire Dept. battalion in NYC. Recently when the Captain brother was injured at a fire, the Lieutenant brother pitched in with extra duty. Now the Lieutenant wants a transfer, but it isn't coming through.

Credits for military decorations, given in NYC Police examinations, will probably be out henceforth because citations add little to the score but much to the delay in getting out the list. Verification has to be obtained from Washington. Meanwhile the departments holler for the lists, and so do the other eligibles, and it is figured that the extra credits aren't worth the added ructions. Another near-certainty: Ties in tests will be resolved on earliest date of filing application, rather than on more complicated methods, like superior seniority in promotion exams. Seniority gets the full count as half the score of the total rating, anyway.

Franco Spain: dictated but not Red.



Francis X. Disney, Administrative Supervisor of the Central Offices of the DPUI Claims Bureau, Albany, is one of five State employees awarded gold medals of merit in conjunction with the annual Harold J. Fisher Memorial Award. He was cited for "an exceptional record and for performance of outstanding service . . . and for the development of unique plans" which saved time and reduced costs.

Bransford Brings Experience to His New Position

THOMAS L. BRANSFORD, recently appointed Director of Examinations for the State Department of Civil Service, was in Federal service almost 18 years. Beginning in 1929 as a Personnel Research Specialist for the U.S. Civil Service Commission, Mr. Bransford held that position until 1940, when he was made Chief of the Planning and Management Training Section. At that time he also became Executive Secretary of the Management Training Conference, a post he held until 1943. In 1944, he became Chief of the Commission's Test Development Unit. He held this position until recently when he accepted the State job, offered as the result of an open competitive examination.

Member of C. S. Assembly

Among the other posts Mr. Bransford has held are Chief of the OPA's Personnel Planning and Analysis Branch, Industrial Psychologist and Research Analyst with Pennsylvania State College; Project Supervisor for the Highway Research Board of the National Research Council, and Chairman of the Committee on Motor Vehicle Operations of the Federal Interdepartmental Safety Council.

Mr. Bransford is affiliated with the following professional and honorary societies: American Psychological Association, American Statistical Association, Civil Service Assembly of U.S. and Canada, American Men of Science and Phi Beta Kappa.

Mr. Bransford was graduated from Reed College. He received an AB in 1928 at the University of Washington, a BS in Psychology in 1931 at American University, and a PhD in psychology and Public Administration in 1939 also at American University.

A native of South Bend, Wash., Mr. Bransford is the father of two children.

College Corner

City College opened registration for 300 courses in its Adult Education program, which includes classes in civic administration, administrative procedures, personnel and others of special interest to persons in or desiring to enter civil service.

Persons may apply at branch libraries in Manhattan, The Bronx and Staten Island. They are advised to register immediately because City College officials expect a record enrollment.

The new series includes both eight- and sixteen-week courses. The eight-week group is scheduled to begin during the week of January 26, with the sixteen-week courses getting under way on February 9. Classes will be held at 40 libraries, public schools, studios and museums in Manhattan and Bronx.

Also included in the fields of interest to be covered by the courses are art, home making, foreign languages, music, psychology, photography and theatre. A group of self-improvement courses will cover such subjects as how to read better and faster, speech improvement, personality adjustment, good posture, the art of straight thinking, and accent correction for the foreign born.

There are no formal entrance requirements. Persons may request information and enroll by writing to Adult Education office, City College, Convent Avenue and 139 Street, New York 31, N.Y.

Assistant Posts in High Schools

The NYC Board of Education has announced plans for license examinations in two fields as First Assistant in Academic Subjects in day high schools. Applications will be accepted early next Spring.

Examinations will be for English and Social Studies, and Mathematics and Physical Sciences. Present plans call for applicants to meet the eligibility requirements in full by September 13, 1948, with the exception of the maximum age limit, which must be met on the first day set for receipt of applications. (Persons serving on permanent tenure in the NYC public school system are exempt from maximum age requirements.)

The age limit is 25 to 40 years, with veterans permitted to deduct their period of service from their age to meet maximum requirements. Required preparation includes a baccalaureate degree (or equivalent preparation) and 30 semester hours of approved graduate courses. Five years' teaching experience also is required.

Persons who want a ruling on their eligibility may contact the chairman of the appropriate license committee. Letters of inquiry should give complete information concerning courses, such as the complete title of the course, when and where it was taken, the number of semester hours of credit, and whether the course in question was on the graduate level. Address letters to Harold Fields, English and Social Studies, or Joseph Jablonower, Mathematics and Physical Sciences, at 110 Livingston Street, Brooklyn 2, N.Y.

Comment

Thanks From General Brown Editor The LEADER:

May I avail myself of this opportunity of expressing to you my sincere personal thanks and appreciation for your splendid cooperation and assistance during the recent nationwide National Guard recruiting campaign, known as "Operation 88,888."

According to the final figures recently published by the National Guard Bureau, Washington, D. C., New York led all other States in the 60-day campaign, both in new enlistments and new units. Our increase in new members totaled 5547 and in new Federally inspected units 130, or stated on a percentage basis these figures represent increases of 119 per cent and 92 per cent respectively.

This splendid record of accomplishment of which we are all proud and happy could not have been achieved without the very best of public relations. Your publication has been friendly and extremely helpful in giving us excel-

lent coverage through the campaign, which I ask you to please look upon as a real contribution in the interest of national security. With renewed thanks and kindest regards.

Very sincerely yours,
AMES T. BROWN,
Brigadier General,
The Adjutant General.

Greetings from Pistoleers

Editor, The LEADER:
On behalf of the membership of the New York Fire Department Rifle and Revolver Club I extend the season's greetings with best wishes for the new year.

The LEADER has always been the leader in things civil service and aggressive for the welfare of the civil service employee. We know that this straightforward policy will continue. We are deeply grateful.

Very truly yours,
John Herman, Jr., Retiring
President, N. Y. Fire Dept.
Rifle and Revolver Club.

Barometer of Big Tests

- Code**
- P—List promulgated (number of eligibles).
 - WP—Rating of written exam in progress.
 - WC—Rating of written exam completed.
 - V—All rating completed; vet preference claims being checked.
 - K—Awaiting determination of appeals from key answers.
 - WPP—Rating of written and performance tests in progress.
 - TEP—Rating of training and experience in progress.
 - E—List published (number of eligibles).
 - A—Applications now being received. (Closing date in parentheses.)
 - MC—Medical test completed.
 - PC—Physical test completed.
 - R—List sent to printer.
 - *—Estimated.

STATE

Open-competitive

	Number Who Took Exam	Date of Written Exam	Progress of Exam
State Vet. Counsellor.....	663	May 10	WC
Clerk.....	9,900*	June 28	R
Account Clerk.....	1,400*	June 28	R
File Clerk.....	2,550*	June 28	R
Stenographer.....	2,750*	June 28	P
Statistics Clerk.....	570*	June 28	R
Typist.....	2,950*	June 28	R
Senior Clerk.....	4,130*	June 28	TEP
Senior File Clerk.....	470*	June 28	TEP
Senior Acct. Clerk.....	940*	June 28	TEP
Senior Stat. Clerk.....	360*	June 28	TEP
Senior Mail & Sup. Clerk.....	760*	June 28	TEP
Senior Stenographer.....	1,430*	June 28	TEP
Employment Interviewer.....	849	May 24	WC
Social Worker.....	162	Sept. 20	WP
Telephone Operator.....	304	Sept. 20	WP

Promotion

Senior Clerk (T & F).....	664	Nov. 16, '46	V
Senior Clerk (Labor).....	200	Dec. 14, '46	V
Lieutenant (Corr.).....	263	Mar. 22	WC
Team Fireman.....	218	Sept. 20	K

NYC

Open-competitive

	Number Who Took Exam	Date of Written Exam	Progress of Exam
Clerk, Grade 2.....	10,000*	Sept. 13	WC
Typist, Grade 2.....	4,200*	Oct. 4	WP
Stenographer, Grade 2.....	1,700*	Oct. 4	WP
Attendant, Grade 1.....	10,500*	Nov. 8	WP
Sanitation Man, Cl. B.....	14,395	May 3	WC, MC, PC
Social Investigator, Grade 1..	3,200*	July 2	WC, MT
Trackman.....	5,400*	July 18	WC, MC
Patrolman (P.D.).....	17,000*	Mar. 15	P (4,489)
Railroad Clerk.....	14,400	Apr. 19	WC
Surface Line Operator.....	8,000*	May 10	E (5,837)
Maintainer, A.....	2,000*	June 21	E (775)
Maintainer, B.....	3,800*	May 17	E (2,475)
Maintainer, C.....	1,100*	May 24	E (468)
Maintainer, D.....	2,000	June 7	E (754)
Policewoman (P.D.).....	695	Oct. 18	WP

Promotion

Sergeant (P.D.).....	7,790	Apr. 26	Out this wk.
Lieutenant (F.D.).....	5,300	Oct. 31	P (2,809)
Lieutenant (P.D.).....	847	June 28	WP
Assistant Foreman (San.).....	2,282	Nov. 29, 30, '46	P (1,471)
Captain (P.D.).....	500*	July 19	WP
Battalion Chief (F.D.).....	300*	Aug. 19	WP
Captain (F.D.).....	800*	Aug. 7	See p. 16
Deputy Chief (F.D.).....	340*	Aug. 28	WP
Clerk, Gr. 3.....	4,026	Nov. 15	WP
Clerk, Gr. 4.....	2,637	Nov. 15	WP
Clerk, Gr. 5.....	1,242	Nov. 15	WP
Sanitation Foreman.....	387*	Oct. 15	WP

Intelligence Test

The following continues the publication of an intelligence test, based on questions and answers from previous NYC examinations:

- The one of the following which is the best reason for drawing a line through dictation in your notebook immediately after the dictation has been transcribed is that such action: (A) is a significant incentive for doing neat work; (B) makes it less difficult to retranscribe your notes in case a letter has been lost; (C) fixates the attention while the material is being typed; (D) makes it easier to check doubtful passages in the dictionary or in other reference materials; (E) helps avoid overlooking or omitting part of the notes.
- Suppose that you have transcribed a letter from dictation. Of the following, a defect in the final typewritten letter which can least validly be attributed by you to faulty dictation is: (A) incorrect grammar; (B) improper word usage; (C) involved sentence

structure; (D) incorrect spelling; (E) unidiomatic construction.

3. Of the following, the best reason for emphasizing language ability in a test for the selection of stenographers is that: (A) vocabulary is amenable to training; (B) almost every clerical test stresses language usage; (C) a stenographer's vocabulary is largely independent of her intelligence; (D) language is an essential tool for the efficient performance of a stenographer's duties; (E) a stenographer's speaking vocabulary is ordinarily much smaller than her reading or writing vocabulary.

4. The stenographer who views her position as a City employee with understanding should know that the best justification for compulsory salary deductions for retirement purposes, from the City's point of view, is that (A) the burden of insurance, when savings are compulsory, is evenly distributed among all employees in the City's service; (B) the welfare of our society depends upon building a reserve supply of savings for purposes of capital investment; (C) a reasonable standard of living is thereby maintained during the employee's entire period of service to the City; (D) an employee who knows that his future is safeguarded is able to work more efficiently; (E) the amount that each employee should save each month can be precisely determined by means of previous actuarial experience.

KEY ANSWERS

1. E; 2. D; 3. D; 4. D.

League Ask Jobs In Marshall Plan Be Competitive

To insure efficient and impartial administration of the Marshall plan in the distribution of aid to European countries, the National Civil Service League urges that appointees under the Marshall plan be required to be selected in accordance with the merit system.

"The civil service rules are sufficiently flexible to permit exceptions from competition where special circumstances warrant," says a resolution adopted by the League at a meeting in NYC. "We believe the determination of such exceptions from the rules should be left to the discretion of the President after recommendation by the Civil Service Commission. Otherwise we run a great risk of endangering our effectiveness in carrying out our Nation's responsibilities under the Marshall plan."

Sidelights

About 20,000 are expected to apply for the NYC Fireman jobs in the examination opening on Friday, February 6, or nearly as many as applied for the recent Patrolman test. Reason is the height difference 5 feet 6½ inches for Fireman, or 1½ inches less than for Patrolman. Are limits are the same for both. No Patrolman exam in 1948, small chance of one in 1949, and Acting President Joseph A. McNamara, of the NYC Commission, figures on 1950 as the year. Some eligible lists for clerical type jobs are coming through with not a single disabled veteran on them, even though the lists consist of at least a few hundred names.

Business volume of Federal worker credit unions way up. Observers lay this to holidays and high cost of living. Federal administration plans to carry out anti-inflation program with existing agencies, Commerce Department getting the bulk of work. Still would mean thousands of new jobs. Washington agencies in dire need of Stenographers and Typists. Officials say it is worst shortage than any during war. Army and Navy contracts for secret or confidential projects have clause reserving right to check loyalty of contractors' employees. Ninety "bad risks" employed on such projects have been discharged during the past year. Hearings off for a few weeks on Flander-Baldwin measure to boost salaries of Federal workers. It is now in Senate Civil Service Committee.

Nursing Jobs Open in VA Hospital Upstate

The Veterans Administration is accepting applications for nursing positions at the VA Tuberculosis Hospital, Sunmount, N. Y.

VA said that liberal salaries, low living costs, a 40-hour work week for nurses, and ample opportunity for off-duty recreation in the Sunmount area should appeal to many nurses interested in entering the VA nursing service.

The Sunmount positions will pay from \$2,644 to \$4,902 annually, depending upon the experience and qualifications of the applicants. Living quarters for nurses are available at \$12.50 a month, including maid service, and meals are provided at a cost of less than \$1 day.

The hospital is near Tupper Lake, an area popularly known as a year-round playground. Facilities are available for all types of outdoor sports and the hospital sponsors an elaborate recreation program for both patients and staff members.

Communicate directly with Dr. Henry W. Walters, Manager, Sunmount VA Hospital, Sunmount, N. Y.

WENZEL DESIGNATED

ALBANY, Jan. 5 — Governor Dewey designated, Supreme Court Justice Henry G. Wenzel, Jr., of Queens, as an Associate Justice of the Appellate Division, Second Department. Justice Wenzel fills the vacancy caused by the retirement of Justice William F. Hagarty.

RAND LIST CERTIFIED

The eligible list for Office Appliance Operator (Remington Rand Numeric Key Punch), Grade 2, has been certified by the NYC Civil Service Commission to fill Tabulating Machine Operator vacancies.

Vets' Queries on Jobs Are Answered by U. S.

Following is another in the series of questions and answers prepared by the U. S. Civil Service Commission for veterans interested in a Federal service career.

Q.—May a veteran be restored to his former position without actually returning to duty?

A.—Yes. He may take leave immediately upon restoration, if the agency is willing to grant it. While on such leave, the veteran will not receive pay. The Civil Service Commission has urged agencies to adopt a liberal policy in granting leave to veterans who have been restored, for such purposes as to receive medical treatment, to recuperate from disease or injury, or to enroll in educational or training courses which will enhance their value to the agencies. The veteran may transfer to another agency while he is on such leave, provided he has a release, or a notice of furlough or separation in a reduction in force, from the employing agency, and is otherwise eligible for transfer.

Q.—If a veteran accepts a position other than the one to which he is entitled to be restored, does he lose his re-employment rights?

A.—No. He does not lose his re-employment rights to his former Federal position by accepting other employment, either in the Government or in public or private enterprise, if he meets all the requirements, including the time limit (see note below), when he applies for restoration.

NOTE.—A veteran entitled to statutory restoration who, within 90 days of his separation from the armed forces, enters civilian employment under the military government authorities of the United States in any of the occupied territories, retains his restoration rights, provided that at the end of the period of employment he receives from the Secretary of War or the Secretary of the Navy, as the case may be, a certificate of satisfactory civilian service. He must apply for restoration to his former position with-

in 90 days of his separation from civilian employment under the military government authorities.

Q.—What are the future re-employment rights of a person who, instead of returning to his former position in accordance with his rights, voluntarily accepts further military or naval service?

A.—A person who, while serving in the armed forces, voluntarily accepts further military or naval service before the expiration date of the Selective Training and Service Act has the same re-employment rights that he had before.

Q.—Will a person who now has re-employment rights, or who acquires such rights upon entering the armed forces before the expiration of the Selective Training and Service Act, retain them after the expiration of the Act?

A.—Yes. On June 29, 1946, the President approved a law (Public Law 473, 79th Congress) which extended the Selective Training and Service Act—the registration provisions to March 1947 and the induction provisions to July 1947. It states that after the Selective Training and Service Act has otherwise expired, the provisions of Section 8 of the Act shall continue in effect. Section 8 provides re-employment rights for employees who enter the armed forces while the Act is in effect.

Q.—If a veteran once held a civil-service job, but resigned from that job for some reason other than to enter the armed forces, is his former agency required to re-employ him?

A.—No.

Q.—Is a veteran who entered the armed forces before completing his probationary period required to complete it after he is restored?

A.—In such cases, time spent in the military service counts toward completion of a probationary period. If the veteran served in the military or naval service at least as long as the uncompleted part of his probationary period, he is considered to have completed serving his probation.

Patent Advisor Tests

Applications are now being received by the U. S. Civil Service Commission for jobs as Patent Advisor, P-2 through P-6, for jobs in New York State and New Jersey. Starting pay ranges from \$3,397 to \$7,102.

Applications will be accepted until Thursday, January 15, at the office of the Board of U. S. Civil Service Examiners, Headquarters, Fort Monmouth, N. J. Applications are available at the above address, at 641 Washington Street, New York 14, N. Y., and at most post offices outside of New York, N. Y. Applications may be filed by mail, but must be in the hands of the Examining Board before the close of business on January 15.

Positions will be offered in six options: Chemistry and Chemical Engineering; Electrical Engineering; Electrical Engineering (General); Electrical Engineering (Radio and Electronics); Mechanical Engineering; Physics (Electricity and Magnetism), and General (Technology, branches of engineering and physics not listed).

Requirements include successful completion of a full curriculum of study leading to a bachelor's degree including or supplemented by major study in chemistry, physics technology, engineering or other pertinent technical subjects; or at least four years' experience in the field equivalent to college training, or an equivalent combination of education and experience. Various levels of additional experience is required for the different grades of Patent Advisor.

There will not be a written test. Candidates will be judged on the extent and quality of their training and experience.

NYC License Exams Now Open

Applications are being received continuously by the NYC Civil Service Commission for the following license examinations:

- Master and Special Electrician.
- Master Plumber.
- Master Rigger.
- Motion Picture Operator.
- Portable Engineer (any motive power except steam.)
- Portable Engineer (steam).
- Refrigerating Machine Operator (ten ton capacity).

Refrigerating Machine Operator (unlimited capacity).
Special Rigger.

Stationary Engineer, First, Second and Third Grades.

Stationary Fireman.
Structural Welder.

Oil Burning Equipment Installation.
License applications may be obtained at the Application Bureau of the Commission, 96 Duane St., New York 7, N. Y., opposite The LEADER office.

"MUNICIPAL DOLLARS AND SENSE"

A "must" for every citizen of New York. It covers in brief, readable fashion what the average citizen should know about the operation of city finances and their present status. Send for your copy today!

LEAGUE OF WOMEN VOTERS OF THE CITY OF NEW YORK

461 Fourth Avenue, New York 16, N. Y.

Please mail me.....copies of your pamphlet "Municipal Dollars and Sense." I am enclosing 10c in coin or stamps for each copy.

NAME

ADDRESS

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HARGREAVE REALTY CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 15 of the Stock Corporation Law, and that it has dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this twenty-third day of December, one thousand nine hundred and forty-seven. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

Special Officer Medical Rules

(Continued from Page 1)

ing a weight of 50 and a pass mark of 70 percent. The written test is scheduled for Saturday, March 27.

Acting President Joseph A. McNamara advises prospective candidates for Fireman, in the test opening February 6, to take the Special Officer exam, for the experience gained and the earlier job possibility, with switch privilege to Fireman eligibles.

When filing the Special Officer begins applications will be available at the Commission's Application Section, 90 Duane Street, opposite The LEADER office, from 9 a. m. to 4 p. m. on weekdays and from 9 a. m. to noon on Saturdays.

The complete medical and physical requirements follow, being the same for all these titles:

Medical Standards

1. Minimum Height, 5 feet, 7 1/2 inches in bare feet.

2. Far Vision. Not less than 20/30; each eye separately; no eyeglasses allowed. Color Perception. Candidates who fail to instantaneously recognize the colors red, green, and yellow must be rejected.

3. Oral Hygiene. The presence of one or more decayed teeth causes rejection.

4. Disabilities or Deformities of arm, hand, finger, leg, foot, toe may cause rejection.

5. Hearing. Must be normal in each ear.

6. Hernia. Causes rejection and no truss is acceptable.

7. The mere history of confinement for mental illness in an institution, or 8. the mere history of epilepsy causes rejection. All candidates, especially those with any history of nervousness or other mental ailments must be rejected if they cannot qualify before the psychiatrist of the Commission.

9. Unsatisfactory cardiac (heart) responses. 10. Lung diseases. 11. Varicose Veins. 12. Hemorrhoids. 13. Large Varicocele. 14. Paralysis. 15. Large Hydrocele. 16. Overweight or Obesity. 17. Underweight. 18. Anemia or other blood diseases. 19. Marked Scoliosis or other deformities of the spine. 20. Speech Impediment. 21. High Blood Pressure. 22. Diabetes. 23. Venereal Diseases. 24. Gout. 25. Ulcer cause rejection.

26. The causes of rejection are too numerous to enumerate. The above list merely represents the common causes of rejection. The Medical Examiner may and does reject for other causes which in his opinion may tend to impair health or usefulness.

Competitive Physical Examination

Weight 50

70 pounds 100%

60 " 90%

50 " 80%

40 " 70%

30 " 60%

20 " 40%

No weight 0%

TEST No. 3

AGILITY. High Jump. Run permitted. Must clear rod without dislodging it. Height of rod and percentage credits follow:

4 feet, 9 inches 100%

4 " 9 " 85%

3 " 9 " 75%

3 " 3 " 64%

2 " 9 " 40%

Less 0%

Medical Regulations For Transit Patrolman; Bridge & Tunnel Officer; Correction Officer (Men).

1. The results of the medical examiners' findings will be expressed in one of the following ways: (a) Passed (b) Conditionally Rejected (c) Rejected.

2. Those who are "Passed" or "Conditionally Rejected" must complete in the physical examination. Any candidate, having been passed or conditionally rejected, who does not enter, or having entered does not prosecute the physical examination to its conclusion on the same day, shall be entirely eliminated and carried and counted on the records as "Failed or Withdrawn in Competitive Physical."

3. By the term "Conditionally Rejected" is meant that the candidate has presented some substandard defect which is ordinarily and usually curable and is deemed to be so by the Medical Examiners of the Commission, or that the candidate has disclosed on first examination some medical history upon which a decision cannot be made without further examination or evidence. Common cause for Conditional Rejection are these: (a) Defective Teeth (b) Varicose Veins (c) Hemorrhoids (d) Slight Hernia (e) History of Mental Illness. Candidates with Conditional Rejections who attain a place on the eligible list MUST RE-EXAMINE and pass medical re-examinations after publication of the list.

4. Those who are "Rejected" by the medical examiners will be notified to appear for one re-examination some time before the last day for medical and physical examinations, to be later announced by the Commission. Controlled by the provisions of this paragraph are candidates who disclose such defects as the following: (a) Defective Vision (b) Defective Color Vision (c) Heart Aliments (d) Defective Hearing (e) Short Height. If on re-examination they are "Passed" or "Conditionally Rejected", Regulation No. 2 above shall apply. If they fail to appear or are rejected again on re-examination, they are entirely eliminated.

5. Examinations or re-examinations beyond those provided for cannot be allowed.

EXAM ADS APPROVED

Advertisements for nine open-competitive and promotion examinations have been approved by the NYC Civil Service Commission.

The promotion examinations include: Claim Examiner (Law), Grade 4, Comptroller; Examiner (Law), Grade 4, Law; Process Server, Grade 2, Law; Steamfitter, Grade of Higher Education, and Title Examiner, Grade 3, Welfare. The open-competitive examinations include Chief Marine Engineer, Marine Engineer, Photo-

seasonal services of migrant labor from other states.

Plans for the transfer were announced by State Industrial Commissioner Edward Corsi and L. R. Stinson, New York State Director of Extension, State College of Agriculture. The Emergency Farm Labor Supply Program of the Federal Department of Agriculture, which terminated on December 31, was directed in New York State by the Extension Service.

NYSES to Fill Farm Jobs

Responsibility for the recruitment and placement of farm labor in New York State is being shifted today from the New York State Extension Service to the New York State Employment Service.

Thereafter, employers of farm labor will be able, as they were during and before the war, to call on any of the more than 100 placement offices of the NYSES for help in obtaining farm labor locally and in arranging for the

70 pounds 100%

60 " 90%

50 " 80%

40 " 70%

30 " 60%

20 " 40%

No weight 0%

TEST No. 3

AGILITY. High Jump. Run permitted. Must clear rod without dislodging it. Height of rod and percentage credits follow:

4 feet, 9 inches 100%

4 " 9 " 85%

3 " 9 " 75%

3 " 3 " 64%

2 " 9 " 40%

Less 0%

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Exams for Permanent Public Jobs

NYC Open-Competitive

The following examinations will be open for issuing and receiving application on Monday, January 12, and Tuesday, January 27, at 96 Duane Street, opposite The LEADER office. Do not attempt to apply before January 12.

5346. Machinist, \$3,200. Seven-teen vacancies. Fee \$3.

5383. Chief Marine Engineer (Diesel) (Amended Notice), appointments now at \$4,100. Persons who filed in December need not file again. Fee \$3.

5393. First Assistant Marine Engineer (Diesel) (Amended Notice), appointments now at \$3,710. Fee \$3.

5394. Assistant in Health Education. Appointments now at \$2,460 total. Twenty-three vacancies. Fee \$1.

5418. Low-Pressure Fireman. Appointments now at \$2,160 total. 50 vacancies with NYC Housing Authority. Fee \$1.

5515. Epidemiologist, Grade 4. Appointments now at \$5,150 total. Five vacancies. Fee \$2.

5553. Chief Marine Engineer, \$4,100. Four vacancies with Marine and Aviation. Fee \$4.

5554. Marine Engineer, \$3,710. Four vacancies with Marine and Aviation. Fee \$3.

The following combined test, called Special Officer for convenience, to fill three titles, numerous vacancies, opens on Wednesday, January 14, at 96 Duane Street, opposite The LEADER office:

5527. (Special Officer) for filling titles of Transit Patrolman, Bridge and Tunnel Officer, and Correction Officer (Male). Transit Patrolman, \$2,400 to \$3,400 total; Bridge and Tunnel Officer, appointments currently at \$2,940; Correction Officer (Male), \$2,520 to \$3,480 total. Total vacancies now 60; \$2,600 during four-year life of eligible list. Fee \$2. (Opens Wednesday, January 14; closes Thursday, January 29.)

Promotion

Applications will be issued and received for the following examinations on Monday, January 12, until Tuesday, January 27, at 96 Duane Street, opposite The LEADER office. Do not attempt to apply before January 12.

5035. Watershed Inspector, Grade 2 (Prom.) \$1,801 to \$2,400. Open to each permanent employee, otherwise qualified, of the Department of Water Supply, Gas and Electricity, who on the date of filing his application is employed in one of the following eligible positions: Foreman, Gate Tender, Laborer. Fee \$4.

5284. Foreman, Grade 2 (Prom.), \$1,801 to \$2,400. Open to each permanent employee, otherwise qualified, of the Office of the Presidents of the Boroughs of Manhattan, Bronx, Brooklyn, Queens, and Richmond, who on the date of filing his application is employed in one of the following eligible positions: Foreman, Laborer, Auto Engineer, Motor Grader Operator, Tractor Operator. Fee \$1.

5289. Foreman Cable Splicer (Prom.), \$3,650 for 276 days. Open to each permanent employee, otherwise qualified, of the Fire Department, who on the date of filing his application is employed in the following eligible position: Cable Splicer. Fee \$3.

5295. Civil Engineer (Prom.), \$4,260 to \$6,000. Open only to employees of the Offices of the Presidents of the Boroughs of The Bronx, Brooklyn, Manhattan, Queens and Richmond, the Bureau of Franchises and the Bureau of Engineering of the Board of Estimate, the Departments of Education, Fire, Hospitals, Housing and Buildings, Investigation, Law, Parks, Police, Public Works and Water Supply, Gas and Electricity, the Board of Water Supply, the City Planning Commission, the Bureau of the Budget, the Department of Marine and Aviation, and the Department of Markets. They must hold eligible positions of Assistant Civil Engineer (all specialties), and Draftsman (Map Letter), Grade 4. Fee \$4.

5339. Elevator Mechanic (Prom.), prevailing rate; current-

ly \$13.20 a day. Open to each permanent employee, otherwise qualified, of the Board of Higher Education, who on the date of filing his application is employed in one of the following eligible positions: Elevator Mechanic's Helper, Maintenance Man. Fee 50 cents.

5342. Chief Marine Engineer (Prom.). Appointments currently at \$4,100. Candidates who filed in November need not file again. Open to each permanent employee otherwise qualified, of the Department of Marine and Aviation, who on the date of filing his application is employed in the following eligible position: Marine Engineer. Fee \$3.

5348. Machinist (Prom.), \$3,200. Open to each permanent employee, otherwise qualified, of all the departments of City government, who on the date of filing his application is employed in the following eligible position: Machinist's Helper. Fee \$3.

5362. Foreman, Grade 3 (Prom.), \$2,401 to \$3,000. Open to each permanent employee, otherwise qualified, of the Office of the President of the Borough of Manhattan, who on the date of filing his application is employed in the following eligible position: Foreman, Grade 2. Fee \$2.

5379. Marine Engineer (Prom.), \$3,710. Open to each permanent employee, otherwise qualified, of the Department of Marine and Aviation, who on the date of filing his application is employed in one of the following eligible positions: Marine Officer, Marine Stoker, Water Tender. Fee \$3.

5440. Senior Chemist (Prom.), \$3,300 and over. Open to each permanent employee, otherwise qualified, of the Department of Water Supply, Gas and Electricity, who on the date of filing his ap-

plication is employed in the following eligible position: Chemist. Fee \$3.

No application will be accepted unless it is on the regular application form furnished by the Commission through the City Clerk's office.

Applications must be made at the time of filing at the City Clerk's office.

Fee: \$2. Fees are not refunded to persons who are absent from the examinations; refunds are made only to those candidates who are not admitted to take examinations because they do not meet the necessary requirements.

Ages: The Administrative Code provides that to qualify for membership in the Fire Department, candidates must be at least 18 years of age and not more than 35 years of age at the time of filing their application.

However, Local Law 51 of 1945 provides as follows: "Candidates must be not less than 18 years of age and not more than 35 years of age at the time of filing their application."

Also, Chapter 590 of the Laws of 1946, provides as follows: "Candidates must be not less than 18 years of age and not more than 35 years of age at the time of filing their application."

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FEDERAL NEWS

Decentralization Aids U. S. Board to Compete With Industry in Job Offers

Emergency policies instituted during World War II have resulted in the development of a program for the decentralized recruitment of personnel for the Federal service, Arthur S. Flemming, U. S. Civil Service Commissioner, reported at a meeting of the College-Federal Service Council.

Commissioner Flemming disclosed that the Commission also is attempting decentralization in other aspects of personnel work. For the past year it has invited operating departments to set up examining boards both in Washington and in the field, he said. These boards in cooperation with the Commission, have been determining minimum qualifications, conducting recruiting programs,

rating papers, establishing registers and certifying eligibles from lists. These steps are taken in close cooperation with the Commission, added the Commissioner who pointed out that minimum qualifications must eventually be approved by the Commission.

This program has resulted in the establishment of more than 750 examining boards throughout the nation. Commissioner Flemming revealed. In the fiscal year ended June, 1947, there were approximately 600,000 regular civil service appointments made, approximately 40 per cent of which came from lists established by the local boards.

Commissioner Flemming maintained the Commission was not "divesting itself of the responsi-

bility for recruitment and placement but merely delegating authority to boards of examiners subject to inspection and post audit. The Commission, under the law, is directed to see that the Civil Service Regulations are properly administered and we have no intention of passing the buck," he said. "This policy of decentralization has definite implications for the College-Federal Agency Council. It will make it possible for the Federal government, through its Boards of Civil Service Examiners, to point out specific job opportunities. When students are asked to file for a particular announcement, they may be told that they won't be filing for a job in any Federal agency. Under this policy, the responsibility for contacting the colleges and universities will be the responsibility of the Federal departments and agencies as well as of the various regional offices of the Commission. The government under this type of program would like to see colleges and universities give the Federal service the same consideration which they give private industry as an employer. Federal salaries today compare favorably with those offered by private employers, and it should be possible to obtain the best people if we are able to capture their interest by outlining both the challenging and important types of work which are being carried on by the Federal agencies. The Federal government is too large to operate as a single employer when it comes to matters of recruitment and placement. Under this policy of decentralization it will, consequently, be the operating agencies and the field offices of the Commission that will contact the colleges and universities."

Tracing the development of the decentralization program, Commissioner Flemming said that prior to World War II recruitment for

the Federal service was characterized by a high degree of centralization. This centralization existed in the agencies as well as in the Civil Service Commission.

"Jobs in the scientific and technical categories, for example, were centralized in Washington, D. C., and what was true of the Commission was true of other agencies," he said. "This policy of centralized recruitment and placement practiced by the Civil Ser-

vice Commission was not always sound. It often resulted in great delays of weeks, months, and sometimes years in establishing registers. This tended to disrupt the activities of Federal agencies and violated some of the principles of personnel management. With the advent of World War II, it became conspicuously apparent that it would be impossible to carry the recruitment workload from a central agency."

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FEDERAL NEWS

POST OFFICE CLERKS' BILL INCREASES INJURY PAYMENTS

Special to The LEADER
 WASHINGTON, Jan. 5.—A bill (H.R. 4650), to amend the compensation for injury law was introduced by Congressman Fred A. Sawyer, Chairman of the House Committee on Education and Labor and referred to the House and Committee. It provides: That the monthly compensation for total disability shall not be more than \$255, nor less than \$50, unless the employee's monthly pay is less than \$112.50, in which case his monthly compensation shall be the full amount

of his monthly pay. The monthly compensation for partial disability shall not be more than \$225.
 Increase in burial expenses from \$200 to \$400 and increase in compensation payable to a widow and or children in case of death resulting from injury are also provided, as well as specific benefits for loss of a member or function, hand, arm, foot, leg, eye, etc.
 The bill, President Ephraim Handman of the New York Federation of Post Office Clerks, said, was introduced at the request of the National Federation of Post Office Clerks.

DIRECTOR OF SCHOOL LUNCHES

Director of School Lunches was classified in the Exempt Class by NYC Civil Service Commission at the request of the Board of Education.

Loyalty Rules Likened to Police State Methods

Abram Flaxer, International President of the United Public Workers of America (CIO), called the rules of the Loyalty Review Board "mere window dressing for police state procedures." He added: "Sham hearings and procedures have been erected to hide the real situation—that a police agency, the Federal Bureau of Investigation, now has sole and exclusive authority to render judgment on the loyalty of government employees."
 "At no point in any hearing or appeal is the evidence against the accused employee made known to him. Of what use are three hearings or appeals if the accused is denied the right to confront witnesses against him and deprived of the right of cross-examining such witnesses? Even a pickpocket in the magistrate's court has the right to confront his accusers and cross-examine them."

Court Affirms Retention of Vet of Less Seniority As Against Non-vet

Special to The LEADER
 WASHINGTON, Jan. 5.—Superior preference for veterans in Federal service was upheld in a decision handed down by the U. S. Court of Appeals. The court held that the U. S. Civil Service Commission did not overstep Congressional mandate in granting special

preference to veterans during reductions in force.
 This action sustains the procedure which requires Federal agencies to discharge all non-veteran career employees before laying off a veteran career worker, without regard to seniority.
 The case was brought by a former Navy Yard employee, of 12 years service, but a non-veteran, who sought a court order restoring him to his old job. He maintained veterans with less service were still working because of the reduction in force procedure enforced by the Commission. The Court of Appeals decision upheld the U. S. District Court here which dismissed the case earlier last year.

Disloyalty Is Defined by Board

Special to The LEADER
 WASHINGTON, Jan. 5.—Committee on list of subversive organizations published recently by U. S. Attorney General, the Loyalty Review Board declared that all Federal employees should be free "to join, affiliate or associate with" any organization which is not disloyal.

founded accusations of disloyalty." Form of Government
 Advocacy of whatever change in form of government or the economic system of the United States, or both, however far-reaching such change may be, is not disloyalty, unless that advocacy is coupled with the advocacy or approval, either singly or in concert with others, of the use of unconstitutional means to effect such change.
 In a statement to the press, the President of the United States, on November 14, 1947, said with reference to membership in one or more of the organizations then still to be designated by the Attorney General as totalitarian, fascist, communist or subversive: "Membership in an organization is simply one piece of evidence which may or may not be helpful in arriving at a conclusion as to the action which is to be taken in a particular case."

upon the wisdom, imagination and morale of which the security of the United States is dependent, requires that all employees and all who may aspire to become employees of the Government should not only be, but feel, free to join, affiliate or associate with, support or oppose any organization, liberal or conservative, which is not disloyal.
 Persons holding beliefs calling for a change in our form of government through the use of force or other unconstitutional means, who indicate these beliefs by association or conduct, and persons who demonstrate that their allegiance is primarily to some foreign power or influence, and that they desire to overthrow our Government, have no constitutional or moral right to remain in, or enter upon the service of our Nation, which must, now as always, rely for its security upon the loyalty of its civil servants.
 No person has an inherent or constitutional right to public employment; public employment is a privilege, not a right.

the President and the Congress it possible that there are in the service of our Government, employees who are loyal to the country. The President has, therefore, under Congressional authority, directed that searching investigation be made to ascertain the facts, and has directed the appointment of a Loyalty Review Board to superintend all inquiries into the loyalty of government employees, and to recommend for employment, or removal from employment, the President accordingly issued Executive Order 9835 to assure: "that persons employed in Federal service be of complete and unswerving loyalty to the United States"; (b) that the United States afford "maximum protection against infiltration of persons into the ranks of employees"; and, at the same time, that (c) there be given equal protection to the loyal employees of the United States "from un-

The Attorney General expressed a similar view in the letter to the Loyalty Review Board in which he so designated certain organizations.
 The probative value of evidence of past or present membership in, affiliation with or sympathetic association with, any one or more of the organizations so designated by the Attorney General can be fairly evaluated only after determining, so far as possible, the character of the organization, the period, nature and duration of the association, whether the employee or applicant was aware of the subversive character of the organization at the time of such association, and the nature of his activities in connection with such organization.
 The welfare of the civil service,

Civil Service League Elects 12 to Posts

The National Civil Service League has 12 new officers and council members. They include W. Montgomery, Jr., Vice-President and the following Council members: Mrs. Walter S. Hough, Indiana; Helen G. Irwin, Iowa; Richard F. Cleveland, Maryland; Mrs. Ruth H. Roach, William H. Stead, Missouri; Marjorie H. Greene, New Hampshire; Richard S. Childs, Edward C. Kelly and Maurice R. Griffin, NYC; Harvey Walker, and Mrs. Sarah I. Hughes, etc.

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NEW YORK CITY NEWS

INSIDE STORY OF EXAMS

"There's no chance of a Patrolman (P.D.) examination this year," Acting President Joseph A. McNamara, of the NYC Civil Service Commission, said in an interview with **THE LEADER**. "We are through with that examination, I hope, for at least three years. The chances of an examination are as follows: 1948, none whatever; 1949, negligible; 1950, good, because a new list will be needed early in 1951."

He repeated his advice to prospective Fireman candidates to take the combination examination that goes by the colloquial name of Special Officer, and which is for the creation of a list to fill vacancies as Transit Patrolman, Correction Officer and Bridge and Tunnel Officer. He noted that there are never many rejections for failure to attain the minimum height, because a man knows how high he stands in bare feet, and that the Special Officer height minimum is 5 feet 7½ inches, or half an inch less than that required for Patrolman (P.D.). Also, the Fireman height minimum is less than that for Special Officer, or 5 feet 6½ inches, an inch lower in fact, therefore getting on the Special Officer list includes one safely within the Fireman height requirements, too. The main reason, of course, is the experience in taking the one examination in preparation for the other, and the implied absence of any objection by the Board of Transportation, the Department of Correction and the Bridge and

Tunnel Authority to the turnover occasioned by men appointed from the Special Officer list going to the Fire Department, if and when certified. The physical is not as stiff for Special Officer as for Fireman or Patrolman. Also in addition, the training on the city jobs prior to entering the Fire Department is another factor. Pension benefits accrue, also.

Age Limit Favorable

The Fireman maximum age limit is 29, while that for Special Officer is 32, therefore prospective Fireman candidates would have to take that into account, if they will have merely reached their 29th birthday by the closing date of the Fireman period for receiving applications, February 27. Time spent in military service may be deducted from overage, to come within the prescribed limit in either instance, including travel time to be mustered to the place of enlistment, during mustering.

"The combination examination will provide better men over the 29 age limit for Fireman or Patrolman than would the adoption of that same maximum for the combined test, which would largely attract repeaters who failed either or both of the other tests, and who may be expected also to fail the forthcoming Fireman examination," said Commissioner McNamara.

He mentioned that Comptroller Lazarus Joseph would like to have the examinations held on other than Saturdays, to accommodate Sabbath observers, and that the Commission would like to go along with the idea, if the Comptroller

can find a place where the large examinations can be held on other than Saturdays. Sundays are ruled out for the same reasons similar to the one prompting Mr. Joseph's request. Schools are used mainly, and these are not obtainable for other than Saturdays, so the Comptroller is meditating the problem and glad that the Commission would comply if a way out can be found.

Provisionals Still With Us

The Commission gave a qualified promise about provisionals employed in the NYC government, with June 30 next as the deadline, but when that date arrives the very last provisional will certainly not be off the payroll, Mr. McNamara admitted. Some big lists will tend to reduce the number of provisionals, including Social Investigator, and the Welfare Department promotion lists, which he estimated would be out by that time. The provisional score is high largely because of the Welfare Department employment. The total has not gone up, but it is still, for the whole city, in the area just below 20,000, and will be reduced by Transportation Board lists about to be completed, including Trackman, the physicals of which have just been completed, and Railroad Clerk, for which the physical-medicals will be held in February.

The Commission is going to compile a list of its employees, with their telephone numbers, so that in the event of a rare emergency, those needed may be called in to perform special work, such as getting out lists of names

Tests for Public Jobs

(Continued from Page 9)
sulting from this examination will be given to the employees of the Department of Education. (Closes Thursday, January 15.)

5366. Principal Stenographer, (Prom.), New York Region or District, Division of Parole, Executive Department, \$2520 to \$3120. Fee \$2. One vacancy exists. This examination will not include a practical test in stenography. (Closes Friday, January 13.)

5365. Principal Clerk, (Prom.), Albany Office, Insurance Department, \$2520 to \$3120. Fee \$2. One vacancy exists. (Closes Friday, January 13.)

5348. Senior Stores Clerk, (Prom.) Institutions, Department of Mental Hygiene, \$2,040 to \$2,640. Fee \$2. Vacancies exist in Rochester State Hospital, Letchworth Village, Marcy State Hospital, and Newark State School. Separate promotion lists will be established and certified for each institution from which candidates compete. Former clothing clerks who have served on a permanent basis in either the non-competitive class or the competitive class for one year prior to the date of the examination may compete if otherwise eligible. (Closes Saturday, January 17.)

COUNTY

Open-Competitive

The following examinations close Friday, January 16. Open to persons who were residents of Chautauqua County for at least four months immediately preceding February 7, the examination date.

6319. Stenographer, \$1,100 to 1,350 plus 20 per cent bonus. Vacancies in positions in Village Service will also be filled from this eligible list with certification being limited to residents of the village in which the vacancy exists. At present, one vacancy exists in the Department of Public Welfare of Chautauqua County at Mayville and one vacancy exists in the Village of Westfield. Fee 50 cents.

6320. Typist, \$1,100 to \$1,350, plus 20 per cent bonus. Vacancies exist in Veterans' Service Agency, County Clerk's Office, Newton Memorial Hospital, Department of Public Welfare, and County Treasurer's Office. Fee 50 cents.

6321. Senior Stenographer, \$1,400 to \$1,650 plus 20 per cent bonus. Vacancies in the Newton Memorial Hospital. Fee \$1.

6322. Senior Typist, \$1,400 to \$1,650 plus 20 per cent bonus. One vacancy in Chautauqua County Laboratory. Fee \$1.

Promotion

5361. Police Chief (Prom.), Police Department, Mount Kisco, Westchester County, \$3300 to \$3600. Application Fee \$3. One vacancy (Closes Thursday, January 8.)

5363. Police Chief (Prom.), Police Department, Pleasantville, Westchester County, \$3920. Fee \$3. One vacancy. (Closes Thursday, January 8.)

5362. Police Sergeant (Prom.), Police Department, Village of North Tarrytown, Westchester County, \$3,510. Fee \$3. One vacancy. (Closes Thursday, January 8.)

5359. Police Lieutenant (Prom.), Police Department, Town of Greenburgh, Westchester County, \$3,350, plus an emergency compensation of \$500. Fee \$3. One vacancy. (Closes Thursday, January 8.)

5358. Police Sergeant (Prom.), Police Department, Town of Greenburgh, Westchester County, \$3,000, plus an emergency compensation of \$500. Fee \$2. Two vacancies. (Closes Thursday, January 8.)

U. S.

61. Oceanographer, \$3,397 to \$9,975. Positions are in Washington, D. C., and throughout the country. Present vacancies are in Navy Department and Coast and Geodetic Survey. Requirements: Appropriate college study or experience, plus professional experience in oceanography. Some substitution of graduate study for experience is allowed. No written test. (Open until further notice.)

18. Stenographer and Typist, \$1,954. Jobs are located in Washington, D. C., and vicinity. Some positions at \$2,168 and \$2,394 may also be filled. Requirements: Written test, including typewriting, general test, and stenography (for

stenographers only). (Open until further notice.)

73. Student Dietitian, \$1,100 to \$7,102. Positions are in Veterans Administration, War Department and U. S. Public Health Service hospitals. Requirements: Appropriate college study. No written test. Age limits for War Department: 20 to 26½ years. (Open until further notice.)

33. Clinical Psychologist, \$4,000 to \$7,102. For duty in the Veterans Administration in Washington, D. C., and throughout the country. Requirements: Appropriate college training and experience. No written test. (Open until further notice.)

65. Coal Mine Inspector, \$4,000 to \$5,905. Jobs are located throughout the United States. Requirements: Appropriate coal mine experience. College study in engineering may be substituted in part of experience. Maximum age limit, 48 years. No written test. (Open until further notice.)

52. Dietitian, \$2,644 to \$4,000. For duty in Federal hospitals in Washington, D. C., U. S. Public Health Service hospitals throughout the country, and in the Panama Canal in the Canal Zone. Requirements: Appropriate college study plus hospital training experience or a combination of training and experience. No written test. (Open until further notice.)

1-34. Electronic Engineer-Physicist, \$3,397 to \$8,179. Positions are in Federal research laboratories in Boston and Cambridge, Mass., and New London, Conn. Requirements: Education or technical experience, or equivalent combination, plus professional experience in the appropriate field. (24 semester hours in physics required for Physicist position. No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners at the laboratory which you desire employment. (Open until further notice.)

61. Geologist, \$4,149 to \$7,102. Positions are in Washington, D. C., and vicinity in various Federal agencies, and throughout the country in the Departments of Agriculture and Interior. Requirements: Appropriate college study or a combination of such study and technical experience, plus professional experience in geology. No written test. (Open until further notice.)

53. Psychologist (Personal Counselor), \$4,902. Positions are in Veterans Administration in Washington, D. C., and throughout U. S. Requirements: Appropriate college study plus experience, plus professional experience in geology. No written test. File application with the appropriate Veterans Administration Branch Office. (Open until further notice.)

47. Aeronautical Research Scientist, \$3,397 to \$9,975. Most positions are in field laboratories of the National Advisory Committee for Aeronautics. Requirements: Appropriate education and experience in such fields as engineering, physics, chemistry, and mathematics. File application with the Board of U. S. Civil Service Examiners at one of the Aeronautical laboratories listed in announcement. (Open until further notice.)

58. Messenger, \$1,690. Only sons entitled to veteran preference may apply. Positions are in Washington, D. C., and nearby Virginia and Maryland. No experience necessary. (No closing date.)

CCNY Is Giving New Personnel Course

A new program in employee and human relations—designed for executives, administrators, supervisors and office staffs—has been instituted at City College, Dr. Walter A. Knittle, Director of the

college's Extension Division, announced.

The chief objectives of the new program are: (1) mobilization of the personal assets of executives and staffs, (2) establishment of cooperative atmosphere within an organization, and (3) improvement of staff relations with the public.

Four twelve-hour courses, to be taught on the premises of participating organizations, during or after working hours, comprise the new program. They are: Management and Human Relations Psychology of Personal Development, Supervisory Personnel Problems, and Techniques of Communication and Interviewing. In the course on personal development, specialists in speech, posture, psychology and grooming will be on hand for evaluation and suggested improvement in their respective fields.

NYC Definitions

Laborer: An employee of, or candidate for employment by the City to perform either skilled or unskilled manual work.

Non-veteran: An applicant who did not serve in the armed forces during wartime; or who was in the armed forces and was not discharged under honorable circumstances; or who was not resident of this State when entering the armed forces.

Women Voters Issue Booklet on Finance

The League of Women Voters of the City of New York has published "Municipal Dollars and Sense," a pamphlet by Pearl Bernstein Max, Administrator of the Board of Higher Education.

The pamphlet will be used as basic material for the League's citywide educational campaign on city finances. A League spokesman said the campaign was being conducted to "help the public understand present procedures and problems which face the city in connection with its fiscal policy." The price of the book is 10 cents.

Miss Bernstein discusses NYC's fiscal policies in simple language so that layman may understand the city's problems. She concludes with five suggestions on what citizens can do: (1) coming to a clear understanding of what demands for additional city services entail in the way of high taxes or support of constructive measures to release funds for these services; (2) reaching a decision on the subway fare; (3) understanding, and discussing with our legislators, the city's fiscal relationship to the State and Federal Government; (4) "hardening our hearts against mandatory legislation" which hamstring the city; and (5) endeavoring to learn as much as possible about one city department, its costs program policy, etc.

The League's address is 461 Fourth Avenue, New York 16, N.Y.

20,000 More Covered By HIP as Year Begins

An additional 20,000 men, women and children became entitled to complete medical care through the Health Insurance Plan of Greater New York beginning January 1, Albert Pleydell, HIP general manager, announced. This brings to more than 110,000 the total number of employed New Yorkers and dependents now enrolled in HIP, Mr. Pleydell said.

The new enrollees are made up largely of employees of the Board of Education and other City departments, together with some 6,000 members of Painters Union District Council No. 9 (AFL).

All-round medical service will be provided at subscribers' homes, at doctors' offices and at hospitals in Greater New York, Nassau County and, for the first time, Westchester County. This service will be available through twenty-four HIP medical groups, one of which, the Kings Highway Medical Group just initiated HIP service.

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NEW YORK CITY NEWS

NECESSARY KNOWLEDGE

By PHILIP FINE

Leave For Vets Includes Safeguards

PROVISIONS exist for educational leaves of absence for veterans in NYC Service and persons who expect appointments from open-competitive lists. These leaves are provided for employees under provisions of the State Military Law, which provides that they attend school under the G.I. bill.

An employee on a leave is eligible for appointment during the period of such absence and will not be removed from the list. Priority of an employee on leave continues to accrue for period of absence, and he is in the same manner as all other candidates, file for and take in any scheduled promotion examination for which he is eligible. Requirements, however, inability to file or appear for the examination shall be considered sufficient reason for granting a special examina-

such cases the Commission usually restores the eligible to the list if the list's four-year legal life has not expired. Persons who plan to decline appointments to attend school should notify the Commission of their intentions when they are canvassed for appointment. Then, upon completion of their studies, they should apply to the Commission for reinstatement to the eligible list.

KEY ANSWERS

Examination No. 5471
FOREMAN (Electrical Power)
(Prom.)

NYC Transit System

The following are the final key answers on the basis of which the candidates' papers were rated. These key answers result from careful consideration of all protests submitted by candidates and include such modifications of the tentative key answers as were allowed by the Commission.

Section 1 - General

1.C; 2.D; 3.D; 4.C; 5.A; 6.D; 7.D; 8.B; 9.A; 10.C; 11.C; 12.B; 13.D; 14.C; 15.A; 16.C; 17.B; 18.C; 19.D; 20.A; 21.A or B; 22.B or C; 23.B; 24.D; 25.B; 26, stricken out; 27.A; 28.D; 29.A; 30.D; 31.C; 32.A; 33.A; 34.B; 35.A; 36.A; 37.B; 38.A; 39.C; 40.B; 41.D; 42.B; 43.C; 44.C; 45.D; 46.C; 47.C; 48.B; 49.B; 50.C.

FINAL ATTENDANT ANSWERS

Final official key answers for the Attendant, Grade 1, written test were approved without changes from the tentative key which appeared in the November 11 issue of The LEADER. The test was given November 8 by the NYC Civil Service Commission to approximately 10,500 candidates.

CONDUCTOR STUDY MATERIAL

This is the final instalment of official study material for candidates in the Conductor written test on Saturday, January 10. All questions and answers are from the last previous Conductor examinations. The first instalment appeared in the December 23 issue, the second one last week, in the December 30 issue.

Items 43 to 47, inclusive, are based on the information in the following paragraphs. BE SURE TO CONSIDER ONLY THE INFORMATION CONTAINED IN THESE PARAGRAPHS.

INSTRUCTIONS CONCERNING AIR RAID ALARMS

During air raid alarm periods, power will not be removed from contact rails. Trains must not be stopped in river tubes, nor allowed to enter river tubes. Trains on bridges will keep moving to a point beyond bridge, sufficient to permit following trains to operate clear of the bridge structure.

Trains which are underground will stop at the next station and remain at that station until the ALL CLEAR signal is received. Following trains unable to get into the station will pull up close to the standing train to enable passengers to walk through standing train to the station platform. Conductors of trains in the subway will announce to passengers in their trains, "There is an air raid alarm," informing passengers to remain in the trains, but will permit those desiring to leave to do so.

Conductors of trains on elevated or outdoor portions of the railroad will immediately upon stopping at station, notify passengers, "There is an air raid alarm," directing passengers to leave trains and to seek shelter in nearby buildings. The train crews must know that their train is clear of passengers and that all passengers are off the station and then seek shelter themselves as near to station as possible until the ALL CLEAR signal is received.

Care and judgment must be exercised in the handling of passengers to avoid panic. Every effort must be made to calm passengers. Every effort will be made to keep employees informed of all rules and regulations published in reference to conduct during an air raid; do not believe rumors, await official notices, use common sense, and do not become alarmed.

Item 43. During an air raid alarm conductors on trains which are underground should direct passengers on their trains to (A) seek shelter in nearby buildings; (B) walk, but not run, to nearest station exit; (C) remain where they are; (D) leave trains quickly.

44. During an air raid alarm conductors on trains which are underground should (A) extinguish all train lights; (B) remove power from contact rails; (C) not permit passengers to go from one car to another; (D) remain on their trains.

45. When an air raid alarm occurs, trains (A) should stop wherever they are; (B) may proceed to nearest station; (C) should stop everywhere except on bridges; (D) may remain in river tubes for shelter.

46. During an air raid alarm conductors on elevated trains should direct passengers to (A) remain in their trains; (B) leave trains but remain in stations; (C) leave trains and stations; (D) remain either in their trains or on the stations.

47. During an air raid alarm conductors on elevated trains should not (A) leave their trains at any time; (B) await official notices; (C) announce the alarm; (D) believe rumors.

Items 48 to 54, inclusive refer to a railway signal system. Carefully read the following explanation of the signal system before proceeding to answer these items.

EXPLANATION

Figure 1 in adjoining columns shows a type of signal used to inform the motorman of a train as to the speed and the route which he should follow. The circles represent lights. When a light is lit it is shown on the figure by a letter which appears in the circle. The lights may be either green, yellow, or red, and are represented by the letters G, Y and R, respectively. The square in which the letter S appears may also light up to display the letter S.

The TOP SECTION informs the motorman of the speed to be ob-

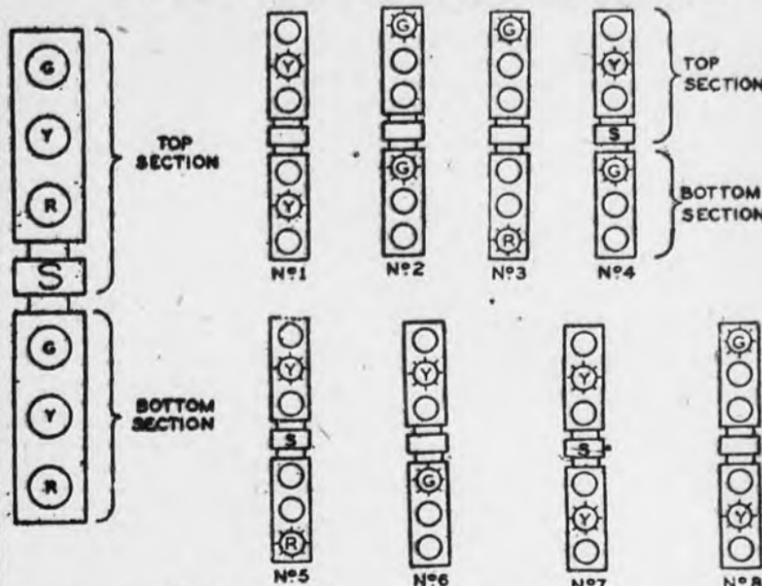


FIG. 1 is to be used in connection with questions as explained in the text. FIG. 2 applies to questions 48 to 54, inclusive.

served depending on which colored light is lit. The different lights in this top section mean:
G—proceed
Y—proceed with caution
Y (with the letter S also showing)—proceed with caution at allowable speed
R—stop

The BOTTOM SECTION informs the motorman the route to follow if he proceeds. The different lights in this bottom section mean:
G—follow the main route
Y—follow the diverging route
R—stop, despite any proceed signal that might appear in the top section

Figure 2 shows a group of eight different signals. These are the signals referred to in Item 48 to 54, inclusive. In answering these items, be sure to consider only the information given above.

Item 48. The signal to proceed on diverging route is shown as (A) Signal No. 2; (B) Signal No. 3; (C) Signal No. 7; (D) Signal No. 8.

49. The signal which requires a motorman to stop his train is shown as (A) Signal No. 1; (B)

Signal No. 2; (C) Signal No. 5; (D) Signal No. 7.

50. The signal to proceed on main route is shown as (A) Signal No. 1; (B) Signal No. 2; (C) Signal No. 4; (D) Signal No. 6.

51. The signal to proceed with caution at allowable speed on diverging route is shown as (A) Signal No. 1; (B) Signal No. 4; (C) Signal No. 5; (D) Signal No. 7.

52. The proper signal for the motorman to proceed with caution on the diverging route is shown as (A) Signal No. 1; (B) Signal No. 5; (C) Signal No. 6; (D) Signal No. 8.

53. The signal which indicates that the motorman should proceed with caution on main route is shown as (A) Signal No. 1; (B) Signal No. 5; (C) Signal No. 6; (D) Signal No. 7.

54. The proper signal to proceed with caution at allowable speed on main route is shown as (A) Signal No. 2; (B) Signal No. 4; (C) Signal No. 5; (D) Signal No. 6.

KEY ANSWERS

43.C; 44.D; 45.B; 46.C; 47.D; 48.D; 49.C; 50.B; 51.D; 52.A; 53.C; 54.B.

Monroe Teaches Machine Shorthand

The Monroe School of Business, East 177th Street at Boston Road, has announced the opening of a Machine Shorthand Department. New morning, afternoon and evening courses will be formed each month.

The courses, which are from 10 to 12 months long, prepare students for top places in competitive examinations in civil service, court reporting, convention work and employment in private industry, school officials said. Veterans will be accepted under provisions of the G.I. Bill of Rights.

Stenotypists to Meet

The Metropolitan New York Chapter of the Associated Stenotypists of America will meet Thursday, January 8, at 7:30 p.m. in Room 215 of Public School 17, 328 West 48th Street, Manhattan.

Another meeting has been scheduled for Thursday, January 22. The Chapter has changed its meeting day from Friday to Thursday so that Stenotypists may attend classes in preparation for civil service tests, Elliott Schwartz, Chapter Corresponding Secretary, announced.

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21 Exams on NYC List For January Opening

Official notices have been released by the NYC Civil Service Commission for 21 examinations in the January series. Applications will be accepted from Monday, January 12, until Tuesday, January 27, for all examinations except Special Officer which will be open from Wednesday, January 14, until Thursday, January 29.

A listing of the examinations appears on Pages 8 and 9 of this issue of The LEADER. Applications will be issued and received for all examinations at 96 Duane Street, opposite The LEADER Office, from 9 a.m. to 4 p.m. on weekdays and from 9 a.m. to noon on Saturday. Do not attempt to apply until the examinations open.

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10 AM to 4 PM (Except Sat. & Sun.)

Applications must be filed not later than January 28

THE PORT OF NEW YORK AUTHORITY

Temporary Branch Office

431 EIGHTH AVENUE (NEAR 41st STREET)
NEW YORK 18, N. Y.

NEW YORK CITY NEWS

Eligible Lists in Probable Appointment Order

The NYC eligible list is published exclusively herewith in the probable order of appointment, to cover the appointment zone of the certifications for positions with Departments of Welfare, Health and Hospitals. The list assumes that all vet preference will be claims granted and that all eligibles will pass the qualifying medical-physical test and the character and loyalty investigation.

D—Disabled vet claimant. V—Non-disabled vet claimant.

Open-competitive JUNIOR BACTERIOLOGIST (5060)

- Sidney Goldberg (d) 81
Walter E. Schaefer (v) 85
Leslie S. Sharpe (v) 84
Thaddeus J. Kott (v) 82
Isadore J. Starr (v) 81
Kenneth R. Heatley (v) 80
Arnold Welch (v) 80
Edna Stein 95
Beatrice Toharsky 93
Diana Blitz 91
Lois A. Wolf 90
Dora L. Rader 89
Cynthia M. Friedes 88
Sherl Mandel 88
Sarah Chafitz 87
Vernez K. Fields 86
Miriam Zimmerman 86
Bertha A. Masek 86
Clara F. Schechter 86
Eleanor Caswell 85
Glady V. Haber 85
Lucille A. Miller 85
Celia D. Grossman 85
Ruth Silverstein 85
Shirley Levine 85
Jeanette A. Waldman 83
Helen Blech 83
Lillian Handman 83
Bertha Nash 83
Flora Moskowitz 83
Grace Frank 82
Helen Feller 82
Jack T. Cecil 82
Marjorie Gale 82
Bernice Gitler 81
Lillian Marsden 81
Peggy P. Feder 81
Beatrice Schneck 80
Adrienne Oshinsky 80

- Eleanore A. Fishman 80
Miriam Moldveen 80
Lodie Biggs 80
Esther R. Mizl 80
Anna Annie 79
Lillian F. Brennan 78
Heien Schneider 78
Gloria Rosen 78
Edna E. Kass 78
Jeanette Fellman 78
Rosella Leventon 78
Lucy Porcelli 77
Clara Benalt 77
Hilda Meltzer 77
Francis R. Rand 77
Goldie F. Brandl 76
Muriel S. Karlin 76
Florita Dabbs 76
Mary T. Daniels 76
Miriam Atlas 75
Mildred Schlemmer 75
Anne Sabarra 75
Frances L. Antokol 75
Elsie Bowen 75
Mia Baum 75

JUNIOR CIVIL ENGINEER

- 1. Irving Benjamin (v) 10000
2. Herbert Resnicow (v) 98800
3. Bernard Adler (v) 96800
4. Frederic J. Verity (v) 96000
5. Jack Sternback (v) 95300
6. Isidore Jokel (v) 94300
7. Edwin R. Rich (v) 92500
8. Harold Herbin (v) 92500
9. Roy I. Levy (dv) 92300
10. Herman Rubin (v) 90500
11. George H. Blum (v) 90000
12. Bernard Eisenberg (v) 90000
13. Irving Swerdlow (v) 90000
14. Myron Kranis (v) 89800
15. Harold Blumberg (v) 88800
16. Saul Dubowy (v) 88500
17. Stanley M. Millman (v) 88500
18. George Gross (v) 88000
19. N. P. Gerstenzang (v) 87500
20. Albert Swerdlow (v) 87000
21. Santo Miano (v) 87000
22. Richard Sheehan (v) 86300
23. Samuel M. Michelman 86300
24. Irving Scheinbart (v) 86300
26. Norman Kowalsky (v) 86300
26. Allen Rothenberg (v) 86000
27. Morton J. Greene 86000
28. Herbert N. Altneu (dv) 85000
29. Bernard Drapkin (dv) 85000
30. Michael J. Kleczek (v) 83800
31. William F. Monck 83500
32. Robert C. Nash (v) 82500
33. Richard Fenton (v) 82300
34. H. Irving Sigman 82000
35. Harold J. Shanen (v) 81800
36. Mario Giordano (v) 81800

- 37. Adolph E. Bonin (v) 81500
38. Eli Mendelson 81300
39. Lewis V. Smith Jr. (v) 81300
40. Samuel Sigman 81300
41. Harry C. Droogas (v) 81000
42. Jack Wartell 80500
43. Jerry Docekal (v) 80500
44. Alvin Cohen 80500
45. Michael J. Carey (v) 80300
46. Edmund C. Rowan (v) 80300
47. Julius Spector 80000
48. Thomas Carcaterra (v) 78800
49. Thomas J. Kenny (v) 78500
50. David G. Rubin 78500
51. Stanley Mager 78300
52. Lauren R. Wistoft 78300
53. Burton Rosen 78300
54. Alfred A. Boyd (dv) 78000
55. Robert H. Marks (v) 75800
56. Gustav Getter (v) 75800
57. Wm. J. Dwyer (v) 75500
58. William Rosen (v) 75500
59. Roland Bondani (v) 75300
60. Leon Rossum 75300
61. Alexander Spear 75000
62. Louis Radin (dv) 75000
63. Irving Kett (v) 75000
64. Milton Feldon (v) 75000
65. Benj. Barlas (dv) 75000
66. Raymond Wagner (v) 75000

CIVIL ENGR., BLDG. CONST., EDUCATION DECKHAND

- Frank A. Murray.
D—Disabled veteran claimant.
V—Non-disabled veteran claimant
George E. Kramer, Jr., Richard C. Smith (V), Thomas D. Kearns, Theodore P. Costa (D), Rudolph F. Sorensen (V), Kingsley Cattermole (V), Wilfred H. Frank (D), Charles C. Wilcox (V), Adolph M. Schoof (V), John J. O'Rawe, Chester Bodenschatz (D), Leo J. Spano, Ronald H. Whelan, James J. Wilburn, Emilio F. Calvori (V), William D. Relyea (V), Stephen Brokaw (V), Philip E. Rand (V), Rudolph Smilek (V), Irving Satler, John C. Downey (V), Charles E. Boles (D), William F. Schmeelk (V), Charles F. Oxford (D), Charles Plasinski (D), Valter J. Smith (V), Leo B. Wielkocz, Vincent J. Seavers (V), John B. Kelly (V), Hugh McQuillan, Victor F. Rossi (V), Jeronim J. Puidokas (V), Walter W. Stevens (V), Joseph F. Meyer (V), John V. Davies, Richard P. Murphy (V), Walter Grabow (V), Frank Lindstrom, Edward F. Shea (V), Rocco R. Panetta, Emil Kasza (V), Albert W. Carey, Charles W. Schneider (V), Francisco A. Rivas, John H. Larsen (V), Robert W. Simpson (V), John W. Zuvich (V), Walter C. McNamara (V), Leo Meyer (V), Scarina V. Illiano, George F. Falk (V), Michael J. McMugh (V), John F. Lavelle (V), Joseph F. Cappola, Ignatius V. Traks (V), William G. Kirchner (V), John J. Flynn,

- Prentiss L. Davis, Frank M. Lambert (V), Richard D. Granholm (V), William J. Ryan (V), Stanley L. Pesta (V), Raymond E. Mullins (V), Joseph F. Gleba, Robert Cohen (V), David Edelstein (V), Joseph R. Newman (V), Frederick P. Leuffier, Charles J. Henry (V), Edward H. Dermody (V), Walter H. O'Reilly (V), William J. Green (V), Henry A. Streitberger (V), Alfred P. Chiswell, James Rodden (V), Albert F. Bormann (V), Vincent DeLuca (V), Melville E. Noble, James F. Smith (V), Boyd D. McClain (V), Richard E. Hannon (D), Albert T. Joyce (V), David Wohfeld (V), Frank J. Tyska (V), Malcolm Chinn, Tom Lindberg (V), William T. Martin (V), Charles S. Paslay (V), William Reeves, Robert M. Baer (V), Frank T. Churchman (V), Thomas G. Zurl (V), William J. Finnerty (V), Joseph P. DeLuca, Anthony V. Doyle (V), Daniel E. McCarthy (D), Jerome Bingham (V), Thomas L. Schmeelk Jr. (V), Harry J. Russ (V), Harry Turin (V), Joseph J. Saraniero (V), Bernard W. Corr (V), Ralph Hale (V), Charles J. McKenna (V), Milton G. Crane (V), John A. Van Allen (V), Paul F. Gordon, William L. Noehren (V), Casimiro A. Zerilli (V), Kenneth Amesbury (V), Adolph A. Jantz (D), Lawrence A. Sciuotto Jr. (V), Joseph Mallamace (V), George A. Andersen (V), Henry S. Jorin, Francis M. Conlon (V), George M. Makowy (V), Charles V. Bily (V), Walter K. Vanderbeck (V), Edwin Croker, Nicholas V. Cicchese (V), John Malafy (V), Charles F. Denig (V), William J. Capestro (V), Russell E. Martin (V), George T. Graham (V), Edward J. McCann (D), John T. Farrell (V), Edward T. Mills (V), Odysseus Psomas (V), John W. Corcoran, August W. Bockholt (V), Vincent Blaser (V), Hyman Schwartz (V), Jeremiah Nugent (V), Attilio Cardone (D), James D. Sullivan (V), Thomas V. Scott (V), George C. Hennessey (V), Donato Vitello (V), Charles J. Szekeres (V), Charles C. McCleary, Eugene Salerni (V), Michael A. Arnone (V), George E. Allen (V), Charles J. Doherty (V), James Harkins, John Zubek, William E. Dudley (V), James J. Green, Edward Karch (V), Cornelius P. Davern (V), Mario M. Petosa, John B. Duffy (V), John M. Crawford (V), Agostino J. Vivenzio, Howard K. Horsford (V), William R. Killian (V), Thomas E. Maund (V), Adolph Harmatiuk, Nicholas Chirelli (V), Stephen J. Kusick (D), Thomas J. Dengler, Charles Castelluzza (V).

ABLE SEAMAN

- D—Disabled veteran claimant.
V—Non-disabled veteran claimant.
George 7. Kramer, Jr., Norman W. Burchard, Thomas D. Kearns, Wayne M. Vieths (V), Kenneth W. Bowser (V), Rudolph F. Sorensen (V), Wilfred H. Frank (D), Dennis A. Roland, Richard E. Sibre (V), Samuel G. Sussman, John J. O'Rawe, Thomas Jurchenia.
Edward J. Cole, Leo J. Spano, George J. Weidner, James J. Wilburn, Abraham Lederman, Phillip P. Poprocki, Raymond V. Villon (V), Philip E. Rand (V), Daniel J. Mangiero, Fulton J. Weiss (V), Frank Cosentino, Joseph P. Folert (V).
Rudolph Smilek (V), John C. Downey (V), Charles P. Lucas, George A. Karlstrom, Peter B. Teresen, Joseph H. Kelley (V), Jesse M. White, Michael J. Wrublewski (V), John L. Price, John B. Kelly (V), Hugh McQuillan, Sam Kalson (V).
John V. Davies, Lawrence W. Nelson, Joseph Cirulnick, Raymond M. Keating (V), Frank Lindstrom, Rocco R. Panetta, Emmet A. Hanratty, Michael J. McAllister (V), George Rhatigan, Joseph P. McAvoy, William C. Donohue, Edward M. Cravotta (V).
Joseph V. McKee (V), Francis H. Tatten, Frank J. Olawski, John W. Zewich (V), Leo Meyer (V), Frank T. Kubie (D), Charles K. Gunther (V), George F. Falk (V), Robert Czerwinsky (V), Robert Platonoff (V), Joseph F. Cappola, Steve Pruski.
Thomas J. Reilly (V), Alfred J. Kerrigan (V), Louis J. Dumberger Jr. (V), Stanley L. Pesta (V), Andrew M. Glynn, Edwin J. McDonough, Vincent J. Aspromonte (V), Edward H. Dermody (V), Frederick P. Leuffier, Alfred P. Chiswell, Albert T. Joyce (V), Joseph Balla (V).
Edward G. Driver, William Hoogenboom (V), Joseph Gawerecki (V), Robert J. McGuire, Paul V. Grenholm (V), Joseph J. Caputo (V), Paul E. van Beverhondt,

- Eugene J. Quirk (V), Malcom Chinn, Andrew W. Steak Jr. (V), Frank T. Chuchman (V), William Reeves.
Richard C. Kelly (V), Donald R. LaSasso (V), John H. O'Brien (V), Maximo T. Tesalona, Maurice A. Haran, Edward J. McCann (V), Mario Cusma (V), Antonio Sarutto (V), Eugene E. Pate, Bernard J. Wurzberger (V), Edward Carr (V), William P. Smith (V).

- Henry Ardini (V), Peter Richelsen, Gerard F. Hanrahan, Kenneth D. Grossett, John Malachuk (V), John V. Gillooly (V), Samuel Bolan (V), Attilio Cardone (D), Theodore Lipschitz (V), Robert King (V), Charles C. McClain, Dimas Pinzon (V).

- Anthony W. Di Salvo, Michael A. Arnone (D), Edward A. Jantz (V), William M. Shaw (V), Chester A. Perry (D), Arthur T. Bevin (V), Daniel H. Rispoli (V), Frank Gigante (D), Hugh Reilly (V), Ruben O. Pozo, John J. Cameron, James W. Cameron.

- Patrick J. Sweeney, Edward Karch (V), Edward H. Fuerst, William Smilowitz, Vincent Ferrari (V), Alfred G. Fox, Adolph Harmatiuk, Armond E. Presson (V), Stephen J. Kusick (D), Thomas J. Dengler, Samuel M. Kinley, William A. Seifert (V).

DISTRICT HEALTH OFFICER GRADE 4 (5302)

- Jesse B. Aronson (v) 812
Israel O. Weisman (v) 778
Dorothy A. Oppenheim 828
Alice Waterhouse 811

Promotion

Junior Assessor (Prom.), Tax Dept.

- 1. John M. Stein (v) 958
2. James P. Gunning 952
3. Leonard J. Lally (v) 948
4. John G. Tuite (v) 946
5. Alex Ginsberg (v) 946
6. William C. Rudolph 924
7. Chas. M. Hussnatter 918
8. John F. Cyr 918
9. Israel Sandberg (v) 917
10. Harold Grotenstein 916
11. Harry Feiman (dv) 906
12. B. Baranovsky (v) 897
13. L. Friedman (dv) 896
14. James A. Anthony (dv) 896
15. Norman B. Sacks (dv) 897
16. Milton Shenk (dv) 895
17. Peter E. McEntyre 894
18. Leonard Kolsky (v) 893
19. Max Ackerman 891
20. Eileen A. Hughes 890
21. Ethel P. Riddick 888
22. Aaron Feder (v) 882
23. Norman Rothstein (v) 878
24. Jesse Berman (v) 867
25. Jos. F. Palagano (dv) 867
26. J. V. Giangrasso 859
27. Wm. J. Murphy (dv) 855
28. J. P. Harrington 850
29. George R. Feltzin (dv) 848
30. Alice M. Noferi 848
31. Edward F. Curtin (v) 837
32. Roger O'Boyle 837
33. A. J. Grosbernd 832
34. Etta Freed 831
35. David Milch 821
36. N. Feigenbaum (v) 807
37. Sarah Brannely 798
38. Helen Stern 779
39. Mae C. Walsh 774
40. Florence M. Mullen 768
41. Edward V. O'Brien 768

Electrician (Prom.)

- 1. George E. Mullen 848
Assist. Counsel Grade 4 (Prom.) Housing Authority.
Requirements and Reference Claims
1. Irving Wise (dv) 848

MAINTAINER'S HELPER GROUP B. (Prom.) NYC TRANSIT SYSTEM, BUS MAINTENANCE (5261)

- George Prokopiak (d) 838
Anthony C. Osmanski (d) 811
Joseph G. Bomm (v) 820
John Silvestri (v) 817
Dietrich Weiss (v) 813
John G. Howard (v) 808
Alfred A. Erickson (v) 808
Francis J. Liebhaber (v) 778
Charles F. Munroe (v) 772
Ben Messing (v) 770
William H. Weinig (v) 768
Louis Jiran (v) 768
Daniel J. Gallagher (v) 763
Chas. F. Dorschuck Jr. (v) 738
Germani T. Viti (v) 738
Joseph C. Kripinski (v) 723
Frank L. Ventura (v) 723
John J. Cannata (v) 709
Carmine J. Fischetti (v) 708
Antonio Caputo (v) 703
Joseph Aquaturo (v) 700
Joseph J. Accardi 768
Vernon Robertson 758
Michael J. Byrne 758
Harold O'Brien 758

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NEW YORK CITY NEWS

Veteran Preference Appeal To Be Argued Friday

The appeal in one of the principal cases involving judicial interpretation of the disabled veteran preference provision of the Constitution will be argued Friday before the Appellate Division, First Department. It is the case of Charles Carey vs. Ferdinand Q. Morton, President, NYC Civil Service Commission, which was decided in favor of Lieutenant eligibles who provided primary preference being granted to veterans with less than 10 per cent disability rating. The Appellate Division, Second Department, in its decision, wrote an opinion that focused the issues sharply and signed an order that the real issue squarely up to the Appellate Courts more definitely than it has ever been put before. The case will go to the Court of Appeals, no matter which way the Appellate Division decides. Attorney H. Eliot Kaplan represents the petitioners. The latter part of this month another disabled veteran case will be argued in the Appellate Division, this time the case of Charles Barry, in the Third Department. That case veterans with 10 to 15 per cent disability were discriminated by veterans of less than 10 per cent disability as Motor Vehicle License Examiners, and the decision went against the veterans with the rated percentages of actual disability. In other words, the result at Special Term was exactly the opposite to that of the later, or Carey, case in the City.

Hope to Hear Two Together
It is expected that both the Carey and the Barry cases will be heard by the Court of Appeals at the same time. A third appeal already has been argued, in the Coyle case in the Appellate Division, Second Department. A decision is being awaited. The issues are the same as those in the only recent disabled veteran case to be decided by the Court of Appeals, that of Winteritz vs. Morton. The Court of Appeals definitely held that the disability had to be in existence at the time of application for appointment or promotion, which, constructively, would mean at or near time of certification which constitutes the application for the job, as distinguished from the application to take an examination. What is not so clear is whether the Appeals Court also held that to obtain primary preference the veteran must have had at that critical time a disability rating of 10 per cent or higher. Those are the percentages, in steps of 10 per cent, on which the only ones on which, disability pensions are paid by the federal government through the Veterans Administration. Mr. Kaplan holds that the court did decide in effect, in the Winteritz case that 10 per cent, or greater disability was requisite to primary preference, on the ground that such was another of the issues presented, and if the court had not so agreed, it would have been the pains to assert the existence of primary disability in the cases of those veterans with less than 10 per cent disability rating. The court rendered no opinion in that case.

Reconciliation Needed
Two factors of importance in the veteran preference cases are the terms of the Economy Act of 1933 and a decision by the Court of Appeals in the Potts case (World War I veteran) holding

that preference applies without consistent with the recognition of any disability. The Economy Act took away from the Veterans Administration the power to decide what shall be the minimum disability, and President Franklin D. Roosevelt issued an executive order fixing it at 10 per cent for minimum disability pension purposes. The Potts case had been started before then and the decision in it was rendered by the Court of Appeals without anything appearing in the record concerning the change which had taken place. Whether these factors are determining, or of any consequence or effect, will have to be decided in the cases now on appeal, or to be argued shortly because the Potts case always crops up, being in effect contrary to the consistent holding of Justice McGeehan in N.Y. County and Justice Frederick J. Schmidt in Westchester. Another consideration is that the World War I preference amendment to the State Constitution left decision on disability to the Commissions; the present amendment makes VA determination of disability binding.

A Court of Appeals decision is eagerly awaited by the State Civil Service Commission and local Commissioners. For instance, NYC is not now giving primary preference, except for 10 per cent or greater disability; the State honors any recognized disability regardless of percentage. Most local commissions follow the State though a few do not.

Court Order in Carey Case
Justice McGeehan's order in the Carey case follows in full: "ORDERED that the petitioners' motion be and the same is hereby granted in all respects, and the Defendant Municipal Service Commission is hereby directed and commanded:

- "(1) To disapprove applications for disabled veterans preference on the promotion list for Lieutenant, Fire Department, based upon alleged '0%', or its equivalent 'less than 10%' disability, or alleged disability of unspecified degree or percentage;
- "(2) To disapprove all such applications for disabled veterans preference except in cases where the application is supported by a certificate of the Veterans Administration, showing affirmatively (a) that the applicant has been examined on a specified recent date by the Veterans Administration; (b) that a condition described in the certificate was found to exist; and (c) that such condition has received a minimum disability rating of 10% or a higher disability rating in accordance with the Schedule of Ratings of the Veterans Administration authorized by law; provided, however, that in a proper case the certificate of the Veterans Administration may show that a permanent stabilized condition of disability exists to an extent of 10% or more and that a reexamination is deemed to be unnecessary;
- "(3) To rescind and cancel all certifications for appointment of alleged disabled veterans heretofore made which do not comply with the foregoing provisions '1' and '2' of this order."

TWO LISTS PROMULGATED
Promotion eligible lists have been promulgated by the NYC Civil Service Commission for Senior Managerie Keeper, and Blueprinter, Grade 3, both for the Department of Parks.

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FIRE LINES

By H. J. BERNARD

BIDS were advertised for twenty trucks (hook and ladder), and the lowest bid was \$660,000, so Fire Commissioner Frank J. Quayle bought twenty tractors at \$5,200 each, \$1,000 rear-end engines and also \$100 worth of pneumatic tires to replace hard rubber, and new brakes, so that accumulated old trucks could be used to fine advantage instead. Total cost of each remodelled truck, \$6,300; total cost of the 20, \$126,000; saving, \$534,000. Budget Director Thomas J. Patterson not the only one delighted.

1,000 Feet of Hose

In Snow to Fight Fires
At the height of the snow storm there were 190 fire alarms in one day, and each one was answered, although in some instances the fire apparatus couldn't get into the side street and had to stretch 1,000 feet of hose from a main thoroughfare.

Couldn't Burn But Did; Ship Cargo Under Inquiry

Densely smoky fire on a ship at Pier 15, East River, reported to be caused by sodium thiosulphate cargo burning. The steel outer plates of the ship were white hot. How that chemical must burn! But by Fire Department records the stuff is not inflammable. So investigation is being made of what the chemical really was.

Fire Lieutenants Spot Non-Shovelers in Snow Job

Fire Lieutenants acted as Sanitation Department supervisors in the big snow-removal job. They took the badge number of every civilian worker and saw that he was working as he should. There had been complaints to Mayor O'Dwyer that some men had shovels that didn't seem to move very well, but the pay was there just the same. Not so, after a few hundred Fire Lieutenants got on

the job all over the city, and Commissioner Quayle made the rounds of the whole town on the project of expediting snow removal, as a member of the Mayor's special committee to handle this hard job. He worked closely with Police Commissioner Arthur W. Wallander, the Chairman.

Group Protests Cut In Pension Interest Rate

Quite a holler is being made by Firemen appointed as Probationers on January 1, 1947, who finished their trial period on June 30. Came July 1, the day when they became Firemen Fourth Grade, and the new pension rule went into effect, reducing to newcomers the interest rate to 3 per cent from 4, a hefty difference. They're being charged the full rate now, because they went to work as Firemen on July 1, but their argument is that they entered city employment, even though Probationary Firemen, six months before the deadline, and shouldn't be penalized. The question is now before the Corporation Council. If the complainants get the nod, refunds will run into real dough. Chances not bad. Here's hoping.

The men are signing the payroll under protest, which is their right—indeed, their duty, as even Commissioner Quayle, from his own experience in the Sheriff's office, could tell them—and the Pension Board is honoring their selection of options, but under instructions.

Does Fine by Any Other Name Hurt Any Less?

The Fire Captain list would be out now, except for eight cases to decide. One candidate had been dismissed by a prior administration for having an outside job, which he filled after hours. He was away 130 days before he was reinstated. Another man in the same boat was reinstated promptly and fined ten days' pay. The fine in the first mentioned case, so the order read, was 140 days,

but during 130 of these he wasn't on the job and not entitled to pay. Fines count against you in the exams, according to their extent so the fellow that got the severe deal was more than two points out, on strict reckoning. However, the question is this: Is it the substance or the form of the fine that counts? In substance, each was really fined only 10 days' pay. The candidate who got it on the chin was described in the Fire Department order as being "fined" for the full 140 days, but nothing was taken away from him except the 10 days' pay. The real fine was the same in both cases. The Commission must decide if this argument holds water. Question is up to Sidney W. Stern, the Commission's legal expert, for recommendation to the Commission.

More and Higher Bonds Ahead for Officials

Complete upping of bonding amounts, and inclusion of new titles on lists of those bonded, will soon be announced by the Department. Top figure in bonding schedule is and will remain the Fire Commissioner himself, \$90,000 now, and also on the come-uppance list. Here's the \$90,000 broken down for respective Treasurer jobs he holds: \$50,000, Long Island Firemen's Fund; \$10,000, Exempt Firemen; \$10,000, Exempt Firemen, Brooklyn; \$20,000, Fire Department.

Second on list, in amount, is Lieutenant Joseph D. Rooney, Assistant Treasurer of the Department, who sometimes signs a check for as much as \$750,000. He gets the \$1,500,000 license fees and the \$1,500,000 representing the 2 per cent tax on foreign insurance, besides other vast amounts. It's he who gets the transfers made to the proper accounts so that the money can be used by the city. The transfer of funds back and forth is so active they're recalling his office Manhattan Transfer.

Captain and Lieutenant Promotions in February

The Fire Captain list by score will be out any day now, with 187 names. The best information obtainable at present is that promotions from this list will be made in February, when Lieutenant promotions will go through, and Fireman appointments occasioned by vacancies created by Lieutenant promotions.

The large number of Lieutenant promotions will occur under the 1948-9 budget, probably around 100 in a short period. No additional Battalion Chief jobs may be expected in the new budget.

DR. TEAD TO GET AWARD

Dr. Ordway Tead, Chairman of the New York City Board of Higher Education, will receive a special award for "outstanding achievement in the field of higher education" from the American College Public Relations Association, Eastern District, at the group's annual conference on Friday, January 9.

Matthews Elected Head Of Fire Dept. Shooting Club

The newly-elected staff of officers of the New York Fire Department Rifle and Revolver Club has taken office: Fireman Amandus V. Matthews, Manhattan Medical Office, President; Fireman Edward P. Kurpiel, H. & L. 101, Vice-president; Fireman Andrew A. Nugent, H. & L. 14, Recording Secretary; Fireman Frederick W. Adelman, H. & L. 42, Treasurer, and Fireman Fred Beyer, H. & L. 27, Corresponding Secretary.

Fireman Matthews is a popular charter member and experienced officer of the club, having served two terms as Vice-president. His entire staff was re-elected to office as a reward for the excellent job it performed in 1947. Captain Garrick of L. S. S. No. 1 continues as Executive Officer for his seventh term.

Fireman John Herman, Jr., En-

gine Co. 16, the retiring President, declined renomination, to devote more time to shooting activities. He founded the club in 1941.

The Fire Department shooters are actively participating in the Greater New York Pistol League, which consists of the top sixteen teams in the metropolitan area, who are scheduled to shoot to determine which team will represent the League in the New York State Championships.

The board of officers of the club, both past and present, acknowledged their grateful thanks for the fine cooperation and recognition given to them by their popular Fire Commissioner, Frank J. Quayle, by Chief of Staff of Operations Frank Murphy and by the entire staff of Chief Officers. The Fire gunners hope to win new laurels and recognition for the department.

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NEW YORK CITY NEWS

Fire Captain List Given Alphabetically; Police Sergt. This Week

Promotion lists for Sergeant (P.D.) and Captain (F.D.) will be published by the NYC Civil Service Commission this week, Acting Commission President Joseph A. McNamara announced. The Fire Captain list, with 187 names, is expected to be ready today (Tuesday). The examination was taken in August by 824 Fire Lieutenants; 637 failed. The written test had a weight of 50 and record and seniority, 50. There are approximately 22 vacancies. Fire Commissioner Frank J. Quayle has indicated he will make the promotions as soon as the list is established.

The Sergeant list will not be ready until probably the later part of this week, according to Commissioner McNamara. It is expected to include approximately 1,850 names. There are approximately 165 vacancies, including the 85 temporarily eliminated to permit other promotions. These will be restored shortly, as promised by Police Commissioner Arthur W. Wallander.

The names of the 187 Fire Lieutenants who made the Fire Captain eligible list follow in alphabetical order:

- A—Benjamin Aronson, James A. Adams, James A. Allen, Thomas P. Archbold, Norman Armstrong, Carl H. Arnold,
- B—Salvatore G. M. Bergamini,

- Walter R. Bertini, Frank J. Bracken, James V. Brand, Francis J. Brennan (2), James J. Brennan (1), Edward F. Broderick, Edward J. Buchanan, Jr., Alexander Burk, John Burkitt, Charles P. Burns, Peter W. Burns,

- C—Stanley W. Calder, John A. Callahan, Lambert Carciotto, Carmelo A. Cardella, Daniel J. Carey, Matthew J. Cirino, Charles J. Clair, Daniel Clancy, Matthew J. Coan, Edward T. Coleman, Charles D. Collins, Patrick E. Conlist, Harold Cornell, Jeremiah G. Cronin, Jr., Thomas Culkeen, John J. Cully,

- D—James L. Daly, Timothy J. Daly, John E. Deering, Frederick W. Dehner, John Depietri, James D. Donohue, George F., Doorly, Julius W. Draheim, Jr., Charles H. Dreschler, Timothy J. Driscoll, Eugene J. Dukes,

- E—Chester F. Eklund, F—John F. Fay, Robert E. Fay, Thomas F. Finnegan, James P. Fleming, John R. Flood, David J. Flynn (2), Robert M. Foley, Edward T. Foy, Charles J. Freeman, Emanuel Fried,

- G—Patrick J. Galvin (2), Charles F. Gerow, Arthur J. Glenn, Arthur J. Golden, John B. Golding, Jacob Goldstein, William A. Greehey, Jr., John J. Griffith,

- H—Thomas J. Hartnett, Frank Haunfelder, Lee G. Hawkins, Edward T. Heeg, Michael F. Benni-

Failure Notices Out Soon in Test For Grade 2 Clerk

Rating of the written test for Clerk, Grade 2, has been completed by the NYC Civil Service Commission. The test was taken in September by 14,935 candidates.

Failure notices will go out shortly and successful candidates will be notified to appear for a qualifying medical test.

When a list is established, more than 1,000 appointments will be made to vacancies in various city departments. Starting salary is \$1,850, including the cost-of-living bonus.

- gan, Joseph P. Henry, John J. Higgins, William H. Houseman, Herman H. Huneke,

- K—Andrew P. Kane, William P. Kapp, Wisner A. Kelley, John J. Kelly (7), William M. Kelly (2), James A. Kechane, Harry G. Kihlgren, Edwin W. Kinscherf, Sigmund S. Kleibor, Arthur M. Klouda, Otto H. Knochenhauer, Henry Kramer, William Kronenberger, Jr., John B. Kroog,

- L—George L. Lang, Frederick E. Lee, Patrick J. Leonard, Benjamin Levitan, John A. Loehr, Raymond J. Lustig, John A. Lyden, Robert Lynch,

- M—Edward P. McAniff, James S. McAuley, Daniel M. McConnell, Charles J. McDonald, Vincent J. McGill, George B. McGuigan, George A. McKenna, James J. McMahon, Hugh F. McMichael, Peter A. McNulty (2), William J. McShane, Cecil P. J. Maloney, James P. Maloney, Jr., William F. Maany, Anthony R. Martucci,

11,100 Called to Test For Conductor Jan. 1

Notices have been sent to 11,100 candidates to appear for the Conductor written test this Saturday, January 10, in seven city high schools.

The test will have a weight of 100 per cent, and will be the sole basis for judging candidates. The resultant eligible list will be used to fill 700 existing vacancies and an additional 2,100 expected during the four-year legal life of the list. Conductors receive 95

cents to \$1.13 an hour, with trants receiving the lower rate. Candidates who pass the written test will take a qualifying medical in which any injury, ease or abnormality which, in opinion of the medical examiner, tends to impair the health or usefulness will be a cause for rejection.

The LEADER will publish official tentative key answers to the written test in the January 13 issue.

- Schnabel, John V. Schmeck, George E. Schomber, Arthur Schuck (2), Max Schuchman, Daniel T. Schweikert, Arthur J. Schwemmer, Walter E. Segen, Arthur C. Shea, Dennis Shea, John A. Singer, John Smith (3), Leon P. Smith, Charles E. Speck, Henry G. A. Stock, Raymond Stone, John D. Strahan, John Joseph Sullivan, Joseph J. Sullivan, Timothy Sullivan,

- T—Joseph J. Tambini, Edward R. Thate, John B. Trainor,

- U—Joseph T. Urban, V—Walter W. Vail, Erwin H. Vetter, William F. Volz, William J. Von Gonten,

- W—John F. Walker, Herbert J. Walz, George C. Wegner, Erick E. White, William I. Williams, Sidney Wohlfield, Rawl L. Wright,

- Y—William Yara, Jr., Z—Louis J. Zarelli,

Auto Engineman Rating Scale Being Awaited

The rating scale for the Auto Engineman written test which was held on Saturday, December 6, has not yet been devised by the NYC Civil Service Commission.

On the examination paper an inadvertent direction stated, in effect, that each wrong answer would be counted as two wrong answers. That would not yield a list of eligibles as large as the Commission desires, so some rating method that gives more penalty for a wrong answer than credit for a right one, without being excessive, will be used. It is expected also that the total number of eligibles will not be much different than if each correct answer were made to carry as much credit as an incorrect answer imposes a deduction, the normal method.

It is not unusual in short-answer (multiple choice) tests to have a wrong answer count more heavily against a candidate than a right answer counts in his favor, as the plan is used to penalize guessing. However, the method set forth on the examination paper, if literally construed, would not provide proper compensation for right answers, candidates believed, and the Commission, while pondering a determination, is inclined to agree.

Report on 5 Depts. Goes to Mayor Jan. 12

The study of the Fire, Police, Correction, Public Works and Sanitation Departments made by the Citizens Budget Commission at the request of Mayor William O'Dwyer will be presented to the Mayor on January 12, said Harold Riegelman, Chairman of the Planning Committee of the Commission.

Dinner to O'Dwyer

Mayor O'Dwyer will be given a dinner by nine civic groups January 12, in appreciation of his services since taking office two years ago. The Mayor will be the only speaker.

The organizations sponsoring the dinner include the Americans for Democratic Action, the Citizens Committee on Children, the Citizens Housing Council, the Citizens Union, the New York League of Women Voters, the Public Education Association, the United Neighborhood Houses, the United Parents Association and the Women's City Club.

Temporary Appointments In 41 Titles

The NYC Civil Service Commission adopted a proposal authorizing departments to fill vacancies in 41 titles by temporary appointments.

Included in the list of titles are: Arboriculturist, Architect, Assistant Geologist, Captain, Cement Mason's Helper, Chief of Community Housing, Court Clerk, Grade 3, Director of Laborator, Executive Officer, Foreman Bakers, Foreman Carpenter, Foreman Mechanic, Foreman Plumber, Foreman Ship Carpenter, Foreman Steamfitter, Hose Repairer, Inspector of Blasting, Inspector Heating and Ventilating, Senior Architect, Senior Pharmacist, Superintendent of Motor Equipment, Supervising Nutritionist, Supervisor of Menagerie, Supervisor (Psychiatric Social Worker), Surgeon (P.D. List appropriate), Correction), Water Tender, Assistant Electrical Engineer (Rail Signals), Assistant Maintenance Engineer (Line Equipment), Assistant Maintenance Engineer (Structures and Track), Assistant Superintendent (Line Equipment), Assistant Superintendent (Structures and Track), Blueprint Helper, Junior Maintenance Engineer (Line Equipment), Junior Maintenance Engineer (Structures and Track), Maintenance Engineer (Cars and Structures), Maintenance Engineer (Power), Structure Maintenance Group D, Supervisor (Buses Shops), and Supervisor (Lighting).

Diamant Dies at 74 On Vacation on Coast

Harry L. Diamant, 74, of West 110th Street, and a Secretary of the Retired Members of the Police and Fire Departments of NYC, died December 28 in Angeles, Calif., where he had been spending a vacation.

Mr. Diamant was retired from the Fire Department in 1913. He had lost his right leg while on active duty. He had been a member in the organization which fought for the upward revision of pensions. He is survived by his wife, Mrs. Erna Diamant, who was with him in California.

REOPENING DENIED

The Civil Service Technical Guild request to reopen recent applications for Assistant Engineer was denied by the Civil Service Commission.

1948

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