

NEW YORK STATE LIBRARY ALBANY N.Y. 7-1-49

STUDY MATERIAL FOR CLERK-CARRIER TEST

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DON'T REPEAT THIS

IN PLACE of the Don't Repeat column on politics, which appears regularly here, we use this again to ask your opinion—we do from time to time. Do you like Don't Repeat This analysis? Do you read the column consistently? Is there some political situation puzzling you which you'd like to have explained or analyzed. Please send your response to Don't Repeat This, 97 Pine Street, New York City. We have your views about any political matter you'd like to read off about. Thanks.

Unemployment Trends And Government Salaries

By IRVING COHEN, Research Consultant, The Civil Service Employees Association

ONE of the most serious aspects of the current economic scene, and of particular concern to the public employee, is the rising tide of unemployment. The existence of a reservoir of unemployed workers exerts heavy pressure on the wage and working conditions of the employed. For the government employee, salary adjustments, reallocations, job reclassifications become increasingly difficult to

secure and organized employees must hold together even more firmly to preserve gains already achieved.

What are the facts about unemployment?

3,778,000 Unemployed
In June, 1949, there were 3,778,000 persons unemployed, according to the U. S. Census Bureau. (Current Population Reports, Labor Force, Series P-57, No. 84, July 8, 1949). This is the highest unemployment estimate since the outbreak of the war and 73 percent above what it was a year ago.

Data for the year since 1940 follow:

Date	Total civilian labor force (in thousands)	Number of Unemployed (in thousands)	Unemployed as percent of labor force
1940	55,640	8,120	14.59
1941	55,910	5,560	9.94
1942	56,410	2,660	4.72
1943	55,540	1,070	1.92
1944	54,630	670	1.23
1945	53,800	1,040	1.93
1946	57,520	2,270	3.94
1947	60,168	2,142	3.56
June 1948	63,479	2,184	3.44
June 1949	63,398	3,778	5.95

(Although the increase in unemployment since 1948 is 59 percent, the increase in the number of unemployed is 73 percent.)

(Continued on Page 2)

THE NYC EMPLOYEE

Demand for NYC Jobs Rises Sharply

By H. J. BERNARD

EVEN THOUGH there are no examinations now open for receipt of applications by which NYC can judge the demand for jobs, it has felt an upturn in the desire for City jobs. The response to Federal and State examinations, for which applications are now open or closed recently, has been much greater than usual.

(Continued on Page 12)

What Every NYC Employee Should Know About the Career-Pay Plan

By MAXWELL LEHMAN

A lot of words used about the NYC Career and Salary Plan indicate that some people don't understand the project or don't want to understand it.

Here are the real facts about what this plan is, what it does.

What Is The Career and Pay Plan

An old suit of clothes can be patched and darned for just as long. Then it is past patching. What is needed is a new suit.

New York City's system of position classification for its employees has been wearing out for the last fifty years. It is now an out-at-elbows, out-of-date, confusing, complex mess of patchwork.

The Career and Pay Plan is a pattern for a new suit, of good cloth and strong thread, cut to fit. It is a program for stripping away injustice to employees, confusion and poor management practices. It will supply a modern civil service system that is expertly planned and equitable. It will protect and further the interests of both the city and its employees.

It will do this by making an inventory and analysis of the duties and responsibilities of each position, by grouping positions according to the duties to be performed, by arranging logical supervisory relationships, and by planning

(Continued on Page 6)

State Turns Down 37½ Hr. Week for Institution Clerks

ALBANY, July 25 — Office workers in State institutions will continue to work a 40-hour week, according to a decision by the State Budget Director and the State Civil Service Commission.

This decision has been announced in a letter to Dr. Frank L. Tolman, president of The Civil Service Employees Association, from J. Edward Conway, president of the Civil Service Commission.

Equality Sought

A 37½-hour work week has been actively sought by the Association for some time in order to provide "equality of treatment" to all office employees of the State. State offices, outside institutions, are

on a 37½ hour week. The letter to the Association follows:

"This is a report on the study made on the subject of your letter of April 5, 1949, containing the proposal that institution office employees be required to work normally 37½ hours per week instead of 40 hours.

"After considering the problem thoroughly, neither the Budget Director nor this department can

find that the shorter work week for these employees is feasible under the present operating conditions.

Would Lead to Complaints

"There are, at present, other service units in the State institutions where many employees are working a 40-hour week, and also there are employees of the office type, such as stenographers, who are assigned to these other service units.

(Continued on Page 8)

Facts About DeMarco Cash

How many State employees are receiving DeMarco payments? How many will get it altogether? What is the average amount being paid? The highest amount? How do you appeal if you think you are entitled to DeMarco cash but find you're not included?

These and many other questions about the interesting, important DeMarco case will appear in next week's Civil Service LEADER.

House Expected to Pass Bill for Postal Gains

WASHINGTON, July 25—In an action unprecedented in the history of civil service legislation, the House recalled the Miller postal-gains bill from its Post Office and Civil Service Committee by a petition signed by more than the required number of 218 members. That brought the bill to the floor of the House, where it is expected to be passed before recess.

Representative Walsh (D., Ind.) originated the petition by putting it on the Speaker's desk. Next came the signatures. Postal employee organizations' representatives had flocked to Washington, knowing what was coming up, and were instrumental in getting the

needed signatures. Almost 400 representatives of such organizations were here from all parts of the United States.

To-morrow the Senate Post Office and Civil Service Committee is scheduled to consider both the Miller bill and the bill affecting classified Federal employees.

A flat annual increase of \$150 is provided in the Miller postal bill, 26 days' annual leave and 15 days' sick leave. There would be four more longevity promotions, with past-service credit. The efficiency rating system would be eliminated. An allowance of \$100 a year for uniforms would be provided and the first four postal grades would be dropped.

Where Is Saratoga Spa Survey? Assn. Inquires

ALBANY, July 25 — The Civil Service Employees Association would like to see results of a classification survey of positions at the Saratoga Spa enacted without delay.

In a letter to John E. Burton, the Budget Director, the Association pointed out that the survey was conducted last summer and its findings have not yet been published.

It urged that results of the survey be enacted with as little further delay as possible.

JOB OPPORTUNITIES WIDENED FOR STOCK ASSISTANT EXAM

Applications will be received from September 12 to 27 by NYC for positions as Stock Assistant (Men), at \$2,100 total. There are 50 vacancies and more are expected. The requirements have been eased, so that no minimum experience or education is required. The jobs are in various City departments.

Appointments by the Board of Higher Education, the Department of Education, and the Housing

Authority are exempt from the NYC residence requirements.

The filing fee will be \$1. Stock Assistant is eligible for promotion examination to Section Stockman.

Age Limit Is 50
An appointee must assist in the care, receipt, checking, storage and distribution of materials and supplies; lift and carry heavy materials and supplies; assist in the preparation of stock inven-

ories; keep records; perform related work.

The exam is open only to persons who shall not have passed their 50th birthday on the first date for filing of applications. The position requires extraordinary physical effort. The official announcement lists these exceptions:

"a) This requirement does not apply to disabled or non-disabled (Continued on Page 13)

STATE AND COUNTY NEWS

Willowbrook Chapter Elects Officers



Scene at the election of officers of the Willowbrook State School Chapter. Morris Pierce receives a certificate, as newly-elected President, from Mrs. K. Hennessy. Left to right, first row, James Malone, vice-president, Mrs. Hennessy, the past president, Mr. Pierce, Ada Miller, the new secretary, and Walter Kinne, treasurer.



The Public Employee

By Dr. Frank L. Tolman

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

THE GUARDIAN OF MERIT

Next to the Governor, the most important State Office from the viewpoint of the Public Employee is the Civil Service Commission, the official champion of the Merit and Fitness System in Government.

The duties of the Civil Service Commission have grown with the years until its destiny is evident. It is the public equivalent of the vice president in charge of personnel in private industry, probably the most important of the private vice presidencies. It is, under the Governor, the supreme central authority on personnel policies, the rule maker on etiquette, manners, behavior, morale and work habits of all public employees. It is the central recruitment agency, the court of employee appeals, the training center for employees and the chief coordinator in the biggest business in the State.

Two Alternatives

I have said that the future destiny of the civil service is evident. I should perhaps say that the choice rests between two possible alternative paths, one of which leads to perdition and the other to a better and happier State.

The path to perdition is broad and easy, and many there be who desire to pursue it. Political patronage, the spoils system, and overmuch authority or self-rule by departments, bureaus and offices will destroy any real civil service and bring the return of anarchy in government.

The straight and narrow path to civil service efficiency rests upon the following principles.

Civil Service Authority

The Civil Service Commission must have and exercise the authority necessary to bring uniform practices and methods to all the employees, offices and subdivisions of the state. Local and departmental autonomy must be limited to allow the entire civil service to be one service, to be governed by equal laws, rules, regulations and practices. The Commission must be the supreme authority under the law on all matters relating to personnel.

The Commission must become the chief supporter and champion of the merit system. It must be the chief voice of the career and fitness principles. It must join with the organized employees to gain the necessary financial and public support for the great plan of public management which it administers.

Can't Serve Two Masters

No man and no Commission — and no Governor — can serve two masters. Civil Service cannot mix with patronage and spoils and survive. Every public official makes a decision every day, and unfortunately the record is often a betrayal of the guiding principle of good government, that special privilege has no part or place in public affairs.

The Governor is confronted with grave decisions about his civil service. May he have wisdom and courage in making them.

Syracuse School Honors 25-Year Club



At Syracuse State School a dinner was given for employees who had served in the Mental Hygiene Department for at least 25 years. Among those honored were (first row, left to right), P. I. Donahue, Dr. E. VanDuyn, Dr. S. W. Bisgrove, Senior Director and Mrs. S. W. Bisgrove. Second row, Mrs. Katherine Jennings, Mrs. Rose Murphy, Dr. Maria Saino, Mary Cox, Mrs. Wilson Briggs, Wilson Briggs, F. J. Summan, John Dudley and Dr. Chas. W. Hutchings, Assistant Director. Third row, R. Forward, H. C. Sawyer, Business Manager; and A. E. Bregard. Those who received pins but were not present when the photograph was taken were Edia Hassenplug, Mrs. Ed. Peek, Mrs. Edna Kelley, Dennis Harnett, Mr. Wm. Dickinson and Helen Cashone.

Hilleboe Heads Frolickers at Picnic

More than 170 employees and friends of the James E. Christian Memorial Health Department Chapter, Albany, attended the second annual picnic at Murray's, Lyons Lake.

An enjoyable afternoon was spent in swimming, boating and taking it easy. A soft-ball game was played between the office of Business Administration and a mysterious crew called The Frolickers. Somehow, no doubt due to the general confusion as to who was playing on what team, the office of Business Administration won, 8 to 8.

At 7 p.m. a buffet supper was served, followed by square and dancing. Carl Curzio, Ann Quirk, Mary Hicks, Betty Slick and Pat Bisaglia received awards.

The Division of Laboratories and

Research was represented by Philip Murdick and 40 other employees. Health Department officials attending were Drs. Herman Hilleboe, William A. Brumfield, Hallis J. Ingraham and M. L. Levin.

Members of the social committee were Donald Treanor and Charles Agar, co-chairmen; Dr.

Norbert Ringelman, Mrs. Mildred Winters and Dr. Arthur Bushel, in charge of entertainment; Clark LeBoeuf, Stanley Barker and Harold Hall, sports; and Peggy Powers, Jane Wheeler and Mrs. Signe Norris, tickets.

The consensus was that this year's picnic was the biggest and best yet held by the chapter.

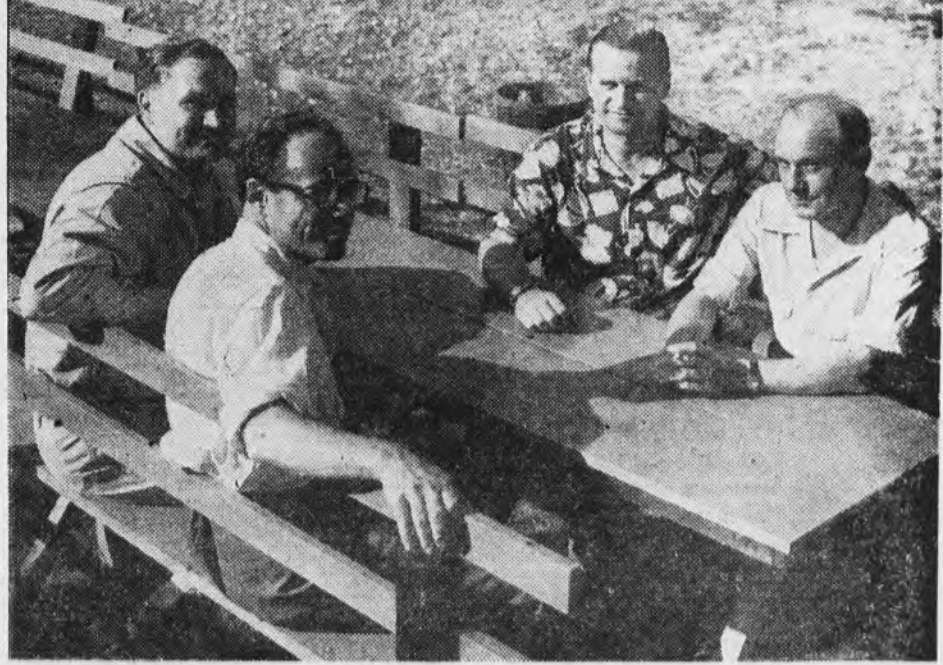
Civil Service Softball Roster

ALBANY, July 25 — Robert Backer, manager of the newly organized softball team in the State Civil Service Department, announces the team roster includes:

W. Flynn, T. Becker, J. Norton, E. Frost, M. Lavenia, J. O'Brien, J. Owen, R. Kilijian, F. Sullivan,

H. Wahl, A. Curtheys, S. Romancheck, G. Lehmann, M. Kenny, D. Price, F. Schulz, V. McKee, G. Dysemba, A. Wyck, J. Piggott.

All other softball teams in the Capital District are invited to arrange games with Mr. Becker, employed in the State Certification Division of the department.



The Albany Health Department employees, members of the James E. Christian Memorial Chapter, enjoyed a picnic at Lyons Lake. Left, front row, left to right, Anne Nurane, Rose McCann, Louise Kane and Margaret Manning. Rear, Barbara Dunney, Harriet Snook and Lena Keller. At right, left to right, Drs. Ho'is S. Ingraham, M. L. Levin, Herman E. Hilleboe the Health Commissioner; William A. Brumfield, Jr.

STATE AND COUNTY NEWS

Clerical Lists Issued by State

The names of the 44 disabled veterans on the Clerk list appeared in last week's LEADER. This week the publication of the non-disabled veterans' names begins.

CLERK

State Departments and Institutions

Non-disabled Veterans

- 55 Altowitz, T., Bklyn ... 99300
56 Brown, H., Bklyn ... 99160
57 Szczepkowski, J., Albny .97550
58 Hertzoff, B., Bklyn ... 97550
59 Remmert, M., Albany .97550
60 Evans, R., NYC ... 96150
61 Jackson, C., Bklyn ... 95590
62 Graiser, Bklyn ... 95520
63 Schweiger, E., NYC ... 95170
64 Jones, D., Bronx ... 95100
65 Krug, R., Buffalo ... 94470
66 Nagan, M., Bklyn ... 94050
67 Totman, W., Albany ... 93910
68 Bentkowski, B., Buffalo .93770
69 Scudder, F., NYC ... 93700
70 Miller, T., NYC ... 93350
71 Sherlock, J., Watervliet .93070
72 Barcia, J., NYC ... 92650
73 Phillips, A., Bklyn ... 92510

- 74 Koppelman, F., Bklyn ... 92370
75 Kahn, L., Bklyn ... 92300
76 Neils, L., Troy ... 92300
77 Moran, J., NYC ... 91950
78 Schieber, S., NYC ... 91880
79 McCormick, I., Utica ... 91880
80 Schneid, N., NYC ... 91740
81 Clyne, H., Kklyn ... 91740
82 Harris, B., NYC ... 91670
83 Preziosi, A., Bronx ... 91670
84 Koenig, E., Ridgewood .91600
85 Burnside, R., Jamaica .91460
86 Roeckel, C., Bklyn ... 91460
87 Ogden, R., Augurn ... 91320
88 Clora, E., Bklyn ... 91110
89 Meyerberg, R., Bklyn .91040
90 Wood, H., Ossining ... 91040
91 Ingot, A., Utica ... 91000
92 Caprio, A., Bklyn ... 90970
93 Sokolsky, H., Bklyn ... 90620
94 Roberts, C., Bklyn ... 90550
95 Smith, H., NYC ... 90480
96 Stoll, B., Buffalo ... 90410
97 Korn, B., Bklyn ... 90270
98 Miller, L., Bklyn ... 90200
99 Schreff, M., Bklyn ... 90130
100 Schmidt, A., Woodhvn.90060
101 Nellis, F., Staten Isl. .89990
102 Winans, A., McDongh. .89780

- 103 Frankenstein, J., NYC. .89710
104 Premo, D., Ogdnsbrg. .89710
105 Meyer, G., Ridgewood. .89570
106 Sawicki, A., St. Albans.89500
107 Loberfeld, S., NYC ... 89430
108 Capece, N., Bronx ... 89430
109 Olender, W., NYC ... 89430
110 Pittoff, P., Bklyn ... 89360
111 Buckerman, L., Bklyn .89290
112 Aquillo, G., NYC ... 89220
113 Blumenthal, Rky Bch. .89080
114 Czwakiel, J., Albany ... 89080
115 Varley, J., Bklyn ... 89010
116 Judge, T., Albany ... 88940
117 Berkowitz, W., NYC ... 88940
118 Klein, B., NYC ... 88940

- 119 Braham, M., Bklyn ... 88800
120 Costantino, A., Bklyn. .88800
121 Brooks, B., Bronx ... 88550
122 Williams, C., NYC ... 88500
123 Mills, R., Bklyn ... 88450
124 Quintero W., NYC ... 88450
125 Lee, C., Bklyn ... 88240
126 Lebo, J., NYC ... 88170
127 Mastroiacovo, C., Bx ... 88.00
128 Zonghetti, M., Bronx .87960
129 Parzych, M., Albany ... 87890
130 Wyckoff, S., Bronx ... 87820
131 Margon, J., Nyack ... 87750
132 Depereda, P., NYC ... 87680
133 Card, F., NYC ... 87680
134 Neigher, N., NYC ... 87540

- 135 Marshall, H., Bklyn ... 87500
136 Fullenbaum, H., NYC .87400
137 Rini, D., S Ozone Pk .87400
138 Kemner, R., Schtdy ... 87300
139 Taube, H., Jacksn Hgt.87200
140 Luchuf, P., NYC ... 87100
141 Goldman, J., NYC ... 87100
142 Solowsky, H., NYC ... 87000
143 Sweeney, J., Bronx ... 86900
144 McCormick, J., Albany .86700
145 Fine, M., NYC ... 86700
146 Gelda, E., Bklyn ... 86600
147 Rosenberg, B., Bklyn ... 86600
148 Moscinski, M., Albany ... 86500
149 Colten, J., Bronx ... 86400
150 Doyle, Bklyn ... 86400

Open-Competitive Lists Issued by State

- JR. LIBRARIAN, (O.C.), Public Library, Erie County Non-veterans
1. Paddock, R., Watertown 86500
2. Wagner, M., Albany ... 79250
3. Harper, W., Buffalo ... 79000

- CONSERVATION PUBLICATIONS EDITOR, (O.C.), Conservation Department Non-disabled Veteran
1. Benedict, D., Elsmere .. 79810

- CONSERVATION EDUCATION ASSISTANT, (O.C.) Division of Conservation Education Department of Conservation Non-disabled Veterans
1. Spittler, D., Lake View 79660
2. Bulger, J., Delmar ... 76810

- 3. Schultz, I., NYC ... 82460

- STORES CLERK, (O.C.) Ed. J. Meyer Memorial Hospital Erie County Disabled Veteran
1 Grimm, R., Buffalo ... 85100
2 Grant, J., Tonawanda. .80368

- 3 Schrag, F., Buffalo ... 83524
4 Baine, S., Buffalo ... 81980
5 Mantell, F., Buffalo ... 81780
6 Tomaszewski, R., Buffalo .79780

- 7 Corto, F., Buffalo ... 76508

- JR. STATISTICAL CLERK, (O.C.) Westchester County Non-veterans
1 Lorusso, A., White Plns. .80500

- 2 Cain, C., Chappaqua ... 80000
3 Muskrat, J., Tarrytown. .78000
4 Murray, H., Elmsford ... 78000
5 Reynolds, A., White Plns. 78000
6 Heddesheimer, D., Osng .76500

- ORDERLY, (O.C.) Erie County Home & Infirmary Erie County Disabled Veteran
1 Hosking, A., Buffalo ... 89000

- 2 Minnuto, A., Buffalo ... 88000
3 Torbus, E., Buffalo ... 82500

- 4 Agee, K., Alden ... 87500
5 Mikuszewski, L., Buffalo. .87500
6 Martiner, J., Buffalo ... 85000
7 Englund, R., Angola ... 85000
8 Jaworski, V., Buffalo ... 84500

- ASSOCIATE EDUCATION SUPERVISOR, (O.C.) (Secondary Education) Division of Secondary Education Education Department Non-disabled Veterans
1 Tilroe, D., Delmar ... 85310
2 Houghton, A., Slingerlnd. 85010
3 Davidson, G., Bklyn ... 84700
4 Peck, E., Albany ... 84610
5 Ryan, C., Flushing ... 84090
6 Ingraham, B., Fishkill. .82600

- 7 Hageny, W., Cold Sprng. 91100
8 Shaver, E., Margaretvle. 88600
9 Spencer, H., Rensselaer. 88200
10 Spuerken, E., Dobbs Ferry. 87200
11 Hurd, M., Glenfield ... 84710

- 12 Weinrich, E., Schtdy ... 84300
13 Hecht, M., Bklyn ... 81300
14 Terino, A., Malverne ... 78600

- HEAD LIBRARIAN, (O.C.) Public Library Erie County Non-disabled Veterans
1 McDonald, C., Mde Vlg. 85400
2 Wright, M., Kenmore ... 81000

- 3 Mulcahy, J., Buffalo ... 87000

- SR. LIBRARY CLERK, (O.C.) Village of Pleasantville, Westchester County Non-veteran
1 Nowicki, D., Armonk ... 87000

- ASSOC. EDUCATION SUPERVISOR (GUIDANCE) (O.C.) Education Department Non-disabled Veterans
1 Ryan, C., Flushing ... 82700
2 Thelander, B., Stockton. 81800
3 McCourt, H., Pleasantvl. 80500
4 Wildes, A., Utica ... 79900
5 Houghton, H., Altamont. 79600

- 6 Shear, B., Katonah ... 88100
7 Reusswig, T., Utica ... 87700
8 McGann, P., Endicott ... 87000
9 Cotten, B., Mayville ... 82900

- ASST. INSTRUCTOR OF NURSING SCIENCE & THEOR (O.C.) Dept. of Public Welfare Westchester County Non-veteran
1 McClure, S., Bklyn ... 82900

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In New York State, and most other states the Education Department offers anyone* who passes a series of examinations a high school diploma. This diploma is accepted by employers, training schools, vocational schools, and the Civil Service Commission as the equivalent of a regular high school diploma!

Yes, regardless of your previous education, you can get this high school equivalency certificate. But you MUST PASS your state's tests! Should you fail, you have only one more chance to try again — and you get that chance one whole year later!

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CAREER INSTITUTE'S GUARANTEE

"If any student, upon completion of the High School Equivalency Course, fails to pass his or her high school equivalency tests and thereby fails to get a high school equivalency certificate, the Career Institute GUARANTEES to continue his training course until he is able to pass the test at a second try.

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* In some states the offer is limited to veterans.

CAREER INSTITUTE

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NAME ... AGE ... ADDRESS ... CITY ... ZONE ... STATE ...

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STATE AND COUNTY NEWS

Clerical Eligibles Lists

Last week The LEADER published names of the 291 veterans on the Mail and Supply Clerk, State Departments and Institutions list. This week the second installment contains the names of non-veterans, up to number 400. The remaining names will be published in future issues.

MAIL AND SUPPLY CLERK

State Institutions and Departments Non-veterans

- Goldstein, M., Bklyn ... 98800
Becker, M., Bklyn ... 98680
Schwartz, M., Albany ... 98500
Boley, J., NYC ... 98440
Bautz, K., Buffalo ... 98380
Henner, S., Bronx ... 98020
Cantwell, K., Albany ... 97900
Eklar, S., Bklyn ... 97480
Paul, H., Bronx ... 97420
Zabludowsky, B., Bronx ... 97360
Barnet, J., Albany ... 96520
Hamburger, J., K Gns. ... 96400
Quinn, S., Delmar ... 96280
Stone, W., Bronx ... 96160
Egan, M., Ravena ... 95980
Bangel, M., Bklyn ... 95560
Schuchman, L., Bronx ... 95500
Cook, E., Bklyn ... 95260
Mayes, N., NYC ... 95260
Ormsby, L., Albany ... 95140
Ruffington, V., Bklyn ... 94960
Conerty, M., Albany ... 94900
Green, A., Troy ... 94840
Benoit, J., Cohoes ... 94720
Goldberg, R., Bklyn ... 94720
Duff, W., Jamaica ... 94720
Hanauer, B., NYC ... 94660
Dallis, B., Rchmd HI. ... 94540
Davis, V., NYC ... 94480
Koerner, E., Islip ... 94420
Denry, G., Bklyn ... 94240
Drzewiecki, E., Rexford ... 94180
Fox, A., Albany ... 94120
Ward, J., Utica ... 94000
Cohen, M., Bklyn ... 93940
Fallick, N., Bklyn ... 93940
Schoemann, E., NYC ... 93820
O'Connor, E., NYC ... 93700
Hogan, F., Albany ... 93700
Crompton, C., Bklyn ... 93640
Brevetta, J., Bklyn ... 93640
Clute, M., Albany ... 93640
Woods, J., Albany ... 93580
Dorsey, E., NYC ... 93520
Albright, I., Nasau ... 93520
Czrnek, M., Bklyn ... 93400
Estes, R., NYC ... 93220
Tatz, H., NYC ... 93160
Gerling, J., Rochester ... 93100
Mons, M., Troy ... 93040
Normandin, R., Troy ... 92930
O'Donnell, C., Bklyn ... 92920
Brodkin, P., Bronx ... 92920
Hines, E., Bklyn ... 92800
Roberts, G., Albany ... 92740
Zutscher, R., Bklyn ... 92680
Marcher, M., Utica ... 92620
Kristophersen S., Bklyn ... 92620
Weinman, S., Bronx ... 92620
McGrath, J., Albany ... 92620
Sealey, C., Bklyn ... 92620
Silver, S., Bronx ... 92560
Umholtz, R., Albany ... 92560
Forman, G., Bklyn ... 92380
Lewahda, D., Bronx ... 92320
Bregman, G., Bronx ... 92260
Godman, L., Bronx ... 92260
McFarland, R., Buffalo ... 92200
Ascher, R., NYC ... 92200
Martino, N., Bklyn ... 92200
Gorlin, L., NYC ... 92020
Greben, D., Albany ... 91840
Murphy, J., Bronx ... 91840
McCallum, A., Bklyn ... 91780
Thompson, A., Bronx ... 91720
Lieberman, M., Bklyn ... 91720
Oshinski, D., Bklyn ... 91660
Arnold, J., LaFargeville ... 91600
Cohan, D., Albany ... 91540
Irwin, J., Qns Vig ... 91540

- Weil, D., Buffalo ... 91540
Savoy, A., NYC ... 91480
Yevlove, J., Bronx ... 91420
Zaefl, W., Bronx ... 91420
Bennett, W., NYC ... 91360
Schuenzel, E., Mahopac ... 91360
Ramrus, A., Bronx ... 91180
McCullough, J., NYC ... 91180
Mackey, A., Newburgh ... 91120
Iorio, L., Bklyn ... 91120
Oram, M., Germantown ... 91120
Plowucha, W., Buffalo ... 91000
Boronkay, V., L I City ... 91000
Benoit, L., Albany ... 90820
Leidman, V., Bronx ... 90760
Gillis, N., Albany ... 90700
Jordan, F., NYC ... 90700
Berger, L., Albany ... 90700
Leibowitz, I., Bronx ... 90640
Shaw, M., NYC ... 90640
Wallace, R., Morrisville ... 90580
Arnold, J., Cohoes ... 90580
Childs, J., Bayshore ... 90520
Crotty, M., Buffalo ... 90520
Rounds, M., Rensselaer ... 90460
Norton, A., Albany ... 90400
Hoffmire, J., N. Boston ... 90340
Wallace, R., NYC ... 90340
Mazza, S., Bklyn ... 90340

- Adams, B., Oneida ... 78700
Brown, R., Troy ... 78160
Marrin, E., Bronx ... 78150
Loehr, J., Jamaica ... 77980
Nehemias, G., Bklyn ... 77850
Grassi, J., Bklyn ... 77590
Cutler, T., Bklyn ... 74450
Quigley, E., Bklyn ... 77060
Mongini, J., NYC ... 76030
Sears, A., Wellsburg ... 76740
Ramirez, E., Bklyn ... 76730
Bucci, J., Albany ... 76590
Ferber, W., Bklyn ... 76500
Caifa, J., Bklyn ... 76490
Tanenbaum, M., Bklyn ... 76460
Mistler, E., Staten Isl. ... 76360
Costanzo, P., L I City ... 76050
Pereira, F., Bklyn ... 75880
Somereve, E., NYC ... 75510
Hewlett, J., NYC ... 752160
Muth, F., Green Isl. ... 75160
Staten, L., Bronx ... 75070
Polvino, J., Rochester ... 74650
Godwin, H., Troy ... 74470

Non-veterans

- Schwartz, M., Albany ... 98730
Malvon, G., Bklyn ... 97740
Becker, M., NYC ... 97630
Itzkowitz, I., Bronx ... 96960
Sitterle, M., Buffalo ... 96790
Bergen, V., Fultonville ... 96720
Bangel, M., Bklyn ... 96690
Quirin, M., Buffalo ... 96450
Rosinski, L., Buffalo ... 96400
Henner, S., Bronx ... 96050
Corradino, E., Amstrdm. ... 95880
Frey, V., NYC ... 95850
Murray, A., Bklyn ... 95750
Quinn, S., Belmar ... 95430
Schwartz, B., NYC ... 95210
Bautz, K., Buffalo ... 95140
Schneider, E., Bklyn ... 95090
Reeve, J., Ithaca ... 94920
Hobbs, J., Manlius ... 94760
Buffington, V., Bklyn ... 94660
Malinowski, A., Buffalo ... 94540
Dendy, G., Bklyn ... 94240
Rosen, E., Bklyn ... 94210
Koppelman, F., Bklyn ... 94180
Roberts, G., Albany ... 94170
Nowak, S., Buffalo ... 94150
Roth, E., Bklyn ... 94110
McGrath, J., Troy ... 93970
Breeze E., Valatie ... 93900
Stoll, B., Buffalo ... 93610
Hengen, K., Gloversvil. ... 93120
Crompton, C., Bklyn ... 93090
Goldstein, C., Jamaica ... 92910
Stone, W., Bronx ... 92800
Jacobs, H., Buffalo ... 92720
Dillabaugh, L., Wrtwn ... 92710
Murohy, J., Bronx ... 92440
Nagan, M., Bklyn ... 92230
Zaefl, W., Bronx ... 92200
Weil, D., Buffalo ... 92110
Sealy, M., Bronx ... 92090
Downes, V., Syracuse ... 92080
Rovner, E., NYC ... 91890
Elliott, E., NYC ... 91890
Delisle, J., Cohoes ... 91520
Malis, R., Bronx ... 91510
Ascher, R., NYC ... 91450
Leibowitz, M., Bronx ... 91390
Shaw, M., NYC ... 91320
Cline, M., Kingston ... 91230
Garretto, M., Bklyn ... 91140
Goldfinger, R., NYC ... 90910
Sherman, S., NYC ... 90910
Susskind, R., NYC ... 90880
Curtwright, W., NYC ... 90790
Bulger, E., Bronx ... 90760
Adams, D., NYC ... 90620
Hulbert, K., Lancaster ... 90500
Coates, D., McGraw ... 90440
Sulzberger, L., NYC ... 90430
Duggan, A., Woodside ... 90420
Jackson, B., Bklyn ... 90290
Schwartz, M., NYC ... 90280
Purov, I., Bklyn ... 90270

STATE CLERICAL ELIGIBLES

The disabled veterans on the File Clerk list are given below through number 269. The list will be continued in future issues of The LEADER.

FILE CLERK

State Departments and Institutions

Non-disabled Veterans

- Altowitz, T., Bklyn ... 96050
Graiser, S., Bklyn ... 94720
Kahn, L., Bklyn ... 94550
O'Brien, J., Utica ... 92830
Ciora, E., Bklyn ... 92600
Roeckel, C., Bklyn ... 92530
Capece, N., Bronx ... 92320
Neiger, N., NYC ... 91770
Webber, J., Bklyn ... 91130
Inglot, A., Utica ... 90380
Levine, A., Bklyn ... 90370
Flynn, C., Island Pk ... 88620
Benkowski, B., Buffalo ... 88000
Lachowitz, J., NYC ... 87900
Moscowitz, A., Bronx ... 87280
Miller, G., Harrisville ... 87110
Schweiger, E., NYC ... 87030
Schieber, S., NYC ... 86980
Berlin, S., Bklyn ... 86460
Lee, C., Bklyn ... 86200
Rockwell, T., Bklyn ... 85400
Miller, T., NYC ... 85240
Wynne, R., NYC ... 84590
Atwell, S., Jamaica ... 84520
Zeckler, J., NYC ... 84490
Whitebeck, E., Albany ... 84200
Berkowitz, G., NYC ... 83930
Cohen, W., Bklyn ... 83580
Lapierre, A., Mooers ... 83370
Leonard, R., Bklyn ... 83280
Johnson, T., Buffalo ... 82440
Gunder, L., Depew ... 82250
Austin, V., NYC ... 81930
Geier, J., Albany ... 81370
Duffy, J., NYC ... 81230
Shaw, E., Rochester ... 81070
Stegmuller, C., Rky Bch. ... 81050
Tamagno, P., Rye ... 80770
Badinelli, R., Bronx ... 80740
Williams, C., NYC ... 80660
Luchuf, P., NYC ... 80400
Brady, J., NYC ... 79860
Oquendo, I., Bronx ... 79860
Barkowsky, M., Bklyn ... 79610
Lemmo, R., Flushing ... 79320
Cellino, N., Dunkirk ... 79060
Dabell, O., Watervliet ... 78930
Haber, J., Bklyn ... 78810
Harris, J., Bronx ... 78720

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FILL IN AND MAIL BLANK

Federal Career Employees Association - New York Chapter I herewith apply for membership in the Association and will assist in every way possible to achieve job security for non-veteran career employees, and to preserve the Career System in Civil Service.

NAME _____
HOME ADDRESS _____
AGENCY _____ LOCATION _____
I acquired permanent Civil Service status on (date) _____
Date of application: _____ SIGNATURE _____

(Membership dues are \$5.00 per year, and may be paid in one sum or two monthly instalments. Make checks and money orders payable to Federal Career Employees Assn., and mail to ROSINA D. STICH, Treasurer, 215 Manhattan Avenue, New York 25, N. Y. Phone MO 6-3093).

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TUESDAY, JULY 26, 1949

These Employees Deserve Fast Answer

Employees of four institutions—Matteawan, Dannemora, Westfield and Albion—are seeking pay the equal of that earned by prison guards. The employees put up a strong case, and they deserve to be heard. Two of the institutions have already had hearings. Hearings for the other two would seem to be in order quickly. And then, a fact decision should come. The long wait which these workers had before receiving their competitive status should not be duplicated in their request for a higher salary status.

Career Hearings Reveal Injustices in NYC Service, Need for Big Job Overhaul

Hearings on the NYC Career and Pay Plan reveal two things: (1) that personnel conditions in City Departments are so bad that a reclassification is seen to be completely necessary; (2) that employees are bringing to the hearings data which should properly go to the Career and Salary Board itself, once it is set up.

A third fact is also apparent: A number of the speakers, while outlining evils and abuses which only a Career and Salary Plan could correct, ask that such a plan be put in effect immediately.

These employees do not realize that hundreds—probably thousands—of inequities exist in City service, such as the ones they themselves describe; that it would be impossible to put the new plan into effect until all the facts are gathered on all categories.

It is necessary, for example, to determine not only where no proper promotion lines exist, but to set up new promotion lines that will offer a fair chance of advancement—and these lines will have to be meshed to fit in with the entire City service.

It is necessary to determine just what the duties of a job are—the duties of thousands of jobs; for there is no question, as was brought out at the hearings, that laborers are working as receptionists, clerks as administrators, sewer men as bricklayers. Thousands of such stragglers are told of the City service. All of them will have to be investigated. Employee representatives at the hearings told of unequal pay for equal work, of people in three or more titles doing the same work at different salaries, and gave in general a picture of low morale.

The task of probing, interviewing, comparing jobs, making sure that employees doing higher-grade work get higher-grade salaries—this is the responsibility of the Career and Salary study. President Joseph A. MacNamara of the Civil Service Commission, who with Budget Director Thomas J. Patterson, is sitting in on the hearing, asked employees to understand this fact.

Patterson Defines Scope

Some employees confuse the Career and Pay Plan with upgrading, and there is evidence of some cases being deliberately inculcated. But even if every City job were upgraded, the present injustices would still remain—higher-grade employees would still, in more than one case, be supervised by lower-grade ones; the City would still have its present hodge-podge of job-titles; out-of-title work would still be rampant; lack of promotion opportunities would still be the same as now; thousands of employees would still be unable to tell you what their true duties should be.

Upgrading will come for many jobs through the Career and Pay Study; but upgrading is only one of the jobs such a study is designed to accomplish.

Budget Director Patterson, at the first hearing on July 20, when he saw that some speakers were discussing irrelevant matters, defined the scope of the hearing: to hear suggestions on the Mayor's Career and Salary Plan, particularly with respect to providing employee safeguards when the plan is put into operation.

During the first hearing, no concrete proposals for such safeguards were made. That hearing did display numerous cases of injustices in the City service.

The second hearing, held on Friday, July 22, brought out a concrete suggestion from Milford M. Stern, president of the Uniformed Pilots and Marine Engineers Association, A.F. of L. Wholeheartedly behind the Mayor's plan, Mr. Stern said:

"We propose that an employee committee be set up to work continuously with Mr. John T. DeGraff (appointed to direct the survey). In this way, the employee viewpoint will be available from the very beginning."

Mr. Stern gave examples of the work done by marine pilots and engineers of the Fire Department to show how a Career and Salary Board would function in practice. He cited higher-caliber work done by some of the men, which is nevertheless not recognized by any advantage in title or salary. He compared the situation in New York City and in other communities.

"It is the considered view of the members in my organization that the proposed Career and Salary study is one of the most forceful, forthright plans ever proposed to modernize the City's personnel system. The truth is that employees need precisely this sort of a plan, need a body before which they can appear and state their case factually and objectively for reclassification, when they think it necessary."

Speaking of inequities in the City service, Mr. Stern said: "The job cannot be done in a day. But it must be done, once and for all. My Association is fully behind the Mayor's plan, and we accept his assurance that not a single penny will be lost by any employee as a result."

The July 20 hearing heard a detailed statement from James V. Barry, business representative, of Pavers and Road Builders District Council, A.F. of L., in which he also favored a Career and Salary study. Citing the situation in his own union, he suggested a plan of reclassification which would include laborers, foremen, general highway and general pay-

Prison Group Urges NYC Career Plan

The Prison Association of New York has added its voice in support of the New York City Career and Salary Plan. In a letter to Mayor William O'Dwyer, E. R. Cass, general secretary of the Association wrote:

"On behalf of this Association I would like to record with you our belief that there is a real need for a reclassification of the job descriptions and specifications for the thousands of City employees.

"In the interests of increased efficiency of personnel and the economical administration of the City government, we feel that the proposed classification is long overdue.

"We have, over the years, been encouraged to note various improvements in personnel practices and procedures relating to those assigned to the Department of Correction. We feel, however, that there is still room for improvement and earnestly urge that every consideration be given to the adoption of the proposed classification which would result in a modernization of the City's personnel administration."

ing foremen, and inspection services. He outlined what the duties should be in each title, and pointed out how widely from the mark the situation is today. He also remarked that in private industries, where duties are more clearly defined than in the City service, efficiency is higher.

John E. Adams, a grade 4 clerk in the Correction Department, told of instances where promotion examinations had been given but no promotions made from the lists.

"Consolation increases were given instead of promotions," he said. "Differences today in minimums and maximums are not based on merit, but whom you know."

He told of employees in lower services who receive higher salaries than employees in higher services. But he opposed a long-term reclassification with a \$150,000 appropriation, saying it could be done by setting up a special board for the purpose. He did not reconcile the fact that he was in effect urging a Career and Salary study, but without any money to do it with.

The speakers, beside Mr. Stern, at the July 22 meeting were:

Benjamin Janer, chairman, Committee on Classification and Salaries, Association of Municipal Chemists, who complained that chemists have been trying to get a square deal on pay for 15 years, but without result, except for scattering promotions.

Dr. Milton Kover, president, Society of Dentists, Department of Health, who wanted annual basis restored to part-time dentists who lost them during the previous NYC administration.

William P. Mulligan, president, Associated Court Clerks, who favored a graded service, including Court Attendants.

Michael Gregg, a Bridge Operator, Department of Public Works, who called for equal pay for equal work regardless of length of service in the job.

There was complete absence of opposition to reclassification. The only objection, a qualified one, came from Mr. Janer, who said that the Budget Director had all the data on the chemists' case, hence there was no need to await the outcome of a general reclassification. Otherwise he was for it.

President MacNamara complimented Mr. Mulligan for concrete suggestions for improvement of classification and said that more speakers should follow his example. Mr. Mulligan wanted the clerks in all the courts, who are under the jurisdiction of the Commission, to be in one Service, instead of the present two, with its disparities. President MacNamara said that the Commission would soon adopt a resolution to that effect.

Vital Facts About Career-Pay Plan

(Continued from Page 1)

clear lines of promotion. It will disclose and overcome organizational deficiencies, such as confusion, conflicts of authority, overlapping duties, too large a span of control and other instances of poor management. Finally, it will establish equitable rates of pay for each position.

Why Is The Career and Pay Plan Needed?

A billion-dollar business needs modern management practices. New York City has a billion-dollar budget.

If General Motors or General Electric used methods dated back to the nineties, its stockholders and employees would suffer in profits and salaries. They would protest. New York City's classification for its employees dates back to the nineties.

Employees suffer in several ways:

- (a) Employees doing the same work get different rates of pay.
- (b) Employees getting the same pay do different grades of work.
- (c) Supervisors often get less than the men they supervise.
- (d) Lines of promotion are not clearly outlined, as they should be to give a person reason to work for the future.

The city suffers because it cannot budget intelligently long as its job classification is a hodgepodge of makeshift titles. For example:

- (a) No single document is readily available that gives job duties for thousands of city titles.
- (b) Many different titles are used for positions involving identical work. ("Inspector of Fuel"; "Inspector of Supplies"; "Inspector of Fuels, Supplies, etc"; and "Inspector of Fuels, Supplies, etc.")
- (c) Employees are promoted in grade but continue to perform no change in duties or responsibility.
- (d) Frequently no relation exists between the duties performed by subordinates and the title of the supervisor.
- (e) A large number of men in the uniformed force have been assigned to "special details" and are performing the work for which they are qualified, examined, trained and paid.

What Will The Career and Pay Plan Do?

For the Employee. It will protect the pay the employee now receiving. Any change of pay will be upward. Mayor O'Dwyer has given his personal word for that. Every other supporter of the plan, too, insists upon the requirement that no city worker's pay shall be reduced.

What the plan will do is safeguard the worker by assigning him of

- (a) an adequate and just wage for the work he is doing
- (b) equal pay for equal work,
- (c) a clear description of the duties of his job,
- (d) a plain line of promotion ahead.

For the City and the Taxpayers

(a) It will end wasteful guesswork in administration. A department head will be able to tell what duties are performed by his subordinates and whether a given task is handled by too many or too few employees. Today he can only guess.

(b) It will make budgeting more accurate. A correct estimate of the costs of any governmental activity will be aided by a clear understanding of what each employee qualified to do and by the establishment of job descriptions that fit existing conditions.

(c) It will save the city money by reducing out-of-title work. For instance, it will reduce the large number of cases in which a highly trained uniformed man is assigned to work that might be more efficiently performed by a skill typist or a clerk.

To sum it up, the modern Career and Pay Plan stands for intelligent governmental management of human relationships and for the best interests, present and future, of all the city's employees.

How Should The Career & Pay Plan Be Put Into Effect?

A properly done reclassification of positions is a big job. It involves studying the work done by all city employees.

If it is done hastily by untrained people, or if it is done in a piecemeal, hit-or-miss way, the results are going to be a set of new patches on the old suit.

To do the job right will require many of the city's best flight employees and some outside personnel who can contribute a detached view and the broad knowledge and technical skill they have gained by doing similar reclassification work elsewhere.

There will be immediate additional costs to the city because of salary increases made as a result of the career and pay plan.

In the long run, the Career and Salary plan will result in better service to the people of the city, a more satisfied body of city employees and lower costs to the citizens of New York City.

Engineering Jobs Open at \$100 a Week

Jobs at \$100 a week as Senior Test Engineer are open in Minneapolis and non-residents may apply. The exam is No. 4071 and the pay is \$401 to \$451 a month. The last date to apply is Friday, August 15.

Graduation from a school of engineering, with a degree in or chemical engineering is required. Age limits are 21 to 35. Address Civil Service Commission, Room 109, City Hall, Minneapolis, Minn.

STATE AND COUNTY NEWS

25-Year Pins Awarded at Gala Dinner

The first annual dinner for the employees who have served twenty-five years or more in the Department of Mental Hygiene was held at the Syracuse State School. Most of the eligible employees were present and several special guests attended.

A steak dinner was enjoyed. Following the dinner a meeting was held and remarks were made by Dr. S. W. Bisgrove, Senior Director, and Dr. E. S. VanDuyn, president of the Board of Visitors. All of the members of the 25-Year Club and guests were called upon to make a few remarks.

The 25-Year Club Service Pins were awarded by Dr. Bisgrove and an informal discussion followed. Dr. VanDuyn by unanimous consent was awarded a pin in recognition of his 43 years of service on the Board of Visitors of this Institution.

A vote of thanks was unanimously accorded to Miss Milne, Miss Bloser, and Food Service Staff.

The members of the 25-Year Club present were Dr. Harry Bisgrove, Mary Cox, P. J. Donahue, Katherine F. Jennings, Harold C. Sawyer, Jennie Briggs, Wilson W. Briggs, Roy Forward, Rose Murphy.

The guests present were Mrs. S. W. Bisgrove; Dr. C. H. Hutchings, Assistant Director; Dr. Naples-Sarno, Supervising Psychiatrist; Dr. E. S. VanDuyn, President, Board of Visitors; Frederick Krumman, President Syracuse State School chapter, Civil Service Employees Association; John Dudley and Albert Bregard.

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SR. ACCOUNTANT
(Time Distribution), (Prom.)
D.P.U.I., Department of Labor
Non-disabled Veteran
1 Fisher, L., NYC 83464
Non-veterans
2 Hubbard, H., Troy 86189
3 Bazyk, S., Albany 85793

DISTRICT TAX SUPERVISOR
(Prom.), Department of Taxation & Finance
Non-disabled Veteran
1 Mercurio, J., Syracuse. 89340
Non-veterans
2 Seereiter, M., Snyder 92077
3 Dennis, C., Utica 90283
4 Igoe, E., Albany 89392
5 Munroe, R., Rochester. 89095
6 Purcell, J., Albany 88028
7 Michelson, S., Albany . 82582

SR. EDUCATION SUPERVISOR
(GUIDANCE) (O.C.)
Bureau of Guidance
Education Department
Disabled Veteran
1 Bowen, C., Gouverneur. 78020
Non-disabled Veterans
2 Houghton, H., Altamont. 82244
3 DeForest, R., Tuckahoe. 78020
4 Jordan, B., NYC 77420
Non-veterans
5 Federer, R., Cortland. 85792
6 Heuss, C., Dobbs Ferry. 79820

SR. CONSERVATION PUBLICATIONS EDITOR, (O.C.),
Division of Conservation Education
Conservation Department
Non-veteran
1 Pettit, T., Inwood 86820
ASST. ARCHIVIST, DIVISION OF ARCHIVES & HISTORY
Education Department
Disabled Veteran
1 Flandreau, J., Elsmere . 85400
Non-disabled Veteran
2 Hirschtritt, M., Bklyn . 76200
Non-veterans
3 Wolohan, J., Rensselaer 85000
4 Runte, A., NYC 79600

37½-Hour Plea Refused

(Continued from Page 1)
units. If the weekly work hours of the stenographers and clerical employees were reduced below the 40-hour week already in effect in these aforementioned units, there would be interference with the proper operations of the units, a condition which would also undoubtedly lead to complaint of discrimination within the institution.

Chapter Activities

St. Lawrence County

At a meeting of the St. Lawrence chapter, held in Gouverneur, the following nominations were submitted for officers and directors, beginning on October 1.

President: Edgar Mooney, St. Lawrence County Laboratory, Ogdensburg.

1st vice-president: Glenn W. Miller, Dept of Engineering, Gouverneur.

2d vice-president: Alton Chart-er, Highway Superintendent, Hermon.

3d vice - president: Mabel Byrnes, County Dept. of Social Welfare, Potsdam.

4th vice-president: Ernest Bero, County Dept. Social Welfare, Massena.

Secretary: Elizabeth P. Whalen, Dept. of Education, Ogdensburg.
Treasurer: Isabelle M. Rasbach, St. Lawrence County Laboratory, Ogdensburg.

For Members of Board of Directors: E. Stanley Howlett, Department of Public Works, Potsdam; Maurice J. Gardner, County Clerk's Office, Canton; Yale H. Gates, Dept. of Public Works, Gouverneur; James Kane, County Highway Department, Canton; Edith Remington, County Home, Canton; M. Jane Wallace, Department of Education, Ogdensburg; Lefe Gooshaw, County Department of Social Welfare, Norfolk; Mary C. Manning, Department of Education, Ogdensburg.

Further nominations may be made at the August meeting scheduled to be held in Canton at a date to be announced. Mr. Mooney was also nominated for executive representative of the chapter to the County Executive Board of the Association.

The election will take place during the first part of September by mail, with the results announced at the annual meeting of the chapter, which will be held in Ogdensburg, the Chapter Headquarters, on Thursday, September 15.

President Philip L. White, of Ogdensburg, presided at the meeting, and refreshments were served by the Gouverneur members, following the meeting. In addition to President White, the following members from Ogdensburg also attended: Edmund L. Shea, regional attorney for the Association and chapter counsel; Elizabeth P. Whalen, secretary; M. Jane Wallace, treasurer; Mary C. Manning and Brooks Warner.

The social committee, under the direction of Welthia B. Kip, County Department of Social Welfare, Canton, was instructed to begin preparations for the annual meeting.

Barge Canal, Central Unit

The Central Unit of the Barge Canal chapter, held a meeting at the Recreation Inn, Baldwinsville. Field Representative Laurence J. Hollister discussed various problems with members.

A Committee was appointed by President John Duffin to arrange for a picnic.

Albion

The Albion Chapter of the Civil Service Employees Association issues the following intelligence:

1. Mr. Fred J. Brumell who for the past 8 years has been Principal Keeper at Attica State Prison, has been appointed the new Superintendent of the Albion State

Training School for Girls. He succeeds Mrs. Cecelia D. Patten who came to Albion in March, 1940 and terminated her service with the State upon retirement in June, 1949. Mr. Brumell's appointment was effective July 1st. He has served as Assistant at Attica to Dr. Walter B. Martin, Warden who formerly was Superintendent at Albion State Training School and left here to take over the Wardens post at larger prisons in the Department of Correction.

Mrs. Elizabeth V. Robinson, Assistant Superintendent, was Acting Head of the institution for the two weeks prior to Mr. Brumell's appointment by Commissioner John J. Lyons of the State Department of Correction.

2. A large delegation from Albion is expected to attend the party given by the Attica Chapter in honoring Mr. Brumell at the Moose Hall, Batavia, on Wednesday evening July 27th.

3. Albion Chapter has been busy replenishing its Treasury. Two suppers have been served; a rummage sale held and a game night. Trotters were a-trotting, pacers were a-pacing and the money just a-rolling in!

4. Intra-mural ballgames are being held weekly between A & B cottages. Much enthusiasm is being shown.

5. Mrs. Alma Rands has been seriously ill in the Medina Hospital.

Suffolk

The Board of Directors of Suffolk chapter of The Civil Service Employees Association set a tentative date for a dinner meeting as September 15, when candidates will be nominated. L. A. Walker, president of Suffolk chapter, has designated the members of the board of directors as the nominating committee.

The board voted to discontinue all board meetings during July, August and September.

The Islip Town Highway Department unit of the Suffolk chapter meets every Thursday evening at Forresters Hall in East Islip.

The Brookhaven Town Highway Department Unit of the Chapter is to have an election of officers at the Brau House.

27 Interns Begin Jobs With State

ALBANY, July 25 — Below is a list of new State "interns," college graduates who are learning to become administrators in State service. They were selected after a rigorous student-out process from among students of many colleges and universities. The departments to which they are assigned and the schools which they attended are listed below.

Baer, Berthold - Labor, Mediation Board; Penn. State
Bloom, Ruth - Labor, D.P.U.I.; Smith
Bob, Lucille - Labor, Workmen's Compensation; New York University

Brennan, Thomas J. - Social Welfare; U. of Pa.
Davison, Louis - Correction; Columbia

Fischel, Maureen - Health; Radcliffe
Foster, Edwin C. - Executive, Standards & Purchase; Syracuse

Giles, Janice - Banking; Queens
Hahne, Frederick - Audit & Control; Syracuse
Hoyt, Gould, Jr. - Conservation; NYS College of Forestry

Jasphy, Miriam - Labor, D.P.U.I. New York University
McFerran, Gloria - Mental Hygiene; NYS Teachers

Mensing, Donald J. - Social Welfare; Syracuse
Ocheltree, Duane K. - Education Syracuse

Pappin, Malcolm C. - Social Welfare; NYS Teachers
Ross, John, Jr. Taxation & Finance; Syracuse

Ross, June C. - Commerce; Vassar
Schulz, Frederick - Insurance; Columbia

Sears, Jean M. - Education; NYS Teachers
Sussna, Isidore - Youth Commission; New York University

Taormina, Anthony S. - Conservation; NYS College of Forestry
Thomson, Joan M. - Health; Syracuse

Tomita, Hideto H. - Executive, Budget; Syracuse
Weissman, Irving - Labor, Mediation Board; Cornell

Willinger, Louis - Executive, Budget; R.P.I.
Winchester, Robert S. - Labor, D.P.U.I.; Syracuse
Wozniak, Francis J. - Education U. of Buffalo

EXAMS FOR PUBLIC JOBS STATE Promotion

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

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

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

9159. Superintendent of State Forests, Department of Conservation, \$5,232, plus five annual increases to \$6,406. Fee \$5. Written test September 17. (Closes Friday, August 12).

9156. Supervising Mine and Tunnel Inspector, Department of Labor (reissued), \$4,836, plus five annual increases to \$5,818. Fee \$4. Written test September 17. (Closes Friday, August 12).

9149. Supervising Attendant, Department of Mental Hygiene (reissued), \$2,346, plus five annual increases to \$3,036. Fee \$2. Written test September 17. (Closes Friday, August 12).

9155. Senior Mine and Tunnel Inspector, Department of Labor, \$4,110, plus five annual increases to \$5,100. Fee \$3. Written test September 17. (Closes Friday, August 12).

9154. Associate Civil Engineer, Department of Public Works, \$6,700, plus five annual increases

to \$8,144. Fee \$5. Written test September 17. (Closes Friday, August 12).

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

9152. Junior Civil Engineer, Department of Public Works, \$3,450, plus five annual increases to \$4,176. Fee \$3. Written test September 17. (Closes Friday, August 12).

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

Open-Competitive

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

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

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

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

Eligible List

(Continued from Page 5)

- 146 Snook, H., Albany 90
- 147 O'Connor E., Staten Isl. 90
- 148 Hochberg, A., Albany 90
- 149 Young, M., Albany 90
- 150 Savoy, A., NYC 89
- 151 Eschbach, E., NYC 89
- 152 Ball, M., Bronx 89
- 153 Adair, D., Rochester 89
- 154 Farber, H., NYC 89
- 155 Sauer, B., Buffalo 89
- 156 Dinkin, S., Bronx 89
- 157 Tatu, W., Buffalo 89
- 158 Tepper, S., Bklyn 89
- 159 Cheitenham, M., NYC 89
- 160 Kahnle, G., Albany 89
- 161 Vann, A., NYC 89
- 162 Bowens, T., NYC 89
- 163 Regal, J., Williamsvl. 89
- 164 Bernstein, H., NYC 89
- 165 Hurfman, M., Bronx 89
- 166 Burke, M., NYC 89
- 167 Morris, I., Syracuse 89
- 168 Spraggs, R., NYC 89
- 169 Sharp, L., Albany 89
- 170 Meyer, G., Ridgewood 89
- 171 Finkelstein, A., NYC 89
- 172 Furnani, S., L I City 89
- 173 Selling, K., Ozone Pk. 89
- 174 Rogosin, L., NYC 89
- 175 Forop, L., Bklyn 89
- 176 Harris, L., Landgrfd 89
- 177 Israel, C., Albany 89
- 178 Slucker, J., NYC 89
- 179 Goldberger, M., Schtdy 89
- 180 Rosenblum, A., Bronx 88
- 181 Lewton, T., Albany 88
- 182 Dancy, J., Bklyn 88
- 183 Iorio, L., Bklyn 88
- 184 Belcastro, M., Albany 88
- 185 Moon, M., Schtdy 88
- 186 Rosenfeld, M., Albany 88
- 187 Lowy, L., Bronx 88
- 188 Feldman, J., Bklyn 88
- 189 Price, R., Bronx 88
- 190 Schoemann, E., NYC 88
- 191 Decoteau, D., Bklyn 88
- 192 Schmidbauer, P., Alby 88
- 193 McEniry, B., Troy 88
- 194 Judd, K., Salis. Mill. 88
- 195 Branch, S., Bklyn 88
- 196 Sealey, C., Bklyn 88
- 197 Coughlin, R., Elmht. 88
- 198 Viner, C., Albany 88
- 199 Wolder, L., NYC 88
- 200 Braunstain, C., Buffalo. 88
- 201 Schneck, N., Buffalo 88
- 202 Varricchio, C., Bklyn 88
- 203 Leech, H., Buffalo 88
- 204 Harris, G., Bronx 87
- 205 Miele, V., NYC 87
- 206 Lanigan, M., NYC 87
- 207 Koerner, E., Islip 87
- 208 McCalman, R., NYC 87
- 209 Manno, D., Buffalo 87
- 210 Brown, E., Buffalo 87
- 211 Christ, H., Bronx 87
- 212 Valensky, S., Bronx 87
- 213 Durnat, G., NYC 87
- 214 Stanco, J., Syracuse 87
- 215 Pereira, A., Bklyn 87
- 216 Green, M., Woodbourne. 87
- 217 Crawford, W., Albany 87
- 218 Mishler, G., Bronx 87
- 219 Morrison, A., Grenwh. 87
- 220 Tanner, C., Gloversvl. 87
- 221 Curtis, M., Verona Beh. 87
- 222 Michel, N., Syracuse 87
- 223 Maynard, S., Medina 87
- 224 Stoutenburg, H., Bklyn. 87
- 225 Blackman, F., NYC 87
- 226 Suttle, L., NYC 87
- 227 Hewitt, E., NYC 87
- 228 Jados, J., Cohoes 86
- 229 Sinagra, B., Mt Vernon. 86
- 230 Nolan, E., Rkvl Ctr 86
- 231 Iwanski, V., Alden 86
- 232 Danner, M., Rensselaer. 86
- 233 Levy, J., NYC 86
- 234 Nicosia, A., Bklyn 86
- 235 Riggins, G., NYC 86
- 236 Willett, Y., Coxsackie. 86
- 237 Sawicki, A., St Albans 86
- 238 Koenig, B., Bronx 86
- 239 Maze, V., Buffalo 86
- 240 Coplon, P., Troy 86
- 241 Grimm, E., Collins 86
- 242 Wigden, H., Ozone Pk. 86
- 243 Jordan, F., NYC 86
- 244 Riddick, L., NYC 86
- 245 Chaplin, M., Corona 86
- 246 Reinhold, E., Fklyn Sq. 86
- 247 Goewey, E., Albany 86
- 248 Deluca, H., Bklyn 86
- 249 Maul, S., Albany 86
- 250 Moscatello, Troy 86
- 251 Bright, M., NYC 86
- 252 Rhoden, W., Bklyn 86
- 253 Greenfield, R., NYC 86
- 254 Kirkpatrick, H., Bklyn. 86
- 255 Leader, E., Ctrl Islip 86
- 256 Small, C., Bklyn 86
- 257 Ehrhardt, C., Albany 86
- 258 Jones, V., Albany 86
- 259 Allen, B., Bronx 86
- 260 Trombetta, O., Troy 86
- 261 Arnold, J., Lafayette. 86
- 262 Engber, T., Bklyn 86
- 263 Leder, J., Woodside 86
- 264 Solemnick, A., Rhmd Hl. 86
- 265 Brevetia, J., Bklyn 86
- 266 Condrill, A., Bklyn 86
- 267 Wilsey, M., Albany 86
- 268 Cohen, J., Bronx 86
- 269 Balin, R., Bklyn 86

(Continued next week)

NEWS OF PUBLIC EXAMS

Mail Handler Test Closes 5 p.m. Tuesday, July 26

Tuesday, July 26, at 5 p.m. is the last moment to apply at the second Regional Office of the U. S. Civil Service Commission, 641 Washington Street, Manhattan, for positions as Mail Handler in New York, N. Y. (Manhattan and Bronx), Brooklyn, Far Rockaway, Flushing, Jamaica, Long Island City and Staten Island post offices. The exam is No. 2-51 (49). Federal employees who are serving at any of the Post Offices listed below as Mail Handler should apply for this examination

Sells Gets Contract From His Successor

ALBANY, July 25 — Charles H. Sells, consulting engineer in New York City, was awarded a three-part contract to provide surveys, maps, plans and detail estimates required for a 1 1/2 mile section of the Schenectady Thruway Spur. The announcement was made by Bertram D. Tallamy, his successor. Mr. Sells is former State Superintendent of Public Works.

Nassau County Eligibles

- LABORATORY TECHNICIAN Department of Health
F. DeMarzo, Valley Strm 78,500
M. Isaac, Rckvle Centre 78,000
J. Nolan, Calley Stream 77,000
S. Raynor Rckvle, Centre 76,500
MUSEUM EDUCATION SUPERVISOR, (O.C.), State Museum, Education Department Non-disabled Veteran
1. Mosher, W., Hudson Fls 84,200 Non-veterans
2. Williams, C., Syracuse ..89000
3. Morris, E., Watervliet ..87300
4. Blatchley, M., Albany ..84100
5. Lade, D., Albany81200
6. Arnold, B ..Buffalo ...76800

CRAMES POST CRUISE

The Private Charles Cramers Post 225, Veterans of Foreign Wars, will conduct a moonlight dance and cruise. The boat will leave Pier 83 at West 43rd Street at 8:45 p.m. on Saturday, July 30.

IMMIGRANT INSPECTOR TEST

The written test for U. S. Immigrant Inspector was given on July 25 and 26.

Where To Apply

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan) Tel. WAtkins 4-1000, and at post offices outside of New York, N. Y. State—Room 2301 at 270 Broadway, New York 7, N. Y. Tel. BArcley 7-1616. State Office Building, Albany 1, N. Y., and Room 402, State Office Building, Buffalo 7, N. Y. Same applies to exams for county jobs. NYC—96 Duane Street, New York 7, N. Y. (Manhattan). -Tel. COrtlandt 7-8880. Opposite Civil Service LEADER office. NYC Education (Teaching Jobs Only)—110 Livingston Street Brooklyn 2, N. Y. New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; City Hall, Camden; personnel officers of State agencies. Promotion exams are open only to those already in government employ, usually in particular departments, as specified. NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires that all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 1/2 x 9 inches or larger, should be enclosed with the letter requesting application blanks from the State and should be addressed only to the Albany office (address above). The NYC and State commissions are open every day, except Sundays and holidays, from 9 a.m. to 4 p.m. and on Saturday from 9 a. m. to noon. The U. S. Commission is open every day from 8:30 am. to 5 p.m., except Saturdays, Sundays and holidays. How to Get There—Rapid transit lines that may be used for reaching the U. S., State and NYC Civil Service Commission offices in NYC, follow: State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall. U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

Two Sue to Get Pay Raised to What It Was

Jean Guastella and Nathan Klein, both employed in the Division of Placement and Unemployment Insurance, Department of Labor, have instituted a proceeding to reinstate their salaries to the same level which they held as temporary employees.

Both employees held temporary jobs during the war in the United States Employment Service. Thereafter, both competed in an open-competitive examination and were placed on an eligible list and later appointed to their positions. Upon receiving their permanent appointments, the salary which they were earning as temporary workers were continued. However, their salary has been reduced to the minimum of the grade.

Through their Attorneys, Martha Gibbel and Samuel Resnicoff, a proceeding has been instituted in the Supreme Court, Albany County returnable July 8. The proceeding is based on the provisions of the Condon and Lupton laws. The questions of law involved will call for an interpretation of the Condon law.

Rose V. Barbuto, 1651 West 8th Street, Brooklyn, who has instituted a similar proceeding, has announced that a meeting of all persons similarly situated is being held shortly.

Study Material For Job of Postal Clerk-Carrier

The Postal Clerk-Carrier examination will be a severe test of memory, reasoning ability, routing and sorting and aptness at following instructions. While some candidates may possess these qualities to a higher degree, all candidates can develop their own individual powers to the highest possible point to improve their chances.

Routing tests involve map study. Here the candidate has to determine the route over which mail should be sent in order to arrive in the shortest time possible, given a diagram of different towns and train routes thereto.

Tax on Memory Sorting tests call for quickness in memorizing. Here names of towns are given in groups, each group with a "tag" number. Then follows a long list of the same names of towns, all shuffled up. The idea is to associate each name of each town on the list with its proper "tag" number. Speed is of utmost importance, so that, if the candidate can't remember which town falls in

which group, he has to keep looking back. This means slow work. Hence, the better one's memory, the less looking back, the quicker the test is completed.

Intelligence Test Besides these specialized tests, a number of general intelligence questions are also given, on judgment and reasoning.

One standby is the vocabulary question. Five samples follow:

- 1. Devious means most nearly (a) circuitous (b) hard (c) interesting (d) different (e) amazing.
2. Ancillary means most nearly (a) a by-product (b) anchored (c) heartfelt (d) shameless (d) vengefull.
3. Integrity means most nearly (a) numerical (b) force (c) honor (b) humanity (e) hardness.
4. Incendiary means most nearly (a) inspiring (b) explosive (c) incidental (d) revolting (e) alluring.
5. Antithesis means most nearly (a) opposition (b) precedent (c) destruction (d) destruction (e) opposite.

Another common type of question that has appeared on past tests is the analogy. It tests the candidate's ability to reason from the general to the particular. Five examples follow:

- 6. Hat is to head as shoe is to (a) shoestring (b) sole (c) foot (d) leather (e) toes.
7. Tree is to bark as skin is to (a) flesh (b) vein (c) pores (d) animal (e) sweat.
8. Love is to kindness as hate is to (a) antipathy (b) anger (c) cruelty (d) bravery (e) cowardice.
9. Light is to candle as rain is to (a) wind (b) storm (c) wet (d) cloud (e) mist.
10. Cow is to milk as plant is to (a) stem (b) flower (c) seed (d) sun (e) leaf.
Key answers: 1, A; 2, A; 3, C; 4, B; 5, E; 6, C; 7, D; 8, C; 9, D; 10, B.

Exams for Steady Jobs

STATE Promotion

- 0257. Bank Examiner, Banking Department, \$4,242 plus five annual increases to \$5,232. Fee \$4. Written test September 17. (Closes Friday, August 12).
0296. Associate Personnel Administrator, \$5,232 plus five annual increases to \$6,406. Fee \$5. College degree plus six years' appropriate experience required. Written test September 17. August 19).
0297. Assistant Director of Personnel and Office Administration, \$5,232 plus five annual increases to \$6,406. Fee \$5. College degree plus six years' appropriate experience required. Written test September 17. (Closes Friday, August 19).
9150. Associate Milk Accounts Examiner, (Prom.), Department of Agriculture and Markets, \$5,232, plus five annual increases to \$5,406. Fee \$5. Written test

September 17. (Closes Wednesday, August 3).

9145. Head Mail and Supply Clerk, (Prom.), Department of Taxation and Finance, \$3,582 plus five annual increases to \$4,308. Fee \$3. Written test September 17. (Closes Wednesday, August 3).

9147. Principal Mail and Supply Clerk, (Prom.), Department of Taxation and Finance, \$2,898 plus five annual increases to \$3,582. Fee \$2. Written test September 17. (Closes Wednesday, August 3).

9148. Accountant, (Prom.), Department of Social Welfare, Erie County, \$2,700 plus \$500 bonus for 1949. Fee \$2. Written test September 17. (Closes Wednesday, August 3).

9146. Head Mail and Supply Clerk, (Prom.), Department of Taxation and Finance, \$3,582 plus five annual increases to \$3,308. Fee \$3. Written test September 17. (Closes Wednesday, August 3).

September 12. Closes Tuesday, September 27).

5827. Sewage Treatment Worker, \$2,280. Fee \$1. Six months experience required. Maximum age limit 50, except for veterans. Written test. At present 139 vacancies. (Opens Monday, September 12. Closes Tuesday, September 27).

5785. Stock Assistant, \$2,100. No minimum educational or experience requirements. Age limit 50. Men only. (Opens Monday, September 12, closes Tuesday, September 27).

Open-Competitive

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

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

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

0285. Senior Psychologist, \$4,242, plus five annual increases to \$5,232. Fee \$4.

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

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

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

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

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

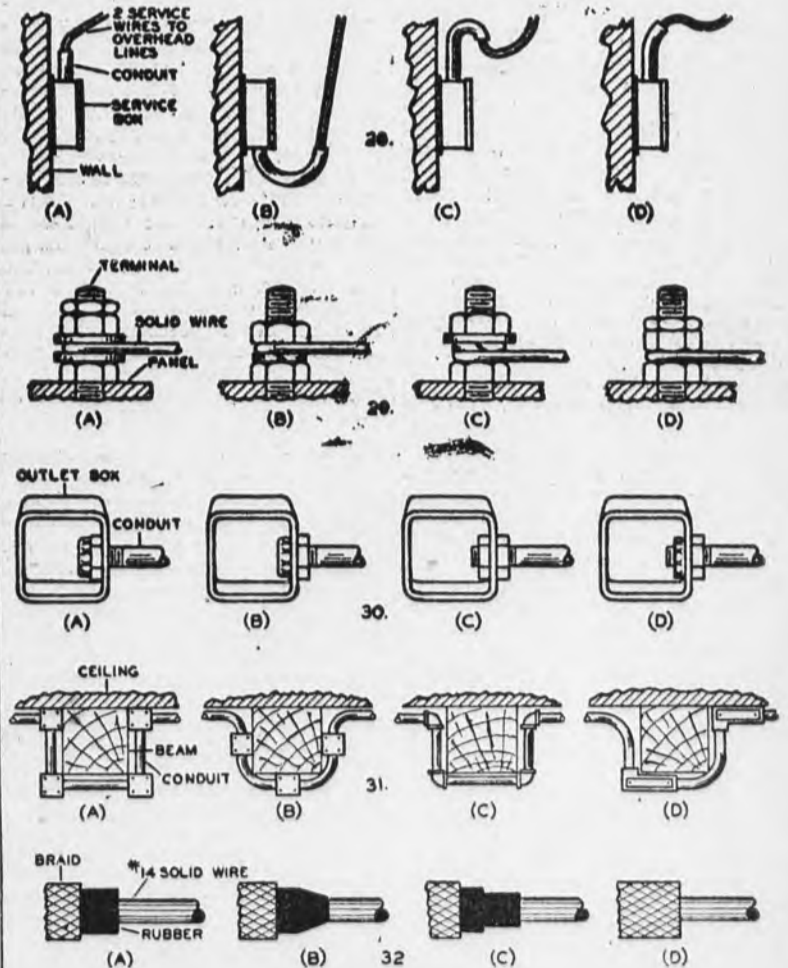
NYC

Open-Competitive

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

Maintainer's Helper Study Aid

Items 28 to 32 inclusive, from the last NYC examination for Maintainer's Helper, Group A, show common electrical jobs. Each item shows four methods (A), (B), (C), and (D) of doing the particular job. Only ONE of the four methods is entirely CORRECT in accordance with good practice. For each item, examine the four sketches and select the sketch showing the correct method. PRINT on your answer sheet, in the correspondingly numbered item space, the letter given below your selected sketch.



KEY ANSWERS

28, C; 29, A; 30, B; 31, D; 32, B.

FEDERAL NEWS

The Federal Employee

By THEODORE J. SAVATH

Generally are aware of the provisions of the law establishing their entitlement to annual or sick leave, there are several regulations pertaining to leave which are little known to employees.

While Federal employees earn and are credited with 26 days of annual leave for each calendar year, the granting of such leave is prescribed by the agency and not at the whim or desire of an employee. However, when an employee is reduced in force or about to be placed on furlough, he shall be granted annual leave upon his request prior to his furlough.

Annual leave may be accumulated and carried forward for use in succeeding years until it totals not exceeding 60 days. Leave is also granted when an employee is absent from duty as a witness in court for the Government, or for jury duty in any court. However, such "leave" is not charged against annual leave but merely recorded as "court leave."

Sickness During Annual Leave

If sickness occurs within a period of annual leave and lasts five or more consecutive work days, the period of illness may be charged as sick leave, and the charge against annual leave reduced accordingly. Application for such substitution of sick leave for annual leave shall be made within two days after return to duty, and shall be supported by a medical certificate or other evidence administratively acceptable.

Annual leave will also accrue to the benefit of an employee while such employee is on a leave with pay status, provided he returns to duty. However, failure to return to duty for reasons other than death or disability, retirement for disability, or reduction in force, will bar the employee from earned leave accrued.

Permanent employees earn and are credited with sick leave at the rate of 1 1/4 days per calendar month which may be credited at the beginning of the month or commencing at the first pay period following the first day of the month. The minimum accrual and credit for sick leave shall be one hour and the minimum charge for such leave also is one hour.

Case of Temporary Employees

Temporary employees earn and are credited with 1 1/4 days of sick leave for each full continuous month of service.

Sick leave is cumulative and is available for future use with the provision that the balance to the credit of any employee at the end of any month, shall not exceed 90 days.

Sick leave is granted for sickness, injury or pregnancy and confinement, for medical, dental or optical examination or treatment. When a member of the immediate family of the employee has a contagious disease, and presence of the employee at work would jeopardize the health of others, sick leave may be granted.

Where circumstances beyond the control of employee necessitate absence from work less than 30 minutes, or result in employee's tardiness, such absence or tardiness may be excused. In the event that this privilege is abused, it is handled administratively by a charge against annual leave.

With the exception of Post office Department field service, teachers and librarians of the public schools of District of Columbia, and Police and Fire Departments of the District, employees of the Panama Canal and Panama Railroad Co. on the Isthmus and temporary employees on hourly rates or part time employees on a fee basis, the above annual and sick leave benefits apply.

Disabled Veterans Get Break on U. S. Jobs

A study has been made by the U. S. Civil Service Commission of job opportunities for disabled veterans, and of the most helpful way of establishing minimum medical and physical requirements, so that disabled veterans will be able to get jobs. The motive is the hiring of disabled veterans who could do the job as well as a non-disabled person, since there are few positions in-

deed that require physical and medical perfection.

The Commission's Medical Division has studied more than 6,000 types of positions in the government service to determine the abilities and faculties needed for particular jobs.

Impairment May Not Matter

A person with a physical impairment is not vocationally handicapped if he is employed in a position where his impairment does not interfere with his job performance. Further, it is maintained that so long as the impairment does not cause any hazard to the health or safety of his fellow-workers, the impaired person is deserving of the same consideration and treatment ordinarily given any other productive employee.

A man with one arm is not vocationally handicapped, and neither employer nor employee is at any production disadvantage, if the job involved requires the use of but one arm. There are numerous cases on the Federal rolls of blind persons and amputees rendering completely satisfactory service. The chief of the civilian personnel section at one of the Army's largest air fields has reported:

"The handicapped have proved their work through efficient production, good conduct, perseverance, loyalty, and regular attendance."

The Commission's medical officers have conducted an on-the-job survey of the work performance of 2,858 physically impaired men and women employees and of 5,523 able-bodied men and women workers of similar age, experience, and occupational characteristics. It was found that the productivity, both in quantity and in quality, and the efficiency ratings of the physically impaired compared favorably with those of the able-bodied. A much lower rate of turn-over was found among the physically impaired. The medical officers also learned that the percentage of the physically impaired receiving special considerations with regard to transportation, lunch and rest periods, hours of work and methods of remuneration; special equipment was small.

Comments

Postal Worker's Complaint Editor, The LEADER:

I have been appointed a Substitute Post Office Clerk in Brooklyn.

Substitute Clerks usually start work at about 6 p.m. Rarely, after working in the post office, does one find openings on earlier tours, such as 1 p.m. These are filled by seniority. It will be years before you get the day tour.

Substitute Clerks work six days a week and the post office supervisors try to provide 48 hours of work a week. However, because of the summer let-down, 6 1/2 to 8 hours a day prevail. If overtime is required, the employee must work as much as the supervisors require. It takes a good excuse to get out of working overtime.

The postal worker will find it hard to get his weight off his feet. He must stand all the time. There is provided a gadget called a chair. The monster who invented this torture instrument never saw a human haunch. Or else, he never saw a chair. Other chairs have horizontal seats, but this one has a slanted seat so that you can lean on it, but not exactly sit on it.

The lunch period is half an hour. It should be at least three-quarters of an hour.

The clerk is required to learn "schemes" on his own time, without pay which takes about an hour a day and lasts months and months.

These conditions hold in the Brooklyn post office, but I'm pretty sure that the same conditions hold in Manhattan.

SUB CLERK

EXAMS FOR PUBLIC JOBS

1-40. Fish Culturist, \$2,152 to \$3,727, SP-2 through SP-8. Vacancies in various eastern states, including New York and New Jersey. Six months to five years' experience required; specialized experience required in higher grades. Substitution of appropriate education allowed. Obtain forms from, and file with Regional Director, First Civil Service Region, Post Office and Courthouse Building, Boston 9, Massachusetts. Written test. (Closes Monday, August 8).

173. Medical Officer, Rotating Intern, \$2,200 first year, \$2,400

Eye Now on House For Postal Gains

Patrick J. Fitzgerald, president of the N. Y. Federation of Post Office Clerks, discussed the postal pay hearings held by the House subcommittee.

"The only ray of hope for the employee rests with the members of the House who through their efforts expect to bring about some realization of the benefits needed by postal and other Federal workers during this Legislative Session," said President Fitzgerald. In a statement he asked for adoption of the proposed \$650 annual increase for postal employees to restore their purchasing power to the 1939 level. In addition he asked for the speedy approval of five other measures endorsed by the New York employees. Among these were full credit for years of service in promotion to career grades and vacation and sick leave benefits for postal employees similar to those given to other Federal employees.

Reports that the Senate group favors a minor salary adjustment, longevity grades and other benefits to be incorporated in one bill, have been heard.

Number of P. O. Deliveries Down in NYC

Quietly, the number of deliveries in the New York Post Office has been cut down. The downtown section now gets three daily deliveries instead of four. Bronx has one daily delivery less than it used to have.

Postal employees point to the increasing burden of work in an effort to prove that (1) salaries must go up; (2) more employees are needed.

Insect and Rodent Control Jobs Open

People with experience in insect and rodent control work are needed for duty with the Federal Security Agency, Public Health Service, Communicable Disease Center in various localities throughout the United States. The positions pay entrance salaries of \$2,284 to \$7,432.20. Applications are solicited from the general public. Veterans who qualify will be given preference as provided in the Veterans' Preference Act of 1944.

For complete information, forms to be filed, etc., apply to the Executive Secretary, Board of U. S. Civil Service Examiners, Ginn Building, 165 Luckie Street, N. W., Atlanta 3, Georgia or the U. S. Civil Service Secretaries of any first or second-class post office.

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second year; Psychiatric Resident, \$2,400 to \$4,100; Surgical Resident, \$3,400 to \$4,150. For duty in St. Elizabeths Hospital, Washington, D. C. Requirements: Appropriate education. Approved internship also required for psychiatric and surgical resident, and an additional 3 years as resident-in-training in surgery for surgical resident. No written test. Maximum age limit: 35. (No closing date).

148. Highway Engineer and Highway Bridge Engineer, \$3,727 to \$5,232. No written test. The duties require moderate to arduous physical exertion involving rotating assignments, indoors and outdoors, in various parts of the country. Employees will be required to perform land surveys, technical field operations and inspectional duties connected with engineering structures and projects. Arms, hands, legs, and feet must be sufficiently intact and functioning to perform this work. Applicants must possess sufficiently good distant vision, with or without glasses, be able to read easily material the size of type-written characters, and be able to hear the conversational voice, with or without a hearing aid, to permit the satisfactory performance of the duties described in this announcement. Any physical condition which would cause the applicant to be a hazard to himself or others, or which would prevent efficient performance of the duties of the position, will disqualify him for appointment. A physical examination will be made before appointment. Persons who are offered appointment must pay their own expenses in reporting for duty. If, upon reporting at the place of assignment, they are found ineligible because of physical defects, they cannot be appointed and no part of their expenses in returning home can be paid by the Government. (No closing date).

4-34-4 (49). Electronic Scientist, \$3,727 to \$10,305. Jobs are in Washington, D. C., and in Maryland, North Carolina, Virginia, and West Virginia. Appropriate education or experience plus professional scientific or engineering experience which included electronic research is required. No written test. Apply to the Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac River Naval Command, Building 37, Naval Research Laboratory, Washington 25, D. C. (No closing date).

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FEDERAL NEWS

Petition Signed and Brings Pay Bills to House Floor

President Patrick J. Fitzgerald of Local 10, New York Federation of Post Office Clerks, announced that Representative John R. Walsh, of Indiana, put on the Speaker of the House's desk a petition asking for discharge of H.R. 4495 from further committee consideration. As this action was carried out the committee now holding hearings on some 75 bills affecting postal and other Federal employees, among which is H.R. 4495, is now excluded from further study of that bill.

To accomplish this, 218 Representatives must sign the petition. Then the bill would go before the whole House. The bill calls for \$150 annual salary boost, 15 days' annual leave and 15 days' sick leave for postal employees, to place them on a par with other federal workers, and credit for career employees in computation of their salary grades plus several other features. President Fitzgerald said he felt that every Representative in the New York area will sign the petition. All evidenced support of this legislation.

"This is one of the first times," said Mr. Fitzgerald, "if not the first, that civil service employees have had to resort to the petition form of action to get a bill discharged from the House committee."

Confident of Fair Play Congressman Walsh, in filing the petition, remarked: "Hearings have been in prog-

ress before the House Committee on Post Office and Civil Service relative to postal salary and reclassification legislation since June 28. These hearings are being held before a sub-committee of the full committee. To date, I am told, no representative of any employee group has been called upon to testify for or against the pending bills. Moreover, there is no indication given these employee representatives as to when they might expect to be called before the sub-committee.

"Almost seven months have elapsed since this session of the 81st Congress convened. Now in the closing days of the session hearings are finally scheduled, but I am fearful that the sands of time will run out before the employees are permitted to state their case.

"I know that all members of this body want fair play for the postal employees and so it appears to me the best method of granting equitable treatment to the men and women in the postal service at this late day of this Congress is to bring H.R. 4495 before us."

Exams for Public Jobs

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

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

2-3-1. Power Sewing Machine Operator (Female), \$8.72 to \$10.64 per day. Positions open at naval establishments in the five boroughs of NYC. Six months experience required. Performance, but no written test. Obtain application forms from either (a) any first or second-class post-office except New York, N. Y. post office; (b) Recorder, Board of U. S. Civil Service Examiners, Naval Clothing Depot or (c) Director,

Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York. File forms with Recorder, Board of U. S. Civil Service Examiners, Naval Clothing Depot, 29th Street and Third Avenue, Brooklyn 32, New York. (No closing date).

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

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NYC NEWS

The NYC Employee

(Continued from Page 1)
Reduction in job opportunities and curtailment of personnel in private industry, have caused the increased demand for public jobs, NYC found out to its surprise that eligibles now respond eagerly when called to medical tests and accept job offers in greater numbers. One day last week 600 men were called to the medical test in the Sanitation Man examination and only 45 failed to show up. On that day — sweltering Thursday — the Medical-Physical Bureau, of which Paul M. Brennan is director, examined the 555 men and set an all-time record for a day's work by the Bureau. On a previous day, out of 300 called in, only five failed to show up. When the miss-outs amount to only 1 or 2 per cent the Commission knows that job market conditions have changed. Another way it has of determining interest in working for the City is the increased number of inquiries about prospective examinations. Questions about the exams to be opened in September are more numerous than those concerning such advance notices for six years or so back. Other evidence offers corroboration. Sale of study books and interest in taking school courses in preparation for tests have offset what is normally a seasonal slump, although activities do synchronize with the popularity of the tests.

3 More Law Cases Begun

The law suits against the NYC Civil Service Commission continue to mount, although the Commission points out that it has won 19 out of the last 20 cases. One suit objects to honoring less than actual 70 per cent as a pass mark, where the notice of examination specified 70 per cent. The Commission accepts as an eligible one who attains 69 and a fraction, on the theory that the integer and fraction constitute a substantial compliance, and the stronger reason that the Commission's rules allow it, and the Court

of Appeals has approved it in another case. In fact, there's been a string of cases in which objection has been raised against the acceptance of less than a unit under the advertised pass mark and the Commission won, but still new cases are brought up. Another case makes a demand for a court order requiring the Commission to grant a rerating in a Board of Transportation examination, although the Commission refused to rerate the candidate. . . . What constitutes sufficient "recency" of medical-physical examination by the Veterans Administration to entitle the Commission to grant disabled veteran preference is raised in another case. The petitioner is Frederick Hanson, a Fire Lieutenant eligible. In some instances the V. A. issues a certificate without an examination, and the Commission honors it, but the petitioner says the Commission has no such authority. The V. A. refuses to give a medical-physical examination when it deems that none is required. As an extreme example, if a candidate has only one leg, and the loss was service-connected.

Schedule for Police Test

The Patrolman (P.D.) examination schedule remains unchanged: Applications open on December 1, the written test will be held in February or March, the medicals in June and the physicals in July or August, with the eligible list issued "on or after January 1, 1950." The reason for issuing it then, and not sooner, is to avoid complications, should the Mitchell amendment to the veteran preference provision of the State constitution be ratified at the polls on November 8. If the list were promulgated before January 1, the present absolute preference system would apply, and if the law were changed, as the amendment proposes, the whole list would have to be rearranged, because the new preference would be based on a point system.

Sectional Promotion Plan

The pressure by promotion eligibles to get promoted as soon as their lists come out is being felt more and more by the Commission, although the promotions made during the past few months have been far more numerous than in any recent year. So a plan is under discussion to divide a list into eight equal parts, so that promotions may be made every six months. There used to be twice-a-year promotions, but these fell into the discard and about a year ago. Now they may be revived, if President Joseph A. McNamara, of the NYC Commission, can persuade the powers-that-be. Since a list has a maximum legal life of four years, the arrangement would spare anybody the disgust of having the list "die on him". Also, the list might be exhausted before its four years are up, if the need for the services of promotion eligibles is above normal. . . . Chairman William Reid, of the Board of Transportation, has no objection at all to the use of the imminent Investigator list to fill positions as Special Investigator with the B. T. The Commission had previously declared the Transit Patrolman-Correction Officer-Bridge and Tunnel Officer list appropriate for filling the Special

Investigator positions, but since then has switched to the Investigator list, which should be promulgated today (Tuesday).

Provisionals Stay On

The Commission has written to the Departments in which provisional Auto Enginemen are said to be employed despite the existence of an eligible list. The Office of the President of Manhattan explained that the provisionals were on the payroll because roundings out their accrued annual leave, and that as soon as that was up, certified eligibles would be in. That satisfied the Commission. The Police, Correction and other departments promised to look into the matter and report back.

Impersonators Caught

Two more impersonators have been caught by the Commission. One was on the Laborer eligible list and had reached the appointment stage. When he showed up at the department to get the job his fingerprints were taken and they didn't jibe with those at the Commission's office. The eligible explained that he had sent his brother to take the medical test, because he himself had a sore finger and he feared that he'd be wiped out on that account. By appointment time the finger was healed, but that fact didn't prevent the Commission from striking his name off the list and disqualifying him from future examinations and appointments. The other case was that of a woman who accepted a Clerk, Grade 2 job in the Welfare Department, although she had never taken the test. She and her son had applied, he alone had taken the test. Somehow the pass notice was put in her envelope, while her son, who had passed, was notified that he'd failed. Fingerprints did the trick here, too. Because of the slip-up, and the fact that she

responded to an actual notice, she wasn't disqualified from future examinations.

THUMBNAIL
JOHN FERRONE, fingerprint expert of the Civil Service Commission, has spotted more than 200 impersonation cases in the years he's been with the Commission. Previously he was a print technician in the Magistrate Court and the Correction Department.

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NEW YORK CITY NEWS

Protests Over Exam Weighed

The protests against key answers in the Social Investigator following last week's dead-end are being weighed by the committee on Manifest Errors, consisting of NYC Civil Service Commission President Joseph A. McNamara and two examiners.

Calls Test Unfair
Robert D. Campbell, a candidate, protested that the exam was unfair, in a letter to The LEADER. He wrote:

"I don't know whether I passed the Social Investigator examination, but the examination wasn't as what we were taught in the examination. I resigned from a part-time office job and took the course given at City College. Now I feel that the course was taken in vain and I'm sure that there are others of the same opinion."

Union Wants Questions Deleted

A brief on the examination was submitted by Local 1, UPW, to Civil Service Commission President Joseph T. McNamara, following a meeting at which Frank Herbst, Local 1 Representative, recommended passing enough candidates to fill the vacancies in the Welfare Department. The same recommendations were discussed by Local 1 officers at a regular meeting with Welfare Commissioner Raymond W. Hilliard.

The brief recommends striking out questions 2, 29, 32, 34, 40, 53, 56, 78, 80, 81, 82 and 89 and that alternate answers be accepted as follows: 3 D; 4 B; 39 C; 41 B; 42 F; 44 O, B, H; 45, B, D; 46 H, B; 47 B, G; 50 N, D; 51 A; 55 C, A; 57 C; 62 B; 65 C; 66 A; 69 A, D; 72 B; 75 C; 83 C; 84 D.

Patrolman Appointments Delayed; Fire Department Aims Curbed As NYC Starts Retrenchment Policy

A NYC budgetary retrenchment policy became apparent last week when the Police and Fire Department appointment and promotion plans suffered delayed action on the part of Budget Director Thomas J. Patterson.

The Police Department had planned to appoint about 350 Patrolmen as of August 1, but that's definitely off, and no budget certificates for making any appointments have come through yet, but when they do it is expected that around 400 Patrolman appointments will be made, effective probably in September. The saving to the City, in postponing

400 Patrolman appointments, is about \$25,000 a week.

Applications for retirement were expected to increase the Patrolman vacancies considerably, but early in the month they amounted to only a trickle. They have increased since. The Patrolmen evidently wanted to get their first check at the higher base pay figure before applying to retire, for since July 15 the applications have started to arrive in larger numbers. At present 33 Patrolmen, five Sergeants and one Lieutenant had applied, and by the end of the month it is expected that these figures would be nearly doubled.

What the figure shows as of July 31 will partly determine the number of Patrolman appointments, although preparations are being made at the Police Academy to accommodate 400 recruits.

In the Fire Department there will be 20 promotions to Lieutenant and 35 appointments as Fireman, as of August 1, instead of 26 and 167, respectively, but the remainder are expected to be approved some weeks hence.

The Fireman appointments would exhaust the existing eligible list. The new Fireman list has been published but not promulgated—that is, not made official, whereby appointments could be made from it.

Total Saving \$35,000 Weekly

There had been expectation of the full numbers being approved by the Budget Director, and the NYC Civil Service Commission had been rushing the processing of calling in 250 disabled veteran claimants, to be ready just in case the 167 promotions received budgetary approval, although with some quiet warning that the number was not likely to be that large. When the news was received that only 20 Lieutenant promotions would be made, the Commission certified a sufficient number of names.

The reduction to 20 promotions, and 35 appointments in the Fire Department, saves the City about \$10,000 a week. Thus, in the two departments, the total saving to the City is around \$35,000 a week.

There are no provisionals in the Patrolman and Fireman jobs. The policy of retrenchment is applicable to other departments in which there are no provisionals in jobs, but does not apply where there are provisionals and an eligible list to fill the jobs that they hold.

The total reduction in the number of provisionals was 6,450 in the past six months, all departments, and reduction is expected to increase.

Group Sues to Have Exam For Accountant Promotional

Junior Accountants in the NYC Housing Authority protested the holding of an open-competitive examination for the position of Accountant. The Junior Accountants are represented by Leo Brown, of 135 William Street, NYC, of the firm of Schaffer and Brown. Mr. Brown and Robert H. Schaffer are former Assistant Corporation Counsel.

In January, 1949 the NYC Civil Service Commission announced the open-competitive examination, to be held in March. Besides 95 vacancies in this position in the Excise Tax Bureau of the Comptroller's Office, there were 25 vacancies in other City Departments, of which 20 were in the Housing Authority. There were 36 permanent Junior Accountants employed in the Housing Authority. Many of these applied to take the examination but were disqualified. They protested that a promotion examination should be held to fill the existing vacancies.

Different Procedure Elsewhere
Prior to the holding of this examination, the Commission, upon the request of the City Sheriff, in whose office there was one vacancy, announced that the examination would be a promotion examination for that office to fill the one vacancy, and extended the time for filing applications. The same examination was given, at the same time and place, as a promotion examination for the one position in the Sheriff's Office and as an open-competitive examination for the other vacancies. A similar request by the Housing Authority was refused.

The Junior Accountants have brought a Supreme Court action to restrain the Commission from using the list to fill vacancies in the Housing Authority. They also seek

an order for a promotion examination.

The proceeding is brought on the ground that it was illegal, unreasonable and arbitrary for the Commission to hold an open-competitive examination to fill the 20 vacancies in the Housing Authority, when there were 36 Junior Accountants in that Department who could have taken a promotion test and the Commission should have followed the same procedure with the Housing Authority as it did with the Sheriff's Office.

James J. Quinlan, president of the Junior Accountants' Association in the Housing Authority, petitioners in the court case, said: "This situation presents a grave and serious threat to the entire merit system. It penalizes civil servants who have rendered years of service to the public, deprives them of their rights to promotion earned by those years of service and granted to them by law, in favor of persons who are seeking to enter the civil service for the first time."

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Squawk of No Avail

"We'd like to use all the lists we can, without holding more examinations," deplored President McNamara of the NYC Civil Service Commission, "but the examination announcements, or previous history, didn't apprise candidates of the likelihood of any or being used for filling vacancies in other titles. From here on out we'll include the warning on the notices of examinations. Those who want to work for NYC therefore should take exams for jobs in the general field of their competence, knowing that other jobs, for which the exam tested related skills, will be filled from the list."

One of the lists used in that alternative way was that of Attendant (Female), which accounts for the probationary (permanent) employees running the elevators in the Municipal Building. The woman provisionals raised a great squawk at being replaced, and their immediate superiors backed them up, saying that the training and experience they'd had would be lost to the City. They were right. But the new appointees had passed an examination that the others had probably taken and failed and the Commission said frankly it could not help the complainants.

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NEW YORK CITY NEWS

AFL Group Proposes Plan for Career Study

In a memorandum to Budget Director Thomas J. Patterson and Municipal Civil Service Commission President Joseph A. McNamara, the NYC District Council, A. F. of L. submitted recommendations of methods and procedures for the study that is to lead a Career and Salary Plan. The Council consists of locals of the American Federation of State, County and Municipal Employees.

Text of Memo

Wrote Henry Feinstein, District Council president:

"Since your committee was established by the Mayor to determine what safeguards and procedural measures are desired by City employees in the conduct of the proposed Career-Salary study, we transmit the following recommendations for your approval and submission to His Honor the Mayor."

"1. We recommend that organization of the study shall provide for the assignment of a technical director who shall be responsible for the direction of a study staff which will individually classify every job, every employee and every function, with salary levels assigned to each new job title."

"2. We recommend and request the creation of a Board, to be composed of nine members, three of whom shall represent the employees, three the public and three the Mayor and his administration and to whom the final decisions of the technical director shall be submitted for joint approval."

No Need for Delay

"We submit that under this plan, as conceived by the District Council, there would be no need to delay decisions until the whole study has been completed."

"And we further recommend that if, three months following the beginning of the study, it appears that the Technical Director is in a position to recommend action to put parts of the evolved program into operation to the nine-man Board, such recommendations concerned with classifications, etc., and if this can be done without prejudicing any later decisions with respect to

other parts of the program, that such procedure be followed.

"This procedure will allow all those concerned to witness the progress being made toward speedy completion of the whole plan and will eliminate uncertainties and fears as to the ultimate outcome of the study. By speeding up completion of the study, those whose doubts as to its feasibility and objectives have been inspired by misleadership will be reassured and this much-needed clarification of jobs, salaries and careers in civil employment will have been accomplished."

"If this proposal is followed, details of policy can be developed as the study progresses and proceedings may be refined in the light of current general developments and suggestions."

"We shall be pleased to submit additional proposals and requests as the program develops and as circumstances warranting changes may dictate."

Messrs. Patterson and McNamara constitute the committee appointed by Mayor William O'Dwyer to hear employee suggestions. The first two hearings were held last week.

List of Officers

Besides President Feinstein the officers are Jesse Krauss, secretary; and N. C. Yaeger, treasurer; Michael V. Mirande, 1st vice-president; Joseph M. Giblin, 2d vice-president; Mary Anzalone, assistant secretary; Julian Mandel, sergeant-at-arms.

The Board of Directors consists of Michael V. Mirande, George Bradley, Jesse Krauss, Betty H. Donnelly, A. J. Guild, James S. McCormack, Joseph J. H. Amato, Mr. Feinstein, A. E. Vollmer, George D. Winkler, Thomas B. Carmody, Julian Mandel and N. De Proso.

On August 17 among the speakers will be Frederick J. Muesle, president of the Uniformed Fire Officers Association, and John P. Crane, president of the Uniformed Firemen's Association.

O'Dwyer Swears in Orgel as Register

Although Mayor O'Dwyer didn't have to use the eligible list for Register, because it contained only one name, and at least three names are required before an appointing officer has the choice he's entitled to but may waive, Lewis Orgel, the lone eligible, was appointed.

The Mayor was glad to name him.

There had been opposition to the examination from three sources, Mr. Orgel, the Deputy Register, included. He wanted the test limited to himself. The others wanted wider eligibility. In a consolidated court case the NYC Civil Service Commission was upheld in including First Deputy Register and Assistant Deputy Register as eligible to compete. A Mortgage Tax Examiner wanted his title included, but Supreme Court Justice Benjamin F. Schreiber held that the Commission had authority to designate the eligible titles and has acted fairly. Then the examination result was announced. Mr. Orgel was the only eligible!

There was a little tension over the fact that the Commission and Mr. Orgel were on opposite sides in the court fight, although the Mayor was anxious to appoint him. The Civil Service Reform Association also thought highly of him and recommended his promotion without examination, which is done when there is no field of competition. So President Joseph A. McNamara and Mr. Orgel, after the court case and establishment of the list, had a little talk in the President's office. Assurances were given to the Register that there was no opposition to him personally, and it all ended with hand-pumping.

By the way, the appointee's first name is Lewis, although the daily press has been calling him Louis. When the Mayor swore him in he had the name right.

Dime Savings, Brooklyn, Gets HOLC Accounts

The Dime Savings Bank of Brooklyn announced that it has been awarded the New York State Portfolio of The Home Owners' Loan Corporation, an aggregation of mortgage loans totaling more than \$100,000,000, covering the homes of over 40,000 families.

George C. Johnson, president of The Dime Savings Bank of Brooklyn, said:

"The Dime' more than appreciates the responsibility and the trust involved in this acquisition of over \$100,000,000 in mortgage accounts. We are proud that we are able to handle such an ever-increasing volume of mortgage business. There will be no interruption in our normal, efficient service to home builders and home owners, and we shall continue to welcome new home loan accounts and to guarantee to them all of the ability and experience which we have amassed during the 90 years we have spent building up our mortgage loan department to its present, ever-expanding position."

Far-reaching plans for the smooth and efficient incorporation of this new, huge bulk of mortgage accounts are already being made by 'The Dime's' board of trustees. Additional personnel, new machinery and mechanical devices will be installed to facilitate service for these accounts and for

many more loans to home owners and builders in the immediate future.

Sealed bids for the HOLC Portfolio from numerous New York banks, investors and investing institutions were opened by HOLC on July 8.

The sale of this Portfolio 'The Dime' is of vital importance in the HOLC's long-range plan to liquidate its entire aggregation of mortgage accounts. About \$1,000,000 of the Portfolio will be allotted to a syndicate of Savings and Loan Associations headed by Zebulon V. Woodward, executive vice-president of the New York State Savings and Loan League. Formal contracts are being prepared, and upon completion of transaction with 'The Dime,' HOLC intends to repeat the operation in Massachusetts, New Jersey, Pennsylvania and other states where it holds large amounts of home mortgages.

The Home Owners' Loan Corporation represents one of the greatest salvage operations in history of home ownership, organized in 1933 to rescue homes of hundreds of thousands of citizens from loss and debt. HOLC has handled its operations with no loss to anyone. From June 13, 1933 to June 12, 1937 the HOLC loaned \$3,093,451 to 1,017,821 distressed homeowners.

Stockman Exam to Open

(Continued from Page 1) Veterans. (Sub. 3 (e), Section 21, Civil Service Law)

"b) In addition, all other persons who were engaged in military duty, as defined in Section 246 of the Military Law, subsequent to July 1, 1940 and in time of war, may deduct the length of time they spent in such military service from their actual age in determining their eligibility. (Sub. 10a, Section 246, Military Law.)"

At the time of investigation, applicants will be required to present proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any wilful misstatement will be cause for disqualification.

Written, Physical, Medical Tests Written, weight 100. The pass mark will be the score of the candidate who runs 500th in the order of comparative rating. In the event of a tie for the 500th place, all candidates with that rating will be passed.

Candidates who pass the written test will be required to pass a qualifying physical test prior to certification and will be summoned in the order of their standing on the list in accordance with the needs of the service. No second opportunity will

be given to candidates who failed to appear for the qualifying physical test until all candidates who passed have been appointed, and then only if the needs of the service require a second test.

The qualifying physical test will be designed to test the candidate's strength and agility. In order to qualify, candidates will be required to jump and clear a 2 foot 6 inches in height and in succession a 40-pound dumbbell with one hand and 35-pound dumbbell with the other a arm's length above the head.

Candidates will also be required to pass a qualifying medical test prior to appointment. The exam is No. 5785.

The fact that experience requirements were eliminated, compared to the last examination indicates that the eligible list will be declared appropriate for filling jobs in other titles. Along the same line, the NYC Civil Service Commission recently amended general notice of examinations to include the statement that it established in one title may be used for filling vacancies in other titles. Therefore the job prospects for the Stockman test should be large the present vacancies considered.

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LEGAL NOTICE

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

STATE OF NEW YORK - INSURANCE DEPARTMENT, ALBANY, I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Drugists Fire Insurance Company, Cincinnati, Ohio, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$2,742,523.85; Total Liabilities (except Capital) \$511,238.05; Capital paid-up, \$750,000.00; Surplus as regards policyholders, \$2,231,285.20; Income for the year, \$807,631.28; Disbursements for the year, \$651,760.63.

STATE OF NEW YORK: DEPARTMENT OF STATE: ss: I DO HEREBY CERTIFY that a certificate of dissolution of 197 MADISON ST. CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

GIVEN IN DUPLICATE under my hand and official seal of the Department of State, at the City of Albany, this first day of July, one thousand nine hundred and forty-nine. THOMAS J. CURRAN, Secretary of State by Ruth M. Miner Deputy Secretary of State

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LEGAL NOTICE

STATE OF NEW YORK - INSURANCE DEPARTMENT, ALBANY, I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Mutual Fire Insurance Company of Minnesota, Minneapolis, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$12,212,036.23; Total Liabilities (except Capital) \$8,821,337.01; Surplus as regards policyholders, \$3,390,699.22; Income for the year, \$9,733,743.43; Disbursements for the year, \$7,523,000.00.

STATE OF NEW YORK - INSURANCE DEPARTMENT, ALBANY, I. Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Mutual Fire Insurance Company of Minnesota, Minneapolis, Minnesota, is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended Dec. 31, 1948, shows the following condition: Total Admitted Assets, \$16,704,462.39; Total Liabilities (except Capital) \$11,317,483.81; Surplus as regards policyholders, \$4,386,978.58; Income for the year, \$11,911,470.79; Disbursements for the year, \$9,762,600.00.

NEW YORK CITY NEWS

Fire Eligibles In Order of Appointment

The LEADER continues this week the serial publication of the NYC Fireman (P.D.) eligible list...

- 1,401, Stephen King, William Strauch, Jr., Martin Aaronson, Fred Simpson, Joseph Schwarz, Richard O'Neill, Gaspare Montalbano, Gerald LaClair, Frank Visardi, Patrick Foley, Charles Puchs, Michael Lohan, Thomas McGuire, Joseph Rudnick, James McMahon, Bronislaus Korony, Rocco Sinconoffi, Sidney Lerner, Victor Lana, Joseph Allen, Joseph McGowan, Alfred Smith, William Polta, Lawrence Kelly, Howard Schneider, Frank Dirschka, Wendell Pittman, Philip Clarke, William Frank, George Desmarais, Joseph Going, Clifford Maddock, Thomas Kelly, Herbert Dixon, Donald Dugan, Michael Slotsky, John Turley, William Schmitt, Allan Sweet, Ralph Rufolo, Gregory Merante, Emanuel Murgolo, Michael Hannaway, Michal O'Keefe, William MacDonald, Jr., Leon Barsky, Meyrick Blair, Richard Clifford, Jr., John Berger, Carl Ruffini.

- 1,451, Emiddio Salvatore, Elbott Cameron, Gerald Ryan, John Buckley, Henry Burge, Thomas Kelly, Peter Maluk, William Zawak, Emmett Nealon, Herbert Ryan, John Lowe, Cornelius Dugan, Richard Ryan, Thomas Jockers, Edward J. Marzec, Reginald Phelan, Laurison Springer, Robert Baum, Charles Wilkening, Louis Caselli, William Drew, John Zanky, Alfred Hansen, Lawrence Franklin, Daniel Cleary, Ferdinand Stimpfel, Eugene Newton, John Solesky, Dorio Cairo, William McIntyre, John Ruffins, Jr., Alfred Bertolotti, John Kronenberger, Joseph Matthews, George Paterson, Paul Kammerer, Frank Chimento, Robert Williamson, Dennis McSweeney, Bohdan Koslyshyn, Alexander Batey, Henry Brennan, James Ruggiero, Joseph Revels, Heinz Hoffmann, John Harvey, Vincent Verlin, Walter McLean, Francis Coughlin, Charles Gruetzner, Jr.

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LEGAL NOTICE

SZOSTCZUK, STANISLAW, a/k as STANLY SZOSTCZUK, STANISLAW SZOSTEZUK and STANLEY SOSHUK. CITATION. -P 1906, 1949.-The People of the State of New York, By the Grace of God Free and Independent, To ADAM SZOSTCZUK, HENRY SZOSTCZUK, ISABELLE SZOSTCZUK, MARCHINAK, the next of kin and heirs at law of STANISLAW SZOSTCZUK, a/k as STANLY SZOSTCZUK, STANISLAW SZOSTEZUK, and STANLEY SOSHUK, deceased, send greeting: Whereas, HENRY SHOSTCHUK, who resides at 49 Hazelwood Road, Staten Island, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to personal property, duly proved as the last will and testament of STANISLAW SZOSTCZUK, a/k as STANLY SZOSTCZUK, STANISLAW SZOSTEZUK and STANLEY SOSHUK, deceased, who was at the time of his death a resident of 406 East 8th Street, in the City of New York, the County of New York. Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 23rd day of September, one thousand nine hundred and forty-nine, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 15th day of July, in the year of our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court

EDITORIAL

Let's Air-Cool Public Offices!

Public employees are entitled to work in air-cooled offices during sweltering weather. The LEADER has interviewed NYC employees who were let off earlier on several hot days and they said that they'd rather work the full day under air-conditioning than the shorter period in discomfort. It's an idea worth consideration by Federal, State and City administrations, especially as one finds air-conditioning in public officials' own offices. So what's wrong with giving the same break to the little fellows?

The main consideration is to treat the employees as they deserve and prefer. There would be no net expense involved. The hours not worked surely don't produce results. Those worked under most trying conditions can't be expected even to approximate full productivity.

In these midsummer dog days offices close an hour or more earlier. Take the case of the NYC Civil Service Commission, with only a couple of hundred employees. If there are five unbearable successive days during the work week, there go 1,000 man-hours of production. Exam papers go ungraded, lists are delayed, the whole operation suffers, and all this costs the City money. The City has 160,000 employees, and if the assumption were applied throughout, there'd be 800,000 man-hours lost in a week. That's just mathematical ratio, not actuality, of course, because the Police and Fire Department's uniformed forces, the Sanitation Men, doctors, nurses, dentists and the like, go on undiminished schedule, but the idea of the enormity is there, and a visualization of the possibilities of employee satisfaction.

Federal Policy in Degrees

The Federal Government doesn't recognize employee discomfort because of the heat as a reason for excusal from work, or "dismissal," as the official order has it. "Employees in quarters reasonably adapted to hot weather should remain at work," says a White House memorandum, "even though they are experiencing discomfort." This is one case where the White House really puts on the heat!

The White House policy, which all branches of the U. S. government are expected to follow, provides that there shall be no group dismissals because of hot weather, except under one of the following conditions, when they are optional only:

"90 degree temperature and 70 per cent humidity; 91 degrees and 68 per cent; 92 and 63; 94 and 55; 95 and 50; 96 and 45; 97 and 40; 98 and 38; 99 and 34, and finally, 100 degrees and 30 per cent humidity."

That applies if there's no air-conditioning. But who said that there must be none and that discomfort is to be countenanced when it can be prevented? There's no better time than now, before the summer disappears, to get the air-conditioning installed.

KERWIN HEADS STENOYPIST

Eugene P. Kerwin, official reporter of the Supreme Court, Kings County, was elected president of the Associated Stenotypists of America, at the 16th annual convention held in Washington, D. C.

34 FAIL TRANSIT TEST

Thirty-four candidates for promotion to Assistant Foreman (Surface Track), NYC Transportation System, were sent failure notices by the Civil Service Commission last week.

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23 Exams to Open

Applications will be received from September 12 to 27 for the following 22 NYC exams. The tentative dates of the written tests are given. 9 Labor Class test is additional.

Open-competitive

- 5746. Asst. Supt. of Construction (Bldgs.), Grade 4, 12-3. 5671. Dietitian, 11-16. 5805. Elevator Mechanic's Helper, 12-5. 5745. General Supt. of Construction (Bldgs.), Grade 4, 12-3. 5808. Gasoline Engineman (Marine), 11-28. 5849. Home Economist, 11-21. 5874. Inspector of Foods, Grade 3, 10-29. 5809. Instrument Maker, 12-19. 5907. Junior Statistician, 10-29. 5871. Locksmith, 12-5. 5848. Nutritionist, 11-30. 5827. Sewage Treatment Worker, 12-10. 5974. Stenographer (Reporting), Grade 3, 11-5. 5785. Stock Assistant (Men), 11-19. 5744. Supt. of Construction (Bldgs.), Grade 4, 12-3. 5810. Welder, 12-17.

Promotion

- 5668. Electrical Engineer: Various Depts. (re-opening), 10-22. 5898. Furniture Maintainer (Metal Work): Public Works, 11-3. 5776. Gardener: Hospitals, Parks, Public Works, Housing Auth., 12-3. 5867. Rammer: Bd. of Transportation, 11-16. 5816. Senior Pharmacist: Correction, 1-12. 5882. Supervisor of Menagerie: Parks, 11-15.

Labor Class

- On September 7, 8 and 9 applications will be received for Bookbinder's Seamstress positions. Exam 5836, test date November 13. The position is in the Labor Class. 5810. Welder, \$4,500. Three vacancies at present. Fee \$4. Performance test; written test may

also be given. Five years' experience required. (Opens Monday, September 12. Closes Tuesday, September 27).

5974. Stenographer (Reporting), Grade 3, \$2,461, plus four annual increments of \$120. Performance, but no written test. Fee \$1. No experience or education requirements, but candidates will have to take dictation at 155 words per minute for performance test. (Opens Monday, September 12. Closes Tuesday, September 27).

5836. Bookbinder's Seamstress, Labor Class, \$1,860. One vacancy at present. Fee \$1. Performance, but no written test. Three years' experience required. (Opens Wednesday, September 7. Closes Friday, September 9).

5871. Locksmith, \$2,640. Fee \$2. Five years' experience required. Performance, but no written test. (Opens Monday, September 12. Closes Tuesday, September 27).

5746. Assistant Superintendent of Construction (Buildings), Grade 4, \$4,750. Ten vacancies at present. Fee \$2. Five years' experience required. Written test. (Opens Monday, September 12. Closes Tuesday, September 27).

5848. Nutritionist, \$3,300. Ten vacancies at present. Fee \$2. College and master's degrees in foods and nutrition plus two years' experience or satisfactory equivalent required. Written and oral tests. (Opens Monday, September 12. Closes Tuesday, September 27).

5808. Gasoline Engineman (Marine), \$3,300. One vacancy at present. Fee \$2. Three years' experience, plus U. S. Coast Guard Marine Inspection Service license to operate motor boats required. Performance but no written test. (Opens Monday, September 12. Closes Tuesday, September 27).

5784. Inspector of Foods, Grade 3, \$3,051. Three vacancies at present. Three years' experience required. Fee \$2. (Opens Monday, September 12. Closes Tuesday, September 27).

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Civil Service Arithmetic and Vocabulary \$1.50 Office Appliance Optr. .. \$2.00
Civil Service Handbook \$1.00 Oil Burner Installer \$2.50
Clerk, CAF 1-4 \$2.00 Park Ranger \$2.00
Clerk, Grade 2 \$2.00 Patrol Inspector \$2.00
Clerk-Typist-Stenographer \$2.00 Patrolman ('49 Edition) \$2.50
Complete Guide Printing Plant Worker .. \$2.00
Civil Service Jobs \$1.00 Real Estate Broker \$3.00
Electrician \$2.50 Resident Bldg. Super. \$2.00
Engineering Tests \$2.50 Sanitation Man (B) \$2.00
Factory Inspector \$2.00 Scientific Aid \$2.00
Fingerprint Technician \$2.00 Special Agent \$2.00
Fireman (1949 Edition) \$2.50 Statistical Clerk \$2.00
G Men 2.00 Stationary Engr. & Fireman \$2.00
General Test Guide ... \$2.00 Student Nurse \$2.00
Guard Patrolman \$2.00 Structure Maintainer ... \$2.00
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NEW YORK CITY NEWS

O'Dwyer Is Asked to Confer On Raising Engineering Pay

Following up Mayor William O'Dwyer's promise, made at a Board of Estimate meeting last month, that the engineering upgrading, now under consideration, would not have to await the outcome of any general reclassification of the NYC jobs, the Civil Service Technical Guild has written the Mayor, asking that a conference be held on the upgrading. The proposed conferees would be Irving Ashworth, president of the Joint Committee on Engineers' and Architects' Salaries; Philip F. Brueck, president of the Civil Service Technical Guild, and Louis J. Rubenstein, vice-president, and John Kassner, secretary of the Joint Committee.

Action Sought Now

Mayor O'Dwyer previously stated that engineers in City service had been unfairly treated and that the upgrading would be considered in the near future. The Joint

Committee, which represents all of the major engineering and architectural organizations in the Metropolitan area, both inside and outside of civil service, submitted a proposed upgrading about 10 months ago.

The request for a conference with the Mayor was made with the intent of having that plan adopted as soon as possible, although the Joint Committee expressed readiness to submit any further facts that the Mayor, the Board of Estimate or Budget Director Thomas J. Patterson might request.

"I'm sure that by calling a conference," the Civil Service Technical Guild wrote the Mayor, "you will kill the rumors and propaganda being circulated by persons purporting to represent NYC engineers, who oppose your (general) reclassification proposal, and at the same time you will obtain

whatever additional facts needed to make the engineering upgrading an immediate reality."

Praise for O'Dwyer and DeGraff

The Civil Service Technical Guild wrote the Mayor that not only was it not opposed to the Career and Pay Plan the Mayor would institute, but that it "had the greatest confidence in you, that you had merited that confidence by your many favorable acts toward civil service." Commenting on the Mayor's selection of John T. DeGraff for the reclassification job, the Guild said that "it knew Mr. DeGraff to be an outstanding authority on civil service."

Court Bars Markets Jobs To Transit Police Eligibles

The use of the combined Transit Patrolman, Correction Officer and Bridge and Tunnel Officer list for filling vacancies as Inspector of Markets, Weights and Measures, by declaring it appropriate for the purpose, was illegal, Supreme Court Justice Denis O'Leary Cohalan held in New York county.

President Joseph A. McNamara, of the NYC Civil Service Commission, announced that Corporation Counsel John P. McGrath has consented to appeal from the decision. President McNamara contended that the Commission

has full authority to declare list appropriate for filling jobs other titles and that it had abused its discretion.

There had been efforts by professionals in the License Department to prevent the use of a triple list. They want an examination held specially to fill vacancies and the court held they were right. Justice Cohalan in an opinion remarked upon dissimilarity of the duties, asserted that nobody who took a triple examination could have the least notion of ever being offered one of the Inspector jobs and that the work was entirely different.

Tentative Key Answers

TOWERMAN
Promotion, NYC, Transit System

SECTION 1
1.B; 2.C; 3.B; 4.A; 5.D; 6.A; 7.B; 8.B; 9.C; 10.A; 11.A; 12.B; 13.A; 14.C; 15.A; 16.C; 17.E; 18.C; 19.B; 20.F; 21.A; 22.D; 23.C; 24.D; 25.B; 26.A; 27.B; 28.D; 29.C; 30.D; 31.D; 32.D; 33.A; 34.A; 35.D; 36.C; 37.E; 38.A; 39.D; 40.B; 41.C; 42.B; 43.C; 44.C; 45.C; 46.D; 47.A; 48.B; 49.A; 50.C; 51.B; 52.D; 53.C; 54.D; 55.B; 56.C; 57.C; 58.B; 59.A; 60.D; 61.D; 62.A; 63.B; 64.A; 65.B; 66.D; 67.B; 68.C; 69. Stricken out; 70.B; 71.B; 72.C; 73.C; 74.C; 75.A.

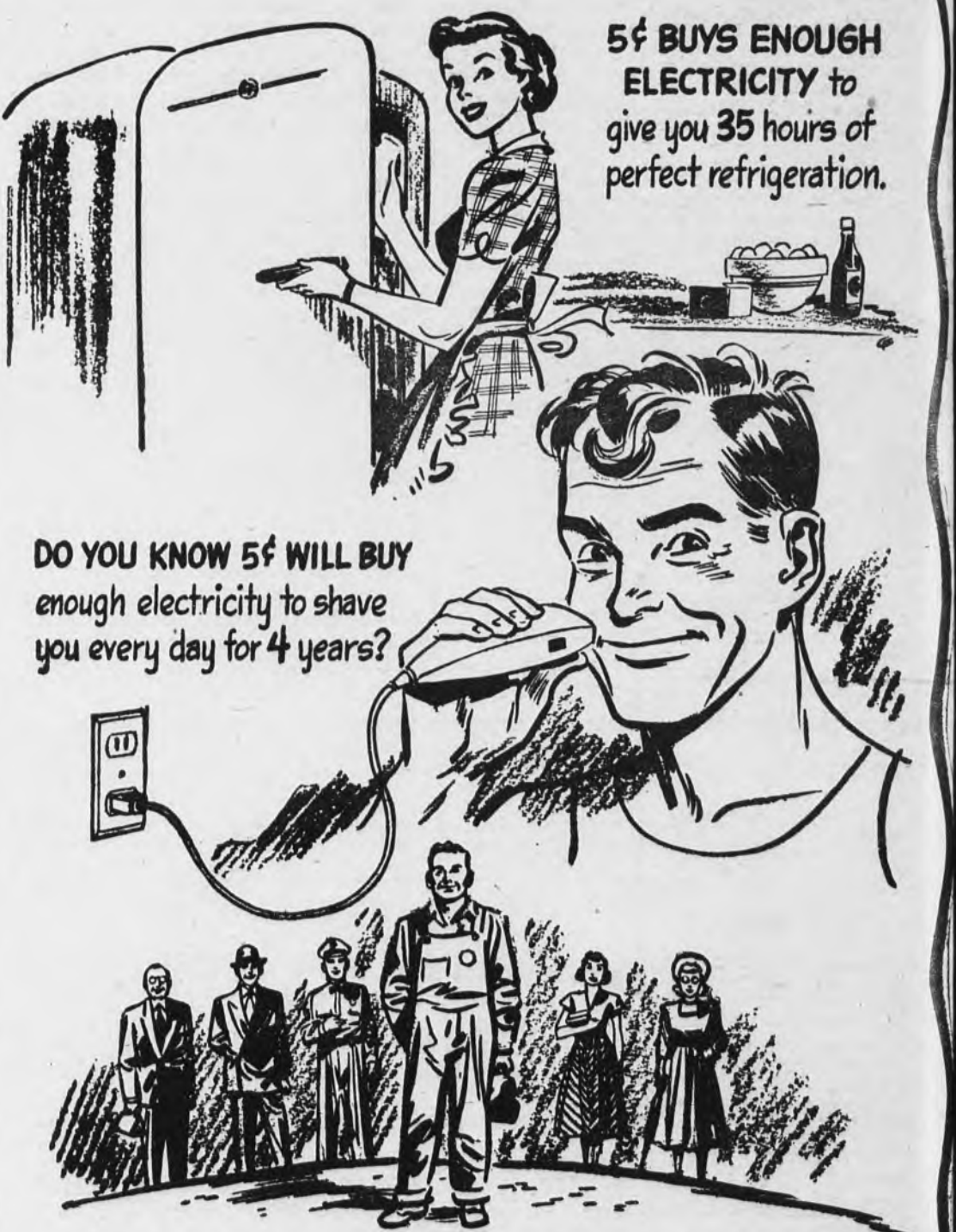
SECTION 2
76.C; 77.D; 78.C; 79.A; 80.D; 81.C; 82.A; 83.D; 84.B; 85.C; 86.C; 87.B; 88.A; 89.D; 90.C; 91.D; 92.D; 93.C; 94.B; 95.A; 96.C; 97.C; 98.A; 99.D; 100.C.

SECTION 3
76.C; 77.D; 78.C; 79.A; 80.D; 81.C; 82.A; 83.D; 84.B; 85.C; 86.C; 87.B; 88.A; 89.D; 90.C; 91.D; 92.D; 93.C; 94.B; 95.A; 96.C; 97.C; 98.A; 99.D; 100.C.

Last day to protest to NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, July 26.

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