

MARY H. CURKRY DEPT. EDUCATION EDUCATION BLDG ALBANY 1 NY 91

See Page 12

U. S. JOBS FOR BOYS AS APPRENTICES, \$8 A DAY

See Page 11

Mayor O'Dwyer Appoints John T. DeGraff To Set Up Career and Salary Plan for NYC

By MAXWELL LEHMAN

Mayor William O'Dwyer last Thursday took one of the longest forward steps in the history of New York City's civil service...

(Continued on Page 6)

DON'T REPEAT THIS Liberal Party Surveys NYC Mayoralty

As Don't Repeat This pointed out last week, the New York City political situation cannot be diagnosed without consideration of one factor: David Dubinsky...

State Pension Gain Is Aim Of Chapters

Chapters of The Civil Service Employees Association, as well as Regional Conferences and other Association sub-groups, have demonstrated at meetings that age-55 retirement is a main objective.

The Armory Employees Conference, State of New York, held a two-day session at the New Scotland Avenue, Armory, Albany.

Employee, Civic Leaders Applaud Mayor, DeGraff On Career Pay Project

On the heels of Mayor O'Dwyer's announcement that John T. DeGraff had been appointed to set up a new career and salary plan for New York City...

Budget Director Thomas J. Patterson and I found it impossible to undertake. Therefore it was decided to call in outside assistance...

COMMISSIONER ESTHER BROMLEY — "I think it's perfectly wonderful that the Administration has decided to make a job reclassification on a substantial and sincere scale."

THE NYC EMPLOYEE

Exams for Clerks and Steno Near

There will be another Clerk, Grade 2 exam, probably opening in the fall, because there are more provisionals than eligibles who'll accept.

(Continued on Page 12)

Crane, UFA Head, Honored By 1,400 at Gala Dinner

Fourteen hundred persons, including leaders of civic, labor, social, cultural, sports, spiritual and political groups...

him from 'way back when, to Auxiliary Bishop Joseph F. Flannelly, who'd met him for the first time that night...

men, because it was they who, through united efforts, had attained notable achievements...

Praise from Quayle The speakers praised his tireless and nearly always successful efforts, and Fire Commissioner Frank J. Quayle gladly admitted that gains achieved by the Firemen were largely the result of the efforts of the UFA under Mr. Crane's leadership.

COMMISSIONER DARWIN W. TELESFORD — "The reclassification project that the City Administration is undertaking will provide the first complete study of NYC jobs in more than 30 years."

Social Workers' Retreat To Open in Adirondacks

ALBANY, June 6 — A beautiful retreat, dedicated to persons studying or working in the field of social welfare, is being opened in the Adirondacks.

managing trustee for the property. In a memorandum to the staff of the department, Dr. Schneider announced: "Mr. John Marton has deeded his property to five trustees..."

U. S. Job Security Fight Stepped Up

Stepping up its campaign to protect the job security of U. S. workers, the Federal Career Employees Association has announced a meeting for government personnel to be held on Wednesday, June 15...

organization, even though dismissed, will continue to function. Meanwhile, the organization was maintaining its barrage upon members of Congress to act quickly.

Study Books for Exams

Study books for Patrolman, Social Investigator, Sanitation Man, Assistant Interviewer, Stenographer, Typist, Clerk, Maintainer's Helper (all groups in one book) and books for other popular exams on sale at LEADER bookstore...

SHOULD MAYOR O'DWYER BE DRAFTED TO RUN AGAIN? Several NYC civil service employee organizations and leaders have requested that Mayor William O'Dwyer run to succeed himself in the Mayoralty. How widespread is this sentiment? How do public employees feel about their "boss"?

STATE AND COUNTY NEWS

Retreat for Workers

(Continued from Page 1)

pose of maintaining a retreat and center for the moral and mental improvement of persons studying or working in the field or social welfare."

Open in July and August

He then announced that the trustees are planning to open the lodge on a limited basis during July and August. An "open house" to acquaint persons in the social welfare field with the retreat will be held during June weekends.

Dr. Schneider, who is widely known in State circles in Albany and an active member of The Civil Service Employees Association, said the property consists of about 27 acres of land with a main house containing "the largest log room of stately proportions remaining in the Adirondacks, as well as sleeping accommodations, kitchen, library, dining porch and a guest house."

Guests at the retreat will pay only for the actual cost of food during their stay. It is located

about 140 miles from Albany in Essex County.

Who's Eligible

Dr. Schneider emphasized that the retreat will be open to State employees in the "related departments to Social Welfare" as well as to non-public employees in the social welfare field.

Beautifully furnished, the main living room at the lodge, Dr. Schneider said, has a huge fireplace measuring approximately 20 feet wide.

"The view," he added, "is stated to be the best in the Adirondacks from any place that can be reached by automobile."

The other trustees are Mrs. Cornelia Allen, professor of social case work, University of Buffalo; Joseph P. Anderson, executive secretary, American Association of Social Workers, NYC; Paul Benjamin, executive secretary, Related Activities Council, Schenectady; C. William Chilman, executive secretary, Council of Social Agencies, Syracuse.

Promotion Eligible Lists

ASSISTANT CIVIL ENGINEER, (Prom.), Department of Public Works

Disabled Veterans

- 1 Greenfield, J., NYC... 86112
- 2 Majo, A., Syracuse... 85720
- 3 Benjamin, L., NYC... 86058
- 4 Eylers, F., Pkeepsie... 85552
- 5 Milary, R., Kenmore... 85093
- 6 McAuliffe, W., Kingston... 85084
- 7 Rightmyer, M., Syracuse... 85002
- 8 Hugaboom, O., Ognsbgrg... 83800
- 9 Cronin, J., Binghamton... 83206
- 10 McGovern, E., Troy... 82282
- 11 Hosley, J., Wells... 82218
- 12 Fitzpatrick, C., Wttrwn... 81946

Non-disabled Veterans

- 13 Sholtes, C., Schoharie... 90152
- 14 Quinn, F., Belmar... 89140
- 15 Schultze, C., Syracuse... 87334
- 16 Wilber, C., Norwood... 85489
- 17 Perretta, R., Utica... 85214
- 18 Lowrey, G., Mt. Morris... 85108
- 19 Weidner, G., Brghtwtr... 84739
- 20 Burt, J., Babylon... 84710
- 21 Follette, U., Schtady... 84527
- 22 Ruggler, A., Brghtwtr... 84206
- 23 Slocum, L., E. Grenbush... 84149
- 24 Denver, N., Kenmore... 84106
- 25 Jacoby, I., Middletown... 84025
- 26 O'Sullivan, J., Schtdy... 83761
- 27 Cassidy, P., Kkeepsie... 83617
- 28 Brearton, J., Troy... 83458
- 29 Boucher, P., Watertown... 83428
- 30 Strong, H., Deposit... 83350
- 31 Boyle, J., Babylon... 83266
- 32 Elliott, J., Watertown... 83128
- 33 Flanagan, E., Babylon... 83061
- 34 Milley, S., Buffalo... 82836
- 35 O'Reilly, J., Watertown... 82803
- 36 Coviello, J., Ocheektwga... 82758
- 37 Brown, F., Watertown... 82431
- 38 Lenahan, J., Amstrdm... 82425

ASSOCIATE STATE ACCOUNTS

AUDITOR, (Prom.) Bureau of Field Audit Dept. of Audit and Control

- 1 Marmon, A., Bklyn... 88806
- 2 Ippolite, N., NYC... 88269
- 3 Baker, J., Elsmere... 86204
- 4 Noonan, D., Schtady... 85796
- 5 Lippman, L., Yonkers... 90489
- 6 Keefe, R., Kings Park... 88071

COUNTY PROMOTION

Six lists, all with only one eligible for filling positions in the Health Department, Division of Laboratories and Research, Nassau County, were established May 24 by the Civil Service Commission at Mineola.

SR. SANITARY CHEMIST

- 1. Maxim Lieber... 86.4

SR. LABORATORY TECHNICIAN BACTERIOLOGY

- 1. James L. Dent... 77.96

SR. LABORATORY TECHNICIAN SEROLOGY

- 1. Edward Messmer... 86.2

BACTERIOLOGIST - SEROLOGY

- 1. Frank J. Gagliardo... 86.7

JUNIOR BACTERIOLOGIST

- 1. Edward Messmer... 82.133

BACTERIOLOGIST-MYCOLOGY

- 1. Alice J. Martin... 95.400

STATE Open-Competitive

SANITARY INSPECTOR, (O.C.) Westchester County Disabled Veteran

- 1. Parnell, W., Hawthorne... 87000
- 2. Gardner, F., Ossining... 85300

Non-veteran Disabled Veterans

- 1. O'hara, W., Yorktwn. Ha... 94456

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Published every Tuesday by CIVIL SERVICE LEADER INC. 97 Duane St., New York 1, N. Y. Telephone: BEekman 3-6010

Entered as second-class matter October 2, 1935 at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations

Subscription Price \$2 Per Year Individual Copies . . . 5c

- 2. DeFalco, G., Ossining... 84306
- 3. Bardle, A., Tarrytwn... 83812
- 4. Consula, M., Hawthorne... 83590
- 5. Archer, P., Tarrytwn... 82584
- 6. Chebetar, J., Tarrytwn... 81588
- 7. Scheeper, G., Hartsdale... 87826
- 8. Mery, A., Ossining... 87728
- 9. Zastenchik, J., N. T.twn... 87398
- 10. Rucinski, T., Yonkers... 86738
- 11. Paolucci, A., Ardsley... 86336
- 12. Diciocco, J., Ossining... 86248
- 13. Holst, F., Yonkers... 85822
- 14. Goewey, J., Ossining... 85814
- 15. Hayward, S., Verplancks... 85264
- 16. Hreyo, J., Yonkers... 84672
- 17. Galgano, A., N. Trytwn... 84658
- 18. Leonard, J., Ossining... 84008
- 19. Marklay, F., Yorktwn... 83909
- 20. Ruppert, D., Pt. Chester... 83502
- 21. Bridges, O., Mt. Vernon... 83414
- 22. McCluskey, E., Hawth'ne... 83346
- 23. Beekman, O., Ossining... 83120
- 24. Pollack, A., Tarrytwn... 83116
- 25. Robertson, P., Mt. Kisco... 82956
- 26. McClintock, D., N. T'twn... 82854
- 27. Jackson, F., N. T'ytwn... 82538
- 28. Labrake, F., Ossining... 82448
- 29. Schwartz, S., N. T'ytwn... 82242
- 30. Dahms, E., Armonk... 82142
- 31. Cullen, T., Pleasantvle... 81948
- 32. Hatfield, J., Bedford Hl... 81934
- 33. Linoner, A., Hastings... 81800
- 34. Archer, R., Tarrytwn... 81696
- 35. Fiorella, H., N. T'ytwn... 81520
- 36. Burns, R., Valhalla... 81342
- 37. Saglibenf, H., Pleasantvl... 81260
- 38. Parsons, C., Ossining... 81244
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- 40. Larocca, L., Ossining... 81006
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STATE AND COUNTY NEWS

The Case for Bonus Freeze For City, County Employees

CITY AND COUNTY employees, all sections of the state, are approaching the zero-hour in their 1949-1950 wage negotiations. As a minimum program, this year, most employees seek to freeze all temporary cost-of-living pay adjustments into basic salary scales. Are these demands justified? What are the facts about the necessities and local governmental salaries?

On April 15, 1949, the latest available period, the U. S. Bureau of Labor Statistics consumers' price index stood 169.7 percent above its 1935-39 average. This is 10 percent higher than it was when price controls were lifted in 1946. But, what of the recent decline in this index? During August and September, 1948, this cost-of-living index reached its peak level of 174.5 based on 1935-39 as 100. Since then, the index has receded 5 points or a total of 10 percent! Middle and low income families are still paying approximately 70 percent more for their food, clothing and shelter than they did in 1940.

Private Industry

Before examining the salary adjustments actually granted typical government employees, an analysis of the earnings of the nation's industrial workers might throw further light on this question.

The U. S. Bureau of Labor Statistics reports that average weekly earnings of production workers in manufacturing industries amounted to \$52.62 in mid-April, 1949. This represents a 110 percent increase over the average 1940 weekly wage of \$25.20. As

Occupational Therapists Meet in Gowanda

HELMUTH, June 6—The annual meeting of the Western New York Occupational Therapy Association was held at Gowanda State Hospital, with 114 in attendance.

The Reverend Merle Schiffman, chaplain at Gowanda State Hospital, and the Reverend S. F. MacSporan, chaplain at Clifton Springs Sanatorium, addressed the meeting on "Religion and Psychiatry." Following the meeting, a tour of the various occupational therapy classes was made.

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THE CASE FOR A SALARY FREEZE-IN

From time to time. The LEADER will run a column of information especially important to local employees. The column below, though full of figures, is "must" reading to county employees at this time, when the issue of covering-in cost of living bonus into base pay is a paramount issue. The material below was prepared for The LEADER by Irving Cohen, Research Consultant for The Civil Service Employees Association.

will become evident, industrial wages have kept closer step with rising living costs than have governmental salaries.

Key turning points in the course

DATE	COMMENT	Consumers' price* index ('35-'39=100)	Av. Wkly earnings Dirs* (Av.'40=100)
Av. 1940	Pre-war "norm"	100.2	\$25.20
Av. 1943	NYS and NYC grant first pay bonus	123.8	43.14
Av. 1945	Federal gov't. grants first pay bonus	128.4	44.39
Av. 1946	Termination of hostilities	139.3	43.74
June 1946	Price controls lifted	133.3	43.31
April 1947	Reconversion	156.2	47.50
April 1948	Inflation	160.3	51.79
Sept. 1948	Inflation	174.5	54.19
April 1949	"Disinflation"	169.7	52.62

* Source: U. S. Bureau of Labor Statistics.

It is significant to note that while weekly industrial earnings have more than doubled since 1940, they remained almost level between 1943, a war peak year, and June, 1946, when controls were lifted. Furthermore, since the lifting of controls, the average weekly industrial wage has risen 22 percent while living costs have climbed 27 percent.

The Difference

Industrial workers made their largest wage gains in the first two years of the war while government employees were forced to struggle along on shrinking pre-war salaries. For example, the average weekly industrial wage had risen 68 per cent and the consumers' price index 24 percent above 1940 averages before New York State granted its first emergency compensation adjustment of a maximum 10 percent in April, 1943. The early rise in industrial wages explains, in great part, the relatively favorable wage position of the private employee. Since the

of the prices for necessities and average weekly earnings of manufacturing production workers in the past 9 years are shown in the following table:

DATE	COMMENT	Consumers' price* index ('35-'39=100)	Av. Wkly earnings Dirs* (Av.'40=100)
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* Source: U. S. Bureau of Labor Statistics.

end of the war, industrial workers have had 3 major rounds of wage increases and are now engaged in a fourth round negotiations.

Lag Behind

Government salaries tend to lag behind rising living costs and wage adjustments in private industry. This development is often defended. What are the implications for the employees in such a development?

Salaries Cut

During the years when living costs were rising and wage adjustments were not forthcoming, government salaries were actually being cut. This is true even if we assume that government salaries were adequate in 1940 — and this is a matter wide open for discussion. Later adjustments (and rarely did these adjustments equal or even approach the rise in living costs for the vast majority) did not compensate the workers for the back wages they lost. Most

(Continued on Page 4)

Assistant Interviewer Test Closes Next Week

Friday, June 17 is the last day to apply for the Assistant Interviewer test (Exam No. 0800). The jobs are in the Division of Placement and Unemployment Insurance, State Department of Labor, and about 800 will be filled throughout the State. The starting pay is \$2,346 and there are five annual increments of \$120. The filing fee is \$2.

Apply to the State Civil Service Department, State Office Building, Albany 1, N. Y., or to the NYC office, at 270 Broadway, at Chambers Street, or at the department's office, Room 302, State Office Building, Buffalo, in person or by representative. Applications may be obtained by mail by enclosing a 9" or larger self-addressed, 6-cent stamped envelope, if filled-in applications are mailed, they must bear a postmark not later than the closing date, June 17.

No college degree is required. Experience is, unless one has a college degree. However, combination of training and experience may be accepted, if found by the State to be a satisfactory equivalent.

The date of the written examination is Saturday, June 18.

Minimum Qualifications

The official wording of the minimum qualifications follows: Candidates must meet the requirements of one of the following groups:

Either (a) two years of satisfactory experience of which at least one year must have involved work assignments requiring demonstrated ability to successfully meet and deal with people and

graduation from a standard senior high school; or (b) graduation from a recognized college or university from a four years course for which a bachelor's degree is granted; or (c) a satisfactory equivalent combination of the foregoing training and experience.

The following are considered typical examples of qualifying experience:

1. As a paying or receiving teller engaged in contact with the public.
2. Interviewing applicants filing for claims, licenses, employment, etc.
3. Sales work involving the solicitation or sale of merchandise to customers.
4. As a receptionist, secretary, or assistant to an executive, in work requiring frequent contact with and interviewing of visitors, clients, and the general public.
5. As an investigator, inspector, tax collector, etc., engaged in field activities involving contact with the public.

Candidates must have a knowledge of the provisions of the New York State Unemployment Insurance Law; the Federal Service-men's Readjustment Allowance Act; the Federal Act which provides reconversion unemployment allowances for seamen; and various interstate agreements. They must be able to meet and deal effectively with the public, maintain poise, a pleasant manner, and courtesy in such dealings. Candidates must also be mentally alert and be able to give directions and explanations orally, clearly and concisely.

If eligibility is based on college education, college transcripts must be submitted, even though filed for a previous examination.

The Public Employee

By JESSE B. McFARLAND

1st Vice-President, The Civil Service Employees Association

SPIRIT OF THE MERIT SYSTEM

THE EXPRESSION "in the final analysis" is frequently used by public speakers. The final analysis has not been actually made of any problem facing mankind. It is fortunate that this is so. Each sunrise brings the eager rush to make things better than they were the day before. Each relaxation in sleep is brighter because of dreams wherein we image success in this or that venture.

The course of human events has developed the need for the ability to analyze problems and the willingness to work out a solution of the problems as of here and now. Government is the big problem from the standpoint of the Association member. Each day the ranks of membership are renewed by new civil service employees, just as there is an enlistment of recruits in the public service. These recruits to public service are necessary to fill the places of workers who have finished their task by reason of age or disability, and to man new services created mostly by legislative fiat.

Concern For Government

Concern for government is closely linked in the Association member's mind with concern for the civil service recruit and the seasoned worker. Each young person who fills out an application for a civil service job understands the hurdle of an exacting examination. On the application form, he sets forth his years in school, and records his experience in practical work. He is thrilled at the statements of opportunity plus security which are pictured in the field of civil service. He has read that there is a ladder within the merit system called the promotion ladder. He fancies himself with a foot upon that ladder. He recalls that Thomas Huxley once wrote: "The rung of a ladder was never meant to rest upon but only to hold a man's foot long enough to enable him to put the other foot somewhat higher." Has he not heard a thousand tales of builders of gigantic and successful business enterprises rising from the most menial jobs at the bottom to the pinnacle at the top? Some wise statesman, with a true vision of the needs of government and having similar young people in mind, wrote into our Constitution the assurance that the government of our State and of its subdivisions should be entrusted very largely to those who had proven merit and fitness.

Letter and Spirit of Merit System

Following the Constitution, we have set up laws and agencies to carry out the spirit and the letter of the merit system. Unfortunately, up to now, the experience of the worker who has been in public service for some time does not hold out to the new recruit the high hope which his trust in Constitutions and laws deserves. Those who control the political side of government have not gone the full way along the merit system road. The efficiency and economy inherent in recognition of training and experience in government agencies has not been apparent to the needful extent. It is expensive not to encourage public employees to aspire to top leadership. It is not economy to invite into public service those who have not been trained for public service, or who have not learned by experience in public service.

It is a sad fact that the indifference of the fathers and mothers, who have moral responsibility for the efficiency and righteousness of government and also to see that their children have equal opportunity with any other citizen to enter civil service, encourages patronage in politics and the laying aside of the promotion ladder. It is obvious that individually, and through their political and civic affiliations, they must demand that their leaders in government, as in business, shall be trained as well as true.

Providing the Open Door

The civil service commissions have the first responsibility to provide the open door of competitive tests for entry into service and to provide promotion ladders that will extend to the top jobs in public service. We now have in State service more jobs exempt from the competitive tests than ever before. At meetings of the State Civil Service Commission, requests for additional exemptions from competitive classification are frequently approved. It would seem that now is the time to have a new and thorough survey of jurisdictional classification in State service with the serious purpose of extending the competitive classification to hundreds of the top jobs.

Not Far Enough

The exact statistics are not available as to how far we have gone in eliminating the incentive of the greater joy in doing well the responsible work present in the top positions, and in withholding the material rewards for leadership. We have, however, not gone far enough. The fact should be thoroughly publicized and studied by the public officials, by public employees, and particularly by the people who have the principal interest in good government and the greatest moral responsibility to maintain good government.

Because the Association exists primarily to uphold and extend the merit system, the situation is particularly important to it. Are we doing our part?

STATE AND COUNTY NEWS

Chapter Activities

State Insurance Fund

The second membership meeting of the chapter in The State Insurance Fund, NYC, was held at Steinway Hall on West 57th Street on Monday evening, June 6th.

The agenda included the chapter's sponsorship of a softball nine to participate in the regularly scheduled games of the Insurance League. There is enough stellar material in the Fund to encourage real belief that the season's trophy will be on view at 625 Madison Avenue any time after the season ends. Fred Zienecker is the designated captain of the team.

DPUI, Albany

The Albany Chapter of the Division of Placement and Unemployment Insurance is planning a general membership meeting June 29 in Hibernian Hall, 328 Central Ave.

In announcing the meeting chapter officers told members they were invited for "a little business and a lot of fun."

Following the meeting, refreshments will be served, including a buffet supper. In addition there will be dancing. Reservations may be made with: Abe Shapiro, Sam Kessler, Charles Leggett, Margaret Will, Emelie Smith, Peter Murphy and Eleanor Packer.

Division of Parole, Albany

The Division of Parole chapter, Albany, has formulated its plans for the coming year. At the initial meeting of the new Executive Council committees were appointed to carry on the social and welfare activities of the chapter. These were as follows:

Social and Recreation—William J. Baker, chairman; Joan Haggerty, Phillip J. Galka, Kenneth Mundweiler, Lillian Meyers.

Legislative—William E. Flanni-

gan, chairman; Thornton F. Blaauboer, Carol M. Standish.

Auditing—Margaret G. Connell, chairman; Robert A. Iiscom.

Publicity—James M. Quinn, Helene M. Leahey.

Good-will—Katherine M. Grogan, Marguerite M. Quinlan, Margaret M. Grogan, Vivian Weissblum.

The chapter looks forward to a year of much activity, both socially and for the betterment of the group. The first social activity is a picnic at Thatcher Park, Albany, June 14.

The chapter offers best wishes to Blanche M. Kelly on her recent marriage. She is now Mrs. Bradley. Also to Grace LoMonco on her approaching marriage to Roland Robert Graves. (Roland is a former employee of the Division of Parole, now working in DPUI); Felicitations to Elaine M. Liuzzi.

The sympathy of the chapter is extended to Past President William E. Flanagan on the death of his father; to Clarence Lemke, of Poughkeepsie office, on the loss of his mother; and to Anne Myers, on the death of her father.

Tax Dept., Albany

The first annual outing of the Albany chapter, Department of Taxation and Finance, will be held on Thursday afternoon, June 16 at Crooked Lake Hotel, Averill Park. The activities will consist of ball games and other sporting events, for which prizes will be awarded, and dancing from 8 p.m. to midnight. Refreshments and a picnic supper will be served.

Reservations are required for bus transportation, which will be furnished free. Buses will leave the State Office Building at 2 p.m.

It is recommended that employees who attend have their lunch in Albany. However, hot dogs and hamburgers will be on sale at the hotel during the afternoon.

Member tickets are \$1.75, non-member, \$2.50, both including trip.

For those employees using the swimming facilities of the hotel, there will be a charge of 25 cents. Reservations close at 5 p.m. on June 14. No tickets will be sold after that date.

Joseph F. Felly is chapter president. Sol Knee is chairman of the social committee, the other members of which are Jane Laurence and Donald McCulloch. The members of the executive council will assist the social committee.

DPUI Clambake Held

ALBANY, June 6—A clambake, one of the first of the season, was sponsored this past weekend by the bowling league of the State Division of Placement and Unemployment Insurance. The gala event was held Saturday in Uhl's Grove.

State employees enjoyed softball, horseshoes, darts, egg throwing, races and dancing. Members of the committee for the party included: Mike Coppola, Edward Mattice, Pat Mullins, Gene Munsell, Ellie Packer, Matt Dugan and Sam Helo.

The Case for Bonus Freeze

(Continued from Page 3) workers write these lost wages off the books. They merely want their salary cuts restored. They would be satisfied to receive their 1940 salaries in terms of 1949 prices.

PERCENT ADJUSTMENT

1940 Salaries	New York State	Federal	New York City
\$ 900-1199	70-104	56-73	60-80
1200-1499	45-70	40-56	48-60
1500-1999	40-45	33-40	36-48
2000-2499	40-45	28-33	29-36
2500-2999	35-40	25-28	24-29
3000-3999	29-35	21-25	18-24
4000-4999	29	20-21	16-18
4800-4999	27-29	19-20	14-16
5000-5999	24-27	16-19	12-14
6000-10000	19-24	9-16	7-12

High Loyalty

The war and post-war reconversion periods, when living costs were skyrocketing, were periods of multiplying job opportunities. To remain in government employ, with shrinking salaries in the face of alluring job offers, during these periods, required a very high degree of loyalty and devotion. Government workers stuck to their jobs because they understood the great necessity to carry on the normal functions of government: police, fire and water protection, to mention only a few. The work-

ers had good reason to believe that this loyalty and devotion would be recognized, once the emergency was over. The setting up of more equitable salary scales and the preservation of pay levels already achieved are modest and legitimate employee requests.

What is the character of salary adjustments granted government employees in the past 9 years? Wage adjustments of basic salaries won by New York State, Federal and New York City employees since 1940 are summarized by salary levels in the following table.

1940 Salaries	\$300	\$500	\$700	\$900
\$ 900-1199	25-33	42-55	58-78	67-89
1200-1499	20-25	33-42	47-58	53-67
1500-1999	15-20	25-33	35-47	40-53
2000-2499	12-15	20-25	28-35	32-40
2500-2999	10-12	17-20	23-28	27-32
3000-3999	7 1/2-10	12 1/2-17	17 1/2-23	20-27
4000-4599	6 1/2-7 1/2	11-12 1/2	15-17 1/2	17 1/2-20
4800-4999	6-6 1/2	10-11	14-15	16-17 1/2
5000-5999	5-6	8-10	11 1/2-14	13-16
6000-10000	3-5	5-8	7-11 1/2	8-13

Adjustments granted the great bulk of employees (those earning \$1,200 a year and over in 1940) lag seriously behind the 70 percent rise in the cost of living.

City and county adjustments have been even more modest. The following table shows the effect of a number of sample cost of living adjustments on different salary levels. Comparable studies for individual localities can be made on the same basis.

The economic case for the incorporation of temporary wage adjustments into basic pay scales can be summed up by the following statement made in the May, 1949 issue of the "Monthly Letter on Economic Conditions and Government Finance" published by The National City Bank of New York:

"During the inflation many people lost purchasing power. Everyone who lived upon a fixed or

relatively fixed income, including pensioners of all kinds and those living chiefly upon the return from investments, was a victim of inflation. So were all people whose wage or salary increases lagged behind the rise in the cost of living. The important thing now is to bring all these people back into the market by improving their purchasing power."

Nervousness over current economic trends is apparent again. "In each year since the end of the war, even as inflation continued, the American economy has passed through at least one 'deflation scare,'" states the Federal Reserve Bank of New York in its 34th Annual Report, issued on April 1, 1949.

This report makes the following comment on current economic conditions:

"In seasawing for more than

three years between the reality of inflation and the fear of deflation, we have now passed over many of the problems of reconversion which might have upset us. With a price structure in which extreme irregularities have to a considerable extent been smoothed out, with unprecedented capacity in plant, materials, and employed manpower, our position early in 1949 is indeed promising in terms of fundamentals. There is no reason, in the pure logic of the situation, why a progressive disappearance of the artificial wartime stimulants to demand should cause alarm. . . . At the close of 1948 and the beginning of 1949, at any rate, it seemed premature to conclude that the disappearance of excess demand for many commodities necessarily meant that depression would soon follow." (pp. 5 and 6 of the 34th Annual Report)

In April 1949, the U. S. Bureau of Labor Statistics consumers' price index rose for the second consecutive month. The percentages were small but the direction was upwards. Industrial workers in many lines, have already gained between 7 and 8 cents an hour increases in the fourth round of wage increases in 1949 and the major battles in this campaign are just beginning.

There is no economic justification for refusing to incorporate temporary salary adjustments into basic pay schedules. There is every justification for strengthening the basic wage of the local government employee.

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Annual Harold J. Fisher Memorial Award

The Civil Service LEADER is now receiving nominations for the annual Harold J. Fisher Memorial Award. This award is presented annually to the person who has done most, in his job as a public employee, to exemplify the best meaning of the term merit system, and has contributed most, in his day-to-day work, to building the prestige of civil service. The persons nominated for this award may be "important," or they may be "little fellows." Send all nominations together with a statement of reasons, to Harold J. Fisher Memorial Award Committee, Civil Service LEADER, 97 Duane Street, New York 7, N. Y.

DPUI Clambake Held

ALBANY, June 6—A clambake, one of the first of the season, was sponsored this past weekend by the bowling league of the State Division of Placement and Unemployment Insurance. The gala event was held Saturday in Uhl's Grove.

State employees enjoyed softball, horseshoes, darts, egg throwing, races and dancing. Members of the committee for the party included: Mike Coppola, Edward Mattice, Pat Mullins, Gene Munsell, Ellie Packer, Matt Dugan and Sam Helo.

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STATE AND COUNTY NEWS

Armory Conference Backs Age-55 Pension Drive

(Continued from Page 1) The sessions were devoted to the problems of the armory employees, throughout the State. Also the progress that has been made by the Armory Employees, since the first meeting, at Syracuse, was discussed. The organization adopted resolutions thanking James Deuchar, of NYC and Michael Murtha, of Rochester, for valuable services rendered. The opening session was devoted to the reception of the delegates, from the seven armory employee chapters. The delegates: NYC—Jack DeLisi, George Fisher and Frank E. Wallace. Capitol District — Willard C. Landsberg, Amsterdam; John E. Croke, Saratoga and William A. Armstrong, Troy. Alternates — Willard G. Walsh and Rudolph N. Tofte. Syracuse — Dumond E. Baker and James P. Riffe. Genesee Valley—Paul N. Lambert and August Schnicker. Albany, Michael Murtha.

Hudson Valley—Robert B. Minerley and Benjamin Alulis. Western New York — George Lund, John Karnath and William Mackender. Utica—Mr. Grubner and Mr. Smith. A dinner was served at the Ranch Tavern, Albany. Speakers were Major Robert Middlebrook and Joe Middlebrook. The chairman and the delegates expressed thanks for the support given by the Adjutant General's office, the Commanding General of the New York National Guard, The Civil Service Employees Association and The Civil Service LEADER. The conference elected the following officers for 1949-1950: Clifford Asmuth, of Rochester, chairman; William S. Fredenrich of Albany, Frank E. Wallace, NYC, secretary-treasurer, George Fisher, of NYC, executive member. The following delegates were appointed to service on the Resolution Committee for 1949-1950: William S. Fredenrich, chairman; Robert B. Minerley and John Karnath.

Among the accomplishments of the Armory Employees during 1948-1949 were freezing the bonus into the base pay and the 24-period payroll plan broken down on a yearly basis, instead of a per diem basis, giving the employees an equalized payroll plan. The Conference backed the 55-year retirement plan as a goal next year and expressed thanks for the helpful advice given to representatives of the conference by the Association's legal advisers, John T. DeGraff, counsel, and John E. Holt-Harris, Jr., assistant counsel. The Conference closed its session with thanks to the Commanding Officer, Colonel Degeenaar; William Vaughn, the Superintendent, William S. Fredenrich, the Armorer, and the Armory Employees of the Scotland Avenue Armory who acted as host to the conference. George Fisher was designated as the representative for the Conference at the Recodification meeting Friday, June 3.

Westchester Assn. Presents Case for Emergency Pay Freeze

WHITE PLAINS, June 6—The employees of Westchester County this week formally asked a union of emergency compensation into the permanent wage scales. In a tightly-knit, carefully-reasoned statement setting forth the employees viewpoint, the Westchester County Competitive Civil Service Association made these points: 1. In August 1948, the Association had asked a study to determine whether at least \$300 of emergency compensation should be merged into the basic pay scale. 2. Since that time, both the State and the City of New York have merged all or part of employee emergency bonuses into base pay. The Federal government pay rises have been permanent, as have increases received by employees in business and industry. 'All or Most' 3. These actions recognized the permanency of greatly increased living costs, behind which public employee pay lags. The need for establishing stability and security in take-home pay is clear. At a meeting of the Association on March 28, a resolution was adopted urging that all or most of the \$795 emergency compensation be merged into the permanent scales. 4. A survey indicates that Westchester lags severely behind New York City, New York State and the United States government in

the percentage of bonus covered into base pay. At the \$1,200 salary level, Westchester has merged only 25 per cent into the permanent pay scales, while the other three units have merged up to 62 percent. At the \$5,000 level, Westchester has merged only 6 per cent, while the other three have merged up to 33 per cent. 5. Westchester's base salary in 1941, plus the total cost of living adjustment, permanent and temporary, is only equal to or below that of the other three jurisdictions. It's Different Now 6. Employees of the four governmental units who earned the same salaries in 1941 were kept in fair relation to each other during the years up to now, through emergency compensation. However, with the other three units having now merged a large percentage of that emergency compensation into base pay, the basis for the relationship of Westchester's pay scales has been drastically changed, and the County employees now seek the same type of revision in the makeup of their earned income. Adjustments Necessary Now 7. A study of 390 Westchester titles and 1099 New York State titles shows that what has been done in Westchester salary-wise has been only slightly more than maintaining the status quo, and that Westchester employees will once again move backward unless immediate permanent pay adjustments are made. Low Average 8. The average Westchester pay of \$3,206 as determined from the County payrolls for March 16-31, 1949, compares with a 1948 Federal employee average of \$3,600, and an average in civilian employment of about \$3,200. These national figures include the low-paid south. The statement asked the passage of legislation to include the present \$795 emergency compensation into base pay and the establishment of a new "floor" of 173, in accordance with the price index of the U. S. Bureau of Labor Statistics. The Board of Directors of the Association pointed out that it was not opposed to the Westchester flexible cost-of-living wage plan. This plan, the Board feels, serves its purpose, and has eliminated the necessity of annual haggling

over salary. The present request, however, is for the inclusion of emergency bonus as part of base pay and for the establishment of a new floor.

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LEGAL NOTICE Supplemental CITATION for Judicial Settlement, The People of the State of New York, By the Grace of God, Free and Independent. To: JACQUES COHEN, also known as Jacques Frederick Theobald Alfred Karel Cohen, Send Greeting: Upon the petition of Alfred Schwarz, residing at No. 319 Culver Parkway in the City of Rochester, County of Monroe, State of New York, from which it appears that you have disappeared under such circumstances as to afford reasonable ground to believe that you are dead and that your whereabouts cannot with due diligence be determined. You are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, State of New York, on the 5th day of July, 1949, at half past ten o'clock in the forenoon of that day, why a decree should not be made determining that you are dead having died on or about December 15th, 1942, and why the account of proceedings of Alfred Schwarz as Temporary Administrator of the Estate of Jacques Cohen (Jacques F. Th. A. K. Cohen), an Absentee should not be judicially settled as prayed for. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (L.S.) WITNESS: Hon. William T. Collins, a Surrogate of our said county, at the County of New York on the 19th day of May in the year of Our Lord one thousand nine hundred and forty-nine. PHILIP A. DONAHUE Clerk of the Surrogate's Court ERWIN N. WITZ, Attorney for Petitioner, 718 Powers Building, Rochester 4, N. Y.

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97 Duane Street, New York 7, N. Y.

BEekman 3-6010

Jerry Finkelstein, Publisher

Morton Yarmon, General Manager

Maxwell Lehman, Editor

H. J. Bernard, Executive Editor

N. H. Mager, Business Manager

TUESDAY, JUNE 7, 1949

O'Dwyer Performs Statesmanlike Act

In ordering the establishment of a new career and pay system in New York City, Mayor O'Dwyer last week performed a statesmanlike act, which, in our opinion, will go down as perhaps the most memorable achievement in his career. When the job is finished, we are certain the resulting law will come to be known as the Magna Charta of New York City's public employees, and will at the same time introduce a new efficiency into the machinery of NYC government.

The LEADER is proud that its long campaign, together with distinguished civic organizations, is being so brilliantly consummated.

Comment by Leaders

(Continued from Page 1)

years, and should prove fruitful and productive. Mr. DeGraff's talents in this field are highly respected."

JOHN CRANE, President Uniformed Firemen's Association — "We highly commend Mayor O'Dwyer on his appointment of John T. DeGraff as Director of the New York City Career and Salary Plan Project. We know Mr. DeGraff from our work with him in passage of the Mitchell bill, which will help restore the merit system to civil service throughout the State. And knowing Mr. DeGraff, we know that he will conform to Mayor O'Dwyer's policy of maintaining adequate working and wage standards for civil service employees in the City of New York."

CHARLES BURLINGHAM, President Civil Service Reform Association — "The Civil Service Reform Association is extremely gratified at the appointment by Mayor O'Dwyer of John T. DeGraff, a member of the Association's executive and administrative committees, to direct its reclassification study of the City's civil service.

"As it has urged for many years, the last time in its 71st annual report, issued last month, the Association believes a comprehensive survey of salary schedules, duties and responsibilities of all City positions is essential, if the City civil service is to be placed on a sound basis. In its report, the Association advised that the City obtain the services of outside experts in the classification field on an advisory, consultative basis, working in constant and close contact with the City's own staff.

"We believe Mr. DeGraff is well fitted for this appointment through his long, intimate knowledge of civil service throughout the state, particularly the state salary and classification structure. Mr. DeGraff drafted the Feld-Hamilton Salary Classification Act of 1937, and the various amendments to it. He will be equally interested in the problems of the City as an employer and the problems of the employees. He can be counted on to do a job which will be fair to all concerned, as well as one which meets high technical standards."

HERBERT S. BAUCH, President of Clerical Union 1140, Department of Sanitation, for the Joint Board of Sanitation Locals, A. F. of L. — "With great anticipation and expectation, we are looking forward to the reclassification of civil service on the basis of an equitable adjustment of job classification and pay rates.

"However, we are reiterating the official stand of the A. F. of L. as outlined by the Central Trades and Labor Council, namely, that we, the A. F. of L., be given the opportunity to make a study of the committee to assure labor that the committee's conclusions are not detrimental to the employees

of any organization affiliated with the A. F. of L.

"Mayor O'Dwyer has announced that the study will be made with the understanding that the salary of no employee will be reduced. This is in line with our great Mayor's labor policy toward civil service. The Joint Board of Sanitation locals is confident that the findings of the committee will reflect his labor views."

GEORGE HALLETT, Citizens Union — "Mayor O'Dwyer's decision to have a thoroughgoing reclassification study of the City's civil service under expert outside guidance is highly gratifying. It is exactly what the Citizens Union and other civil groups, along with The Civil Service LEADER, have been urging to meet one of the City government's most serious needs.

"It is highly gratifying also that so competent and trustworthy a man as John T. DeGraff is to be in charge. I have worked with him for years on legislative material in Albany, and have full confidence that with the cooperation promised from City officials he will do the sort of a job that so much needs to be done."

HENRY FEINSTEIN, President, District Council, New York Federation of State, County and Municipal Employees (AFL) — "The appointment by Mayor William O'Dwyer of so renowned a figure as John T. DeGraff to survey the entire job situation in New York City's public service is in line with the aspirations of the City's employees. We know that deep-rooted problems of grade, title, and salary structure exist, having grown unchecked over a half-century of the City's history. And it is our hope that the new approach will show excellent results, both for the employees and the people of the entire City.

"We are happy to see that the cooperation of employee unions will be solicited. Such a project could not possibly be fair or well-conceived if this were not so. My own organization will be prepared with recommendations. We request that these recommendations, and others like them from employees, be officially incorporated as part of the departmental recommendations. Not only this, but we stand ready to supply the DeGraff committee with all the information and aid it needs to achieve the good results which we are certain Mayor O'Dwyer had in mind when initiating this project."

DENNIS J. SULLIVAN, President, Clerical Employees Association, NYC Department of Hospitals — "The news that a genuine career and salary plan will be undertaken by the City is most encouraging. Mayor O'Dwyer is to be complimented for taking this step. There has been an accumulation of grievances over

(Continued on Page 12)

Don't

Repeat This

(Continued from Page 1)

Mayor?

This column is in a position to provide certain answers bearing strongly upon the over-all strategic situation. We have distilled the thinking of the men in this branch of the Liberal Party, and here is how it looks to this column.

On O'Dwyer

Question: How does this faction feel about Mayor O'Dwyer?

This group feels that O'Dwyer, despite his recent renunciation of the candidacy, will run again. It maintains the "draft-O'Dwyer" movement is not spontaneous, but originates in City Hall. Its members would not be inclined to support O'Dwyer for re-election if a very top candidate were presented by GOP-Fusion. On this issue, though, there is a split in Liberal Party ranks, with a strong segment in O'Dwyer's corner. Objectively, its members are willing to admit that the Mayor has done a good job in the technical aspects of running the City — schools, hospitals, housing, health; and has been a "good" Mayor for labor. But it demands more than that in a Mayor — it demands a man free from the shackles of a political machine. And despite O'Dwyer's pronouncements against Tammany, this faction claims that the Tammany bigwigs — the same old ones — are still around; and that no substantial — or even minor — changes have occurred in the personnel, motives, or operations of the entrenched political machine. One Liberal Party executive said that O'Dwyer's recent headline meeting with Frank Sampson, presumably a foe of the Rogers-Mancuso Tammany hierarchy, was for the single purpose of — headlines; not for the purpose of overthrowing the hierarchy. If O'Dwyer had intended to free the City of machine-run government, he could have done it long ago. But time and time again, this Liberal Party faction will tell you, O'Dwyer has spoken strong words and then backwatered.

On personal qualifications, it concedes that O'Dwyer has grown in the job, is now far more mature than when he began, has unquestionable charm — but is not a top administrator. How, then, has the City gotten along so well? It runs itself, the Liberals assert.

Rogers-Marcantonio Combine

Question: Will there be a Hugo

Rogers-Vito Marcantonio combination to assure Rogers re-election to the Manhattan Borough Presidency?

Yes — and O'Dwyer will go along with it, these Liberal Party members think; and will run on the same ticket with Rogers. This, although the NYC public is of the impression that O'Dwyer has thumbs down on the Tammany bigwig.

Other Candidates

Question: What of other prospective candidates?

CHARLES SILVER: Dubinsky himself is a strong personal friend of Silver's and he would probably support him if he got the Democratic nomination. Silver's position as vice-president of American Woolen Co., his activity in Jewish and Catholic philanthropies, are thought to be helpful to him in the campaign. But Dubinsky's wing of the Liberals doesn't think Silver will get the nomination, doesn't think he'll run in a primary, and doesn't think Silver could be a winner in a primary.

FERDINAND PECORA: If the Democrats nominated the vigorous 67-year old Supreme Court Judge, he would be supported. But these Liberals believe the nomination will never go to Pecora; nor that Pecora would buck the machine and run independently; the able jurist doesn't want the Mayoralty enough for that.

LAZARUS JOSEPH: He is described as a good Comptroller, but not sufficiently well known in the City, outside of Jewish circles, to be an effective candidate.

JOHN CASHMORE: Strictly an organization man, and not to be seriously considered as a contender for the Mayoralty.

JOSEPH SHARKEY: The Democratic Council Majority leader would be opposed by the Liberals for the Mayoralty.

FRANK S. HOGAN: The Liberal Party faction with which Dubinsky is connected thinks Hogan "straddles two fences" — Democrat and Republican. Its members are likely to ask: "What has Hogan done?" and answer that the job has been no more than competent.

JOSEPH D. MCGOLDRICK: They consider the former NYC Comptroller a good administrator, and would probably support him if he received the Fusion nomination.

EDWARD CORSI: A lesser figure, a GOP organization man, and

one unlikely to arouse much enthusiasm as a candidate in Liberal Party circles.

NEWBOLD MORRIS: Qualities which the Dubinsky Liberals might approve, but they feel made a fool of himself in supporting Dewey in a speech at a Liberal Party meeting. He too is accused of "fence-straddling", being neither fully Republican nor fully anything else. But the Liberal Party might conceivably go along with Morris as a candidate, if the Democratic candidate were inferior.

JACOB K. JAVITS: The NYC City Congressman is considered to be no lightweight; but this faction has no evidence of his ability as an administrator. And the Mayoralty of New York City requires an administrator's firm hand.

FRANKLIN D. ROOSEVELT JR.: He is considered the "best in the family," and lauded for having been "right" on all issues in the past two years. Not yet a heavyweight, FDR, Jr. needs time to develop, but faction holds, but foresees an excellent future for him.

Question: Is there a future "splinter" parties?

Obviously this Liberal Party faction doesn't believe in the utility of the two-party system. The wiser heads hold that political thought-processes can have more than two prongs. They don't see themselves that the huge vote rolled up by the Liberal Party in the FDR, Jr. election represents true Liberal strength in the 20th Congressional District, or the kind of strength the Party could attain in a normal City-wide election. The Liberal vote, FDR, Jr. they would admit, represented strong anti-Tammany feeling, reverence for a name, as well as a straight factors of merit.

Liberals Undecided

Question: What will the Liberal Party do in the forthcoming election?

The Party is undecided. Dubinsky refuses to take on the role of a kingmaker — his associates say "there's too much responsibility" that. But what the Liberal Party does is of primary concern to older parties. The GOP cannot possibly win without Liberal Party support. The Democrats will surely need the Liberals if their candidate is anyone other than O'Dwyer and GOP-Fusion selects a strong figure.

DeGraff to Head Job Survey

(Continued from Page 1)

survey. The over-all result of the operation will mean a complete alteration of the present civil service system, establishing new, modern grades and titles for City jobs; a more orderly and progressive salary plan; clear statements of job duties; proper lines of promotion; "equal pay for equal work," greater incentives for public employees; and more efficient governmental operation at all levels.

No Salary Cuts

It was emphasized that the salary of no employee would be reduced as a result of this project. On the other hand, where the work being performed by an employee shows him to be entitled to higher pay, he will receive the higher salary.

Budget Director Thomas E. Patterson and New York Civil Service Commissioner Joseph A. McNamara have recommended an initial appropriation of \$150,000, and the Board of Estimate is expected to vote this sum at its next meeting on June 16.

Brilliant Achievements

Mr. DeGraff drafted the celebrated Feld-Hamilton Law in 1937, which established the principle of equal pay for equal work in New York State, and has been considered the "Magna Charta" of State employees. He has been responsible, in large measure, for subsequent modifications and additions to that law, which have made the New York State career and pay systems one of the most enlightened in the world.

A distinguished attorney, Mr. DeGraff is secretary of the State Board of Law Examiners, Director of the National Conference of Bar Examiners, and a member of the New York City, State, Albany and American Bar Associations. He is also Counsel to The Civil Service Employees Association. He has been active in many precedent-setting legal cases involv-

ing the defense of the merit system and the rights of public employees. He recently won in the Court of Appeals the decision in the notable DeMarco case, which gained for some 8,500 State employees a total increase in compensation which may amount to \$4,000,000. In this case, Mr. DeGraff defended principles of salary adjustment which he had helped write into State law.

Employee Views Sought

The views, proposals and recommendations of employee organizations will be solicited throughout the period of the job study, and these organizations will be encouraged to aid the project with their suggestions, with details about actual job operations, and in other ways.

Free Hand

Mr. DeGraff will have a free hand in setting up the new pay and career system, designating his own staff. He will also call upon employees of the Municipal Civil Service Commission, the Budget Director and other City departments to aid him in his work.

The DeGraff appointment was preceded by a letter to the Mayor from the President of the Municipal Civil Service Commission and the Director of the Budget, who had made a preliminary study of the problem and recommended appointment of an outside expert to do the job. Their letter stated in part:

"On December 28, 1948 you directed that the undersigned undertake a study of the civil service personnel and grades.

"Pursuant to this directive we have studied and discussed the City's existing setup considering both the duties to be performed and the rates of compensation now paid. Our study has indicated the need of an exhaustive review, requiring intensive application and the cooperation of all municipal agencies. It is also apparent that employees and em-

ployee organizations should be given an opportunity to be heard and to present their plans and recommendations to this Commission.

"Your Committee is of the opinion that a proper comprehensive career and salary plan is of great import. A study of this type covering all phases of city employment requires the retention of expert advisers and trained technicians in order that a complete and adequate job be done. Of course, a large portion of the work will be continued by city employees on the staffs of the two agencies, but technical guidance is of utmost importance.

Mr. Patterson and Mr. McNamara emphasized "that the salary of no employee will be reduced and that the cooperation of municipal agencies will be sought and that the proposals of employees and union organizations at the general public will be considered. All recommendations arising from this study will be submitted to the Board of Estimate for consideration and appropriate action."

237 More Jobs for Social Investigators

The rise in the number of relief clients has increased the prospects of prospective eligibles in the Social Investigator examination. The Board of Estimate approved 237 more jobs. There are more than 500 provisions now in the title, therefore to fill the new jobs quickly, additional provisions would have to be hired.

The written test will be held Thursday, July 7, at Stuyvesant High School, and Seward Park High School. Each candidate will be notified by the NYC Civil Service Commission at which school to appear. There were more than 4,500 applicants. The jobs are the NYC Department of Welfare

This 4-Page Supplement Prepared by Federal Career Assn.

Is Federal Job Security Real? Read Facts!

By I. H. UNGER

A Career?

Young man, for security and a career enter the Federal Service!" This was the advice given to the many thousands of eager entrants to the Federal service over a generation ago. Today, the anxious men and women who were cared for as an honest, sincere, appreciative employer . . . many thousands of them . . . have in their possession a sheet of paper which concludes as follows: "We want you to know we sincerely appreciate the contribution you have made to the Federal Service," — after twenty-five and even over thirty years of service, these faithful servants of the people — our public servants — are being handed their coats and told to go home. For those under sixty, 3% will be deducted from their total pension, which at its best would come approximately 44% of their average salary in the top consecutive five year period. Since most of them are in early middle age, their pensions will average between \$10 and \$15 per month. Those having less than twenty-five years of service will have to wait until age 62 in order to draw that same pittance or less.

What has happened? Were these people dishonest, inefficient or guilty of misconduct? No! These displaced persons of the United States Federal Service were inadvertently forgotten during the excitement of 1944 when the Veterans Preference Act was passed, which provided in effect that a veteran, even with the most minor disability, or no disability at all, should receive UNLIMITED superseniority during a reduction in force.

In the Portsmouth New Hampshire Naval Yard, 250 men with service ranging up to twenty years were displaced by veterans having exactly six months of probational status.

Security? What is security! A career? Maybe for a displaced person from a Nazi prison camp in private industry in this country, but for the women who devoted their lives to this country, for those who were too old to fight, for disabled civilians and others who served honorably and well as civilians during our great conflict — forget them! They deserve nothing! Incredible? Well, read some more!

At first it did not appear that the number of disabled veterans entering the Federal service would be a serious threat to the old time civilian employee. This false feeling of security was rudely shattered when a Presidential order was issued expediting the conferring of classified civil service status on all temporary (war service indefinite) veteran Government employees with a disability of 10% (flat feet, etc.) or more.

Now Follow What Happened

The trickle of dismissals which commenced in 1945 rose to a torrent in 1947. By that time a court action (The Hilton Case) had been fought and lost in the United States Supreme Court and remedial legislation had been introduced and shelved by a "lobby calloused" Congress. Many veterans, anxious to retain their positions suddenly developed nervous disorders, bad backs, etc. Nobody asked for a Congressional investigation. Nobody dared!

Then came another presidential order stating that the agencies in their discretion could confer competitive status on the remaining war service indefinite employees in the Federal service (including the non-disabled), provided they qualified by examination or otherwise. Accordingly, these temporary employees were duly processed in accordance with the usual labyrinth of Civil Service regulations. At the same time existing civil service regulations provided that when reductions

in force were contemplated, war service indefinite employees should not be certified for permanent positions where it was evident that non-veteran career employees would be displaced. Faced with a choice of two procedures and with the leaders of the various veterans groups on their necks, a number of agencies (of which the Veterans Administration was one of the worst offenders) went right ahead and conferred permanent status on thousands of war service indefinite veterans throughout the country and before the very same fiscal year was up, handed out an equivalent number of dismissal notices to old-time career employees . . . thrown out into the streets by a careless Congress, lobby-pressured agencies — and with the Civil Service Commission looking on and saying, "Who, me?"

For a while it seemed that the U. S. Civil Service Commission was really trying to help. Displaced career employees lists were set up and various agencies were induced to place a certain number of non-veterans, hit by the "Unlimited Superseniority Act of 1944." However, like all other gestures, that aid was short lived. Said one bitter U. S. employee, who had given 22 years of his life to government service: "Today you have to go out and fish for yourself, and if you are over forty you had better buy a tin cup and a dozen pencils. The government agencies, like private industry, are 'age' conscious.

"Security in the Federal Service? Where's my lantern?"

Of the many hundreds of veterans laws, the National Association of Federal Career Employees is opposed to NONE. Its official position is this: "We are for the veteran 100%, but it is our sincere contention and conviction that the liquidation of the Federal Career System is detrimental to the veteran as well as the United States . . . that is, ALL THE PEOPLE!"

S. Career Employees Win Support

Strong support both within civil service ranks and outside has come to the National Association of Federal Career Employees in its campaign against unlimited superseniority, which favors veterans with even one day of Federal service over career employees with 30 years of service. Organizations that have indicated support of S. 660, the bill introduced by Senator William Langer to limit superseniority to ten years, include: The National Association of Postal Maintenance Employees, International Association of Postmen, Federal Employees Citizens Association of West Florida, National Federation of Federal Employees, National Federation of Post Office Clerks, National Rural Letter Carriers Association, United National Association of Post Office Clerks, East Coast Metal Trades Council of the Washington Navy Yard, National Association of Postal Supervisors, Civil Service Employees Association of New York State, New York State Nurses Association, New York Tuberculosis Association, Civil Service Reform Association, National Probation and Parole Association, Career for College Grads. Letters have been sent to leaders of colleges and universities in the United States, explaining the need of the Federal Career Employees Association. A career in the Federal service is non-existent for the non-veteran graduate," a typical letter points out. "Colleges must recognize that fact and advise their students accordingly, placing the responsibility for the consequences."

Among the sympathetic answers received from college officials is one following from E. C. Colwell, President of the University of Chicago:

History, Objectives Of Career Assn.

By I. H. STILLMAN

The Federal Career Employees Association was born out of the dismissal of a career employee with 12 years of service who was displaced by a veteran with two years of service during a reduction-in-force in the Navy Yard at Charleston, W. Va.

This dismissal was required through the provisions of the civil service regulations issued pursuant to Section 12, Public Law 359, 78th Congress, known as the Veterans Preference Act, and passed by Congress in 1944.

To combat the unjust effects of that law, an organization was created with a single goal. The organization was the National Association of Federal Career Employees. Its goal was, is, and always will be, to modify the Veterans Preference Act so as to provide reasonable preference to veterans, and reasonable job security to non-veterans. Chapters of the Association were quickly set up in a dozen cities along the Eastern seaboard, and have grown to a membership of 50,000.

Others Couldn't Do It
From the very beginning, it was evident that other associations, or unions, or groups, could not fight single-mindedly for modification of the Act, as most other organizations carried on other functions as well, and could not give their full time and attention to the problem.

Independent
Therefore the Federal Career Employees Association is an independent association, not connected with any federation, union, group, or organization. Its members come from many agencies of the government. In the New York Chapter, for example, agencies represented include the Veterans Administration, Maritime Commission, Immigration Service, Department of the Army, Post Office Department, Internal Revenue Service, Navy Department, etc.

From its outset, the Association has had Thomas F. Curry as its National President. He is also President of the Brooklyn Navy Yard Chapter. Under his guidance, the Association attempted to overcome the destructive effects of Section 12 by starting an ac-

tion in the Federal courts to change the existing interpretation of that section, which grants superseniority to veterans. With the aid and counsel of Charles Fahy, former Solicitor General of the United States, who represented the Association, the case was carried through the Supreme Court of the United States. The FCEA was the only organization that carried on this court battle.

The Supreme Court, although admitting that the non-veteran career employees had an "appealing argument," nevertheless refused to change the interpretation of the Civil Service Commission. As a result superseniority is still the law of the land. The FCEA initiated a legislative campaign to modify the act through Congressional action.

Langer's Bill
In 1948 Senator William Langer introduced a bill to limit superseniority to 10 years. This bill was uniformly supported by the various governmental departments, civil service employees associations and trade unions, but was strongly resisted by the veterans organizations, with the result that action on the bill was tabled until the present action of Congress.

In the present session of Congress, the 81st, the bill was introduced again in the Senate as S. 660. Because of the insistence of the FCEA and other organizations, hearing were held before a sub-committee of the Senate Civil Service Committee in Washington on May 19, 1949. Testifying before the sub-committee, of which Senator Humphrey was chairman, were Mr. Curry and the writer, president of the New York Chapter, who strongly urged modification of Section 12 in order to be fair to both veteran and non-veteran alike.

Principle First
The Federal Career Employees Association adds that its own bill, H.R. 2446, was introduced in the House of Representatives by Congressman Arthur G. Klein. Its members hail him for courageously putting principle ahead of all else in asking for a modification of the present law. The bill pro-

What Change In Law Is Being Pushed

Public Law 359, 78th Congress, more generally known as the Veterans' Preference Act of 1944, is the one that the National Association of Federal Career Employees seeks to have amended.

Section 12 of that law provides that whenever there is a reduction in force in any federal agency, veterans, disabled or otherwise, shall receive superpreference retention rights. In other words, a veteran with a "good" efficiency rating and one year of civil service (one day, in fact) will be kept while a non-veteran with an "excellent" efficiency rating and 20 or even 30 years of civil service may be discharged. For example, a man is in his thirtieth year of civil service. Yet, when the reduction-in-force in the Veterans Administration becomes operative, he is displaced. Yet a veteran doing the same type of work as him, with only one or two years of civil service, will be kept.

In an attempt to have this injustice to career workers modified — unwitting though it may have been at the time of enactment — Senator William Langer introduced S-660 "to preserve the equities of permanent classified civil service employees of the United States." The bill provides that career workers who are non-veterans will be placed on an equal competitive level with veterans where they have 10 or more years of civil service. However, veterans will retain superseniority rights over non-veterans with less than 10 years of service.

Another bill — H.R. 2446, with the same general purpose, was presented by Representative Arthur Klein, of New York. It limits superseniority to seven years, but otherwise is more liberal than Senator Langer's proposal in that it retains preference rights for all veterans who are disabled to a degree of 60 per cent or more, or who have suffered the loss of an eye or amputation of a limb by reason of service in the armed forces of the United States.

The enactment of either of these bills will in a measure restore the merit system in civil service and will markedly increase efficiency in all federal agencies, to say nothing of the economy which will result therefrom. These bills have nothing to do with point preference to veterans in examinations.

Brookings Sees Errors in Preference Law

Re-examination of veterans' preferences in federal civilian employment was recently recommended by the Brookings Institution. It is the Brookings charge that the act has "upset the machinery established to find, measure, and secure merit for federal workers."

"The purpose of the Veteran Preference Act of 1944 was to establish for the returning veteran regulations which would give him decided advantages over those who had not served in the armed forces, and also assure to him any rights he had previously acquired in governmental service."

The Error
Despite this "obvious laudable intention," the study said "the law has required the Civil Service Commission to reward veterans by 'falsely equating patriotic service with special ability.'"

This impartial and unbiased report by Francis T. Kahn entitled "Federal Employees in War and Peace" is the product of a research specialist and former University of Utah professor who has been working for the Government for the past ten years.

The report embodies the essence of the Federal Career Employees Association that the "statute, as it now stands, has fouled and stalled the whole delicate machinery" set up by the Civil Service Commission to put Federal employment strictly on a merit basis . . . In fact, long before these conclusions were made public, the Association had foreseen and has been endeavoring to correct these flagrant inequities and the complete abandonment of the "so-called" civil service merit system.

The report concludes with the pronouncement that the Veterans Preference Act should be amended in order to protect the basic functions of the Civil Service Commission.

Join the Drive for Job Security!
Fill Out Coupon on Page 9.

(Continued on Page 10)

Women Who Gave Their Careers To U.S. Are Repaid With Dismissal

By ROSINA D. STICH

The employment of women in civil service has for more than a generation filled a most important cog in the wheels of government operations. Today, the woman with a government job works in an aura of fear—for, no matter how competent her record, she no longer has job security. Within the past 20 to 30 years many women have joined the ranks of government workers because of the job security offered them and because of their long specialization in office work. Despite the handicap of competing on entrance into service with veterans having point-preference, it is significant to note that the great majority of government clerical personnel is overwhelmingly feminine. Women have for the most part commenced working as clerks, stenographers or typists; and by dint of hard work and an outstanding ability, many of them have advanced through the years to positions of authority and responsibility.

They Need Security

It was primarily the need for job security which impelled women to enter government service, because statistics show that they shoulder family responsibilities of one sort or another. Some have aged parents or relatives dependent upon them for support; others, though married, find it imperative to work in order to care for their families and others in their household. The majority of women commenced working for the government at salaries far less than they could have commanded in private industry. Yet, with it all, they felt the lesser income was balanced by the security offered through the so-called "merit system" and the

retirement benefits afforded career employees.

Although laws granting veterans preference have been on the statute books since 1876, they were never so drastic in their effect upon those who were unable to serve their country in active military service. It is only since the passage of the Veterans Preference Act of 1944, which grants super seniority to all veterans regardless of years of service or merit, that women have been deprived of positions they have held in government for a period of many years.

Case of the VA

Before World War II the Veterans Administration was foremost among government agencies in encouraging promotion from within its ranks. It is to the credit of the women that many of them qualified and were appointed to higher posts solely on their merit. Some advanced from the low-paid typist positions to Chiefs of Sections, Rating Board Specialists, and in some cases to Director of a Service. Their forward progress was slow and painstaking over a period of more than twenty years. Now, many of these long-time faithful workers find themselves summarily dismissed—replaced by veterans some of whom have only a few weeks in the service.

In civil service generally, it has been shown that the potentialities and opportunity for advancement were especially attractive to women and they have proven by application to study and self-improvement that they are well able to compete with men, veterans and non-veterans alike. Some became lawyers, economists and analysts, some specialized in the sciences. Now any student, so long as she is not a veteran, is precluded and

discouraged from entering civil service.

Layoff After 30 Years

The first serious effects of the Veterans Preference Act have already been felt, particularly in the Veterans Administration where a layoff of career employees, mostly women, is now in process. This layoff has struck persons with up to thirty and more years of civil service. Many of the women affected entered government work upon graduation from school and have in a great many cases spent their entire working lives in the Veterans Administration, assisting veterans. Yet, veterans with but a short period of Civil Service are being retained.

The Government's Investment

It is important to note that the government has invested thousands of dollars in these employees training these employees through the years for the jobs they are now doing, or will be doing until June 11, when their dismissal notices become effective. Many of the women are advanced in years, and their chances of being employed and retrained in private industry are nil. Furthermore, because of veterans preference all along the line the opportunity for transfer to other government agencies is remote.

It is obvious, after examining

the entry dates of many of these women into Federal Service, that they were too young at the time of World War I to have entered military service and they were too old to be accepted for service in World War II. Too, those who may have been eligible for World War II service were frozen into their jobs preventing them from seeking more lucrative employment in war industries.

They Gave, Too

These women are mothers, wives, sisters and relatives of war veterans. Although they did not serve in the "front lines" each one gave something of herself in the war effort. None shirked her duty, no matter how unpleasant or long the hours. Now, they have no unemployment insurance, no jobs, if under 62 no pensions (those who have 25 years of service and under 62 are offered reduced annuities hardly comparable with Social Security) and no reemployment possibilities.

Setback to Women's Rights

What of the equal rights granted to women? As a matter of fact, what has happened to the equality of all men? Was it ever intended that a well-merited reward for veterans should in reality prove to be a disastrous setback to women's rights for which they have so long and so valiently fought?

'There Shouldn't Be Any Second Class Citizens'

In a hearing before the U. S. Senate on May 19, the following points were made:

1. There should not be a cone of first and second class citizens developed in our democratic way of life. "We know that a housing shortage exists. It would be just as ridiculous to pass a law forcing all veterans to be ejected from their houses because many veterans have a housing problem. . . . In effect that is what the Veterans Preference Act has done with the jobs of non-veterans."
2. The present situation virtually eliminates the merit system in government, reducing competition to veterans only, since any non-veteran—even if he gets appointed—faces the loss of his position to a veteran at any time in his career.
3. Many of the veterans getting super seniority were never in government service before they entered the armed forces.
4. The non-disabled veteran who may have had three months of service gets as much super seniority as the severely disabled veteran who may have been on the fighting front for years.
5. Absolute super seniority exists only in the Federal service, not in private industry, nor in the service of the States.

Who's Who in the Federal Career Employees Assn

THOMAS CURRY, President, National Association of Federal Career Employees past three years; employed as a Leading Man and Supervisor at the New York Navy Yard, Brooklyn, N. Y. Mr. Curry has been in civil service with the Navy Yards for fifteen years, and at the outbreak of World War II volunteered for and served in civilian service at Pearl Harbor for two years. He is president of the Quartermen and Leading Men's Association of the New York Navy Yard; is a family man and father of three children. Mr. Curry was president of the National Association during the time the now famous "Hilton" case was carried to the Supreme Court. Although the decision was adverse to the non-veteran career employee Mr. Curry has never for a moment let up in his fight for modification of Section 12 of the Veterans Preference Act of 1944, and on May 19 testified before the Senate Sub-Committee in connection with hearings on S 660. His appeal on behalf of the career employee, who has given faithful service to his government for many years, was eloquent. "I will never," promises Mr Curry, "so long as there is breath left in my body, give up the fight to restore a merit system in civil service."

I. H. STILLMAN, President of the New York Chapter, has played an active part in the expansion of the FCEA. As an attorney and supervisor with years of experience both inside and outside government service, he has a wide knowledge of organizational methods, human relations, and Federal regulations. As a career employee, Mr. Stillman has risen steadily through the ranks of the merit system. Beginning in 1936, he served for five years in the Customs Service. During the war, a physical disability barred him from the armed services. In order to render service in a more vital agency, he transferred to the Office of Dependency Benefits of the War Department, in Newark, N. J., where he worked as a Group Supervisor. With the expansion of the Veterans Administration, Stillman became an adjudicator of claims for pensions and National Service Life Insurance. In 1945, because of his demonstrated efficiency, he was promoted to the position of Authorization Officer, P-4, which he has held since. With the decentralization of death claims, however, Mr. Stillman was transferred to the New York Regional Office, and is in charge of 2 units engaged in the adjudication of veterans' disability compensation claims.

His background has proven invaluable to his Association. He has a B.S. degree from Brooklyn College, and a Bachelor of Laws

degree from St. John's University School of Law. This school also awarded him a Doctorate degree in Jurisprudence, for graduate study in the field of real estate law. Celebrating his 37th birthday, on of his gifts was a reduction in force notice terminating his service in the Veterans Administration. That has not prevented him from continuing with the intense pace of FCEA activities, however. His schedule includes many speaking engagements before groups of interested employees, explaining the FCEA's program to members of Congress on his trips to Washington, and conferences with departmental officials.

These activities leave him little time for his family, although his 4½ year old son still insists on his playing cowboy. His wife, who is expecting an addition to the family, would like to see him occasionally, also.

SIDNEY GOODSTEIN, National Organization Director and Vice-President of the New York Chapter. He is also a member of the joint legal advisory council of the National Association; serves on the grievance committee as an expert on Federal civil service rules and regulations on appeals, efficiency ratings and reduction in force. 36 years of age, he is the father of two children. A member of the New York State Bar, he engaged in general practice of law prior to entering Federal employment. He studied at New York University and St. John's University School of Law; currently employed as Adjudicator in the Veterans Administration District Office in New York City, he too knows from personal experience what it means to be "rified"—handed a dismissal notice for reduction in force. Mr. Goodstein is an effective public speaker.

ROSINA D. STICH, Treasurer, Federal Career Employees Association, New York Chapter; graduate St. Mary's R. C. School, and Coleman's Business College, Newark, N. J. Entered civil service with Veterans Administration, Newark, in 1927 as Grade 2 Stenographer, after having been employed in private industry. Transferred to Central Board of Appeals, Veterans Administration, New York City in November 1929 as Reporter of verbatim testimony; after abolition of this agency entered service with VA Regional Office in NYC, where she served as stenographer, reporter, burial claims adjudicator, adjudicator and Alternate Chairman of Committee on Waivers and Forfeitures. Mrs. Stich is well-known throughout the Veterans Administration both in New York and Washington for the calibre of her work. She has been untiring in her efforts to effect modification of the Veterans Pref-

erence Act as it concerns reduction-in-force procedures and has headed several delegations to Washington for the purpose of visiting Members of Congress and establishing through personal contact the injustice which has been perpetrated upon long-serving faithful career employees in Federal service.

LEO SOLOMON, Vice-President is a graduate of St. John's Law School ('30) and was admitted to the New York State Bar in 1933. Mr. Solomon has spent 21 years in Federal Service, is married and has one child. He is presently employed in the Claims Division of the Veterans Administration at Brooklyn, New York.

SARA S. FELDSTONE, Vice-President, started with the Veterans Administration, Washington, D. C., in 1931 as a CAF-Typist; received promotions, and then to further her career in civil service attended the Washington College of Law at night, winning her degree in 1941. She passed the Bar Examination that same year, and was admitted to practice in the District of Columbia in October 1942. Mrs. Feldstone was promoted to the position of Adjudicator in June 1942, after having passed a difficult Adjudicator's Examination. She was a member of the Federal Bar Association and the Women's Bar Association of the District of Columbia. Mrs. Feldstone received a transfer to the New York Regional Office in October 1943 and presently holds the position of Authorization Officer in the New York Regional Office. She is Chairman of the Legislative Committee of the Federal Career Employees Association and has been very active in studying the history of legislation affecting career employees. Born in New Haven, Conn., she attended New Haven High School, New Haven State Normal School, and Stone's Business College in New Haven.

THEODORE J. SAVATH, Executive Secretary, New York Chapter. Board Member of the Legal Advisory Board of the National Association of Federal Career Employees. Attended St. John's University and graduate of St. John's Law School. Awarded scholarship for proficiency in studies. L.L.B. Attorney, Member New York State Bar. Present Master of Zeredapha Lodge 483, Brooklyn, N. Y. Free & Accepted Masons. Active in community and civil affairs. Presently employed in Claims Division of Veterans Administration, New York.

HAZEL O. THORNE, Recording Secretary, New York Chapter; graduate High School at Montevideo, Minn.; attended Sioux Falls College, Sioux Falls, So. Dakota; Augustana College, and Columbia University. Entered civil

(Continued on Page 10)

Can the American People Afford to Root Out Employees Such as These?

The employees below—all of them having long service with the government are being "rified." They have received their notices—dismissed, no matter that their service has been faithful and superior, no matter that they have devoted their lives to the government. Is it fair?

STICH, ROSINA D., 215 Manhattan Ave., New York, N. Y. Entered Veterans Administration in Newark March 16, 1927, as CAF-2 Stenographer. Advanced to CAF-5—reporter of verbatim testimony within two and one-half years from date of entry. Now—but not for much longer—an Adjudicator grade P&S-3 and Alternate Chairman of the Committee on Waivers and Forfeitures. Has record of unusual ability and outstanding service.

BROTHERTON, EUNICE O., 2700 Kingsbridge Terrace, New York, N. Y. Entered Federal service April 11, 1918. Present position Adjudicator. Service will be terminated June 11, 1949. Family circumstances: Single, dependent entirely on salary. Has dependent father 84 years old. Brother-in-law is a 100½ disabled veteran—multiple sclerosis—advancing stage—wounded in action—purple heart. Six members of family were in service in World War II. Two members of family in service in World War I. To date has not been offered any other position.

ARONSTAN, REBECCA, 65 Mr. Hope Place, Bronx, N. Y. Entered Civil Service June 9, 1919. Holds position of Adjudicator. Services to be terminated June 11, 1949. Sole support of aged ill mother. She has not been offered a reassignment to date.

FELDER, JOHN H., 409 Macon Street, Brooklyn, N. Y. Entered civil service April 16, 1928. Services will be terminated June 11, 1949. Wife is an invalid.

HENCHY, SIDWELL MICHELL, 630 Elm Street, Arlington, N. J. Entered civil service September 30, 1919. Present position: Registration Officer CAF-9. Services will terminate June 11, 1949. Sole support of aged parents; not old enough for retirement.

CRAMER, HENRY A., 289 E.

40th Street, Brooklyn, N. Y. Entered civil service January 2, 1920. Present position Registration officer CAF-9. Services will terminate June 11, 1949. Mr. Cramer has invalid sister and father to support.

DARACK, ADA, 482 Empire Boulevard, Brooklyn, N. Y. Entered civil service November 9, 1920. Present position Adjudicator. Services will be terminated June 11, 1949. Mrs. Darack is a widow and after termination of services will have no other source of income. She is too young to retire.

ABRAMS, CHARLOTTE, 2855 Clafin Ave., Bronx, N. Y. Entered civil service June 1, 1921. Services will terminate June 11, 1949. Family circumstances—only support of widowed mother, and under doctor's continuous care. Has always received "Excellent" efficiency ratings.

GELBERG, NATHAN, 2240 84th Street, Brooklyn, N. Y. Entered Federal service July 13, 1928. Present position Adjudicator. Services will terminate June 11, 1949. Mr. Gelberg is the sole support of a widowed mother and invalid sister.

MADISON, GRETA B., 233 East 32nd Street, New York, N. Y. Entered Federal service May 7, 1927. Present position, Adjudicator. Services will terminate June 11, 1949. Mrs. Madison will have no equity in retirement until the age of 60 and is not eligible to unemployment insurance benefits. She has no other income except from employment. Her 71-year-old father is partially dependent on her. She has a son who served in the Navy in World War II and is now self-supporting, but is married with two children and unable to contribute to her support.

COHEN, MILDRED S., 1225 E. 13th Street, Brooklyn, N. Y. Entered Federal service March 14, 1918. Present position—Placement Assistant in Personnel Division, CAF-7. Her reduction in force is effective June 11, 1949. Miss Cohen has a widowed mother solely dependent on her for support. No other position has been offered her to date.

What Vets Get in U.S. Government

The Federal Career Employees Association emphasizes again and again that it is completely in favor of veteran preference in Civil Service. They are solely in favor of super-seniority, which they believe to be unreasonable on the ground that it creates injustice and hardship as well as inefficient government.

The FCEA summarized the privileges and benefits granted to veterans for Civil Service employment under the Veterans Preference Act:

Ten-point preference added to civil service examination scores of service-connected disabled veterans, wives of disabled war veterans, widowed, divorced or separated mothers of service-connected deceased veterans.

Five-point preference to all other war-service veterans.

In addition to point-preference granted to veterans — until 1944 was the established preference policy of the government — the following special benefits were granted by the

Credit for time spent in military service.

Waiver of physical requirements.

Waiver of educational requirements except for professional, scientific and technical positions above the \$3,000 grade.

Restriction of certain positions to veterans only, by Executive Order of the President. These positions include Employment representatives in U. S. Employment offices, substitute railway clerks, post office clerks, messengers, etc. Other positions may be added to this list until 1952 and then done.

Preferential position of veterans on appointment lists.

Waiver of members of family on separation and apportionment requirements.

Minimum ratings below passing grades on examinations before admission to point-preference credits.

Opening examinations at any time within 3 years granted to point veterans.

Preferential consideration upon application for appointment from non-selection of veteran by Civil Service Commission.

Competitive status granted to point veterans temporarily employed without examination, upon termination of service-connected disabilities.

Veterans awarded Congressional Medal of Honor may be appointed without contact representation without compliance with civil service rules.

Preservation of seniority rights of point veteran Post Office employees, on transfer from one office to another.

Preference in appointment as court clerk, or court bailiff in District Court.

ABSOLUTE RETENTION to all veterans on reduction in transfer or merger of office functions.

Preference on appointment registers for re-employment after resignation, furlough or separation.

Section 12

The FCEA has no objection to point-preference system or to additional benefits granted to veterans on entrance into Civil Service. Not so with Section 12 of the Veterans Preference Act (Public Law 359, 78th Congress), which was enacted in 1944. This law provides:

"Any reduction in personnel preference employees whose efficiency ratings are 'good' or better shall be retained in preference to all other competing employees."

When Firings Come

Summarize the effects of Section 12: Under reduction-in-force programs in many Government agencies, the non-preference employees go first, regardless of length of service or merit, and any veteran — disabled or otherwise — can be dismissed. A non-preference employee with thirty-five years of service and excellent efficiency ratings can be displaced by a veteran with one day's service and an efficiency rating of

Laws Sought to Protect Positions Of Career Employees and Disabled Vets

Here's background material for every Federal employee, every Senator and Congressman, every American interested in preserving the merit system.

1. The Veterans Preference Act of 1944 provides that when staff is being reduced in the Federal service (reduction in force) any veteran with a "Good" efficiency rating or better shall be retained in preference to a non-veteran employee, regardless of the years of service and the efficiency rating of the non-veteran. This has worked a great injustice on Career Employees, many of whom have up to thirty years of service.

2. The first action taken by the Federal Career Employees Association was to question the interpretation of that portion of the Veterans Preference Act referred to above, in Court. The case was that of a Mr. Hilton who worked in a Navy Yard, had twelve years service, and an Excellent efficiency rating. He received a dismissal notice and retained in his stead was a veteran employee with a "Good" efficiency rating and only one year of service with the government. This case went all the way up to the Supreme Court of the United States and a decision was rendered holding that the interpretation of the law was correct. It was, however, recom-

mended in the decision that remedial legislation would be in order.

Legislation Prepared

3. A Legislative Committee was formed in the Veterans Administration Chapter of the Federal Career Employees Association, and as a result a bill was prepared, and introduced by Congressman Arthur G. Klein as HR 2446. This Bill provides that veterans shall receive credit for each year they served in the Military Forces; that up to seven years service in the civil service, a veteran shall have super-seniority over a non-veteran (which means that a veteran may displace any non-veteran who has worked less than seven years for the government); that from seven years service and on, the veteran and the non-veteran shall compete on an equal basis. The bill provides further that any veteran who is 60% disabled or more or who lost an eye or a limb as the result of his active service shall have super-seniority for all time.

Aid For Disabled Vet

4. The reasons for including super-seniority for severely disabled veterans and those veterans who have lost an eye or a limb, were:

a There was no law in existence which protected such

veterans.

b Since the Federal Career Employees Association is vitally concerned with the protection of veterans and is in favor of preference, it was felt that some provision should be made.

c. The 60% was arrived at by studying laws, and rules and regulations applied in connection with claims of veterans for disability compensation or pension. In accordance with the rules and regulations of the Veterans Administration, in certain cases when a veteran is 60% disabled and is unemployable or has attained a certain age plus the 60% disability or disabilities, he is considered permanently and totally disabled. Public Law 877, 80th Congress, provides for additional benefits for veterans with dependents in those cases where the veterans are 60% disabled or more. It was felt that since precedent had already been established for 60% disabled veterans, that this percentage should be included in any legislation passed amending the Veterans Preference Act.

d. It will be noted that no service organization has, up to this time, made any attempt

to protect the severely disabled veteran, the amputee or the blind veteran, and when the Reduction in Force cuts deep enough within a certain group, there is absolutely no protection for these veterans.

5. Senator Langer introduced S. 660 in January 1949 which provided for super-seniority for the veteran over the non-veteran who has up to ten years service. From ten years service and on the veteran and non-veteran shall compete on an equal basis. No provision was made in this bill for severely disabled veterans. The Federal Career Employees Association was naturally interested in the promulgation of this bill and this Association was represented at the hearings which were held on May 19, 1949. At the hearings, Congressman Klein stated that he would have no objection to having all-time super-seniority for disabled veterans and amputees incorporated in his bill at the request of the representative of the Federal Career Employees Association.

6. Since no hearings have been held on HR 2446, the Association is backing S. 660 at the present time. It is important to the Federal Career Employees that S. 660 be reported out of the Committee and expedited action be taken in the passage of this bill.

non-veteran's privilege to "retreat" to a lower classified job is not effective as he is permitted to retreat only against non-veterans, and still remains subject to "bump."

This system has particularly affected the career employees of the Veterans Administration, where a substantial reduction-in-force is now under way. Eight thousand employees have received separation notices effective June 11, and officials have stated that additional lay-offs are in the offing for another 19,000.

When Rolls Were High

The Association points out that the law was passed at the peak of World War II, when Federal employment rolls were at an all-time high. The provisions of the law could not then have been readily foreseen. Up to now, reductions-in-force throughout the government service affected principally employees hired during the war who never had acquired competitive Civil Service status. Today only veterans and non-veterans with competitive status are left, with non-veterans comprising about 54 per cent of the total. Non-veterans were able to acquire status only before the war, which means they have from seven up to thirty-five years of service. On the other hand, most of the veterans are recently appointed, and received Civil Service status by reason of the benefits in the Veterans Preference Act.

The campaign of the Federal Career Employees Association is to correct the abuse stemming from unreasonable superseniority. For the remainder of the veteran-preference program, the Association has nothing but praise and support.

How Would a Senator Feel If He Got Hit Like This?

By THEODORE J. SAUATH

If the Senate were to operate as the Federal Civil Service does today, the following would result under Section 12 of the Veterans Preference Act (Pub. 359, 78th Congress):

A reduced Senate budget would cause the layoff of Senators. Assume that funds were provided for only 56 instead of 96 Senators. If 45 were veterans, they would remain in preference to 11 non-veterans! It may be that among those 30 non-veteran Senators laid off, there would be the Majority Leader and Chairmen of ten important Senate Committees, as well as a host of eminently qualified men.

The above example is analogous to the bizarre, fantastic situations occurring today in the Federal Civil Service during lay-offs, where:

1. A non-veteran employee with 30 years' service can be fired while a veteran with 1 day of service can be retained.
2. Divisions, on consolidation, are swept clean of experienced non-veteran personnel and comparatively inexperienced veterans are placed in the jobs.
3. A veteran exercising "bumping" rights, can set off a chain of reaction affecting eight other employees; thus eight additional employees will be shifted because of one displacement.
4. Amputees can be fired and

displaced by a non-disabled veteran, even though the amputee may have an excellent efficiency rating.

5. The Manager of an agency, as a non-veteran, can be displaced by a veteran assistant manager, or by a veteran with an even lower grade.

6. A non-veteran Chief of a Division is reduced to a lower grade to be supervised by an employee over whom this Chief formerly had jurisdiction.

Deceptively Simple

All this can be and is being accomplished by the deceptively simple language of Section 12 of the Veterans Preference Act, which reads:

"In reduction in personnel preference employees whose efficiency ratings are 'good' or better shall be retained in preference to all other competing employees."

Question of Preference

The Federal Career Employees Association does not object to the other sections of the Bill which give many additional preferences

not previously granted to veterans. There is no objection to preferences for veterans on induction, since non-veterans are permitted to compete in examination. There is objection to absolute preference on retention which completely eliminates the non-veteran from competition.

Because of this, Senate Bill 660 and H.R. 2446 have been introduced to amend Section 12 of the Veterans Preference Act. The harmful operation of the law was obviously not foreseen when it was passed at the peak of the War. That's why legislation is now urgently needed.

Big Layoffs

IMMEDIATE ACTION is necessary to save the rights of thousands of Career Employees facing final dismissal on June 11th. In the Veterans Administration alone, 8,000 employees have received notices, and it has been announced that another 10,000 may be laid off by June 30th! Most of the employees to be laid off are long-time career workers, who had thought they had "job security."

37 Months a PW, He Got 'Riffed'

The files of the Federal Career Employees Association are constantly flooded with examples of long-time federal employees losing their jobs to veterans with much less seniority during reductions-in-force. Here are a few sample cases:

Charles H. Villar, of Pensacola, Florida, spent thirty-seven months as a civilian prisoner-of-war in a Japanese prison camp. But his status was that of a civilian, and therefore he is not entitled to veteran preference. Although he has given thirteen years of service to the Federal Government, he expects to be displaced on or about June 30 by a veteran with considerably less service.

At the Navy Yard at Portsmouth, N. H., 247 non-veteran employees have been laid off during the past several weeks under reduction-in-force regulations.

Their seniority ranges up to twenty years, yet they are to be let go while an equivalent number of veterans, all hired during the past three months and still on a probational status, are being retained.

Membership Drive

The Federal Career Employees Association is waging a strenuous campaign to have the inequities of the veterans Preference Act amended so that career employees of long service will have protection against job loss.

The Association is nationwide in scope and the NYC Chapter is one of the largest. This chapter is carrying the ball with momentous effort and force. The chapter is headed by I. H. Stillman. A membership goal of 200,000 has been set.

Membership Application

Readers interested in joining the New York Chapter of Federal Career Employees Association may take advantage of the membership blank below. The mailing address of the Association itself is 234 Seventh Avenue, New York 11, N. Y., Phone: WAtkins 9-7611. Israel H. Stillman, president of the chapter, lives at 1531 President Street, Brooklyn 13, N. Y. His phone is PResident 2-7202.

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).

'Bumping'

Under a system of "bumping" "retreat" privileges, a veteran whose job has been abolished claim the job of a non-veteran not discontinued. This

Let's Set the Record Straight—Here's What The U. S. Career Employee Really Believes

THE FEDERAL Career Employee is NOT opposed to veterans preference on entrance into the public service.

The Federal Career employee is NOT opposed to any of the advantages granted to veterans while they are in the service.

The Federal Career employee does NOT seek to displace veterans in government jobs.

The Federal Career employee does NOT ask that the veteran be denied all super-seniority when working staffs are reduced.

The Federal Career Employee DOES ask for a reasonable chance to hold on to his job after he has performed faithful service for many years.

The Federal Career Employee DOES feel it is unjust for a veteran with one day's service to be able to take over the job of a career employee with 30 years of service — yet that's how it actually works today;

The Federal Career Employee DOES believe that a truly disabled veteran should have a stronger equity in his job than either a non-veteran or a non-disabled veteran; and will support legislation giving the truly disabled veteran that extra advantage.

The Federal Career Employee DOES believe that the American people, after investing thousands of dollars and years of training in an employee, have a right to demand continuous service from that employee — and that the American people have a more important equity in the continuity of a position than either the veteran or the non-veteran.

The Federal Career Employee DOES believe that the work

of an office should not be completely disrupted and the efficiency of government service frequently paralyzed by devastating reductions in force which decimate the old-line, old-time employees who know the ropes, leaving those offices in the hands of lesser-skilled, sometimes unskilled newer employees.

The Federal Career Employee DOES believe that the word "merit system" should have vitality and meaning. And if the people didn't want a merit system in government, they would destroy it openly and directly, by abolishing the laws which establish it. Yet the whole concept of merit is being rapidly undermined by super-seniority.

The Federal Career Employee DOES believe that he, too, in time of war, gave his share to the winning of the war. He does not feel that he should be summarily cast out of government service simply because he couldn't wear a uniform. This goes double for women employees.

The Federal Career Employees DOES believe that the American people — if they were fully aware of the cruelty being inflicted upon fathers and mothers who have given their lives to government service, and are now, in their middle and later years, being cast out without any other means of support — would not possibly tolerate such a situation. It is against everything that's humane in the American tradition.

The Federal Career Employee DOES believe that Job Security should mean what it is supposed to mean; and that he should not be left with the dreadful, empty feeling that tomorrow — after years of loyal service — he may be doomed to walk the streets in search of another job.

Clinching Arguments Back Up Drive For Job Justice—Join Assn. and Aid Fight!

The National Association of Federal Career Employees invites all U. S. career employees to become members and add their strength to the fight to preserve the Merit System. The Association's fight for justice is backed by convincing arguments.

The Association is waging a strong campaign to have the present super-seniority law modified. Similar bills have been introduced: S. 660, by Senator William Langer, and H. R. 2446 by Representative Arthur G. Klein, of NYC. The provisions of the Klein bill, if enacted, would prevent the displacement of a non-veteran of more than seven years' service by a veteran of less than seven years' federal employment. The Senator's bill has a 10-year provision. The Klein bill continues complete super-seniority for all veterans who have lost the use

of a limb or eye or who are 60 per cent or more disabled.

The Association emphasizes the

need of a fair system of retention rights when staffs are to be reduced, but also points out the fed-

eral government need for maintaining high-calibre recruitment. As an example, the statement by John J.

Corson, former president of the American Society of Public Administration, is cited: "It is vitally important that the Federal Government shall boldly and persistently seek out the best of each year's college and university graduates."

"What Mr. Corson failed to point out," said the Association, "is the fact that for the non-veteran absolutely no security is offered by the Government despite the fact that he may perform excellent service for twenty of 30 years or more. 20 or 30 years or more."

"As long as a veteran with one day of service can displace a non-veteran with over a generation of service, the Federal career system is a mockery and any appeal to students to enter Federal employ fails to apprise them of existing super-seniority ignores the retention regulations as they currently exist."

A letter to college presidents was sent out by I. H. Unger, for the Association, citing the effect of super-seniority on non-veterans, and stating that the college graduation program didn't fairly apprise the non-veterans of the fact that careers were not for non-veterans. A shift in the forms used was the result of Association action.

Join the Association! Do it now! Use coupon, Page 9.

American Press Asks Fair Play For Govt. Career Employees

The American press, quick to respond to the call for justice and fair play wherever and whenever it is issued, has joined the Federal Career Employees Association in its fight. Typical of editorials that have been written in support of their campaign is the following, titled "But Not Forever," which appeared in the respected Christian Science Monitor of March 28, 1949:

"It is clear enough that Americans intended that the young men and women who left peacetime callings and careers to fight World War II should not be handicapped in the race to reestablish themselves in

civilian pursuits — that they should be given certain preferences that would enable them to catch up with those whose job progress has not been interrupted.

Fair Play

"We doubt seriously, however, that Americans, in 1942 or today, have wished to set veterans apart as 'a distinctive class' (as claimed recently by the national commander of one of the veterans' organizations) — to invest them with privileges which, regardless of ability and merit, would put them ahead of their fellow workers for the rest of their lives.

"Yet that is what 'superseniority' under existing law can mean in the ranks of federal civil service. * * *

The Answer

"The answer would seem plain enough — to all except whatever veterans really do expect life membership in a 'distinctive class': Equalize opportunity, as much as law can do it, for the disabled veteran as long as his disability lasts, however long that may be. Equalize opportunity for the able-bodied veteran long enough, perhaps, for even the less enterprising to catch up under his own steam. But not forever."

Career Association Objectives Outlined

(Continued from Page 7)

vides for a reasonable limitation on superseniority, as well as absolute preference for seriously disabled veterans who are 60 per cent or more disabled, or have lost an arm, leg, or eye, or the use thereof. No veterans organizations had asked for such legislation to care for seriously disabled veterans.

Hearings on H.R. 2446 will be held in due course by the House Committee on Civil Service. The Federal Career Employees Association will be heard before that Committee also. It plans to continue to be heard, energetically and fearlessly, until, as it hopes, justice is restored and non-veterans receive fair and reasonable job security.

Hoover Group Assails Super Seniority

The Hoover Commission advocates modification of superseniority in the U. S. Senate. The Commission deems this practice inequitable, inefficient and "indefensible."

The proposals of the Commission's Personnel Policy Committee go even further, and state: "In the case of retention preference, it is felt that sufficient preference should be granted to allow veterans ample time in which to readjust themselves to civilian employment, and to compensate them generously for the time lost. It is thus proposed that the Veterans Preference Act of 1944 be modified to provide that veterans will be given additional seniority credit on reduction-in-force registers

equivalent to one year for every six months (or fraction of six months) in the armed forces."

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Who's Who In the Association

(Continued from Page 8)

service with the Veterans Administration in September 1920 as clerk and was promoted until she now hold the position of Adjutant in the Veterans Administration Regional Office, New York City. She has been active in the FCEA for the past two and half years.

ISADORE H. UNGER, of Jackson Heights, L. I., energetic national public relations officer of the Federal Career Employees Association, started his twenty-fourth year of continuous Federal service on June 2, last Thursday. Yet only one year ago received a reduction-in-force notice from the Veterans Administration, and would have seen lifetime of devoted and efficient service go out the window had it not been for the personnel relations officer of the New York Regional Office who did an excellent job of saving many people in his category.

U. S. Federal Career Employees Ask Workers Join Their Fight for U. S. Job Security. Fill Out Coupon on Page 9

FEDERAL NEWS

Positions Opened In 21 Trades; Ages 16 to 19

Federal jobs as Apprentice in 21 trades, at \$8 a day, with promotion possibilities to \$18.88 will be filled as the result of an examination now open. The exam is for Apprentice, 4th grade and is No. 2-1-10 (49). Jobs at the Navy Yard, Brooklyn. Form 5000-AB should be obtained at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.; Recorder, Board of U. S. Civil Service Examiners, New York Naval Arsenal, Brooklyn 1, N. Y., or first and second-class post office excepting New York, N. Y. Recorder, address above, for application by Tuesday June 14.

The 21 Specialties
The normal length of apprenticeship is four years. The 21 different trades are: Automotive Mechanic, Blacksmith, Boilermaker, Copperworker, Electrician, Instrument Maker, Joiner, Machinist, Molder (Dryman), Painter, Patternmaker, Pipecoverer & Insulator, Plumber, Rigger, Sailer, Sheetmetal Worker, Shipwright and Welder. When applicants are requested to report for the assembled examination, they will be required to

bring, Hempstead, Jamaica, Long Island City, New York and Yonkers.

NEW JERSEY—Elizabeth and Newark.
Age Limits
Applicants must have reached their 16th birthday but must not have passed their 19th birthday on the closing date for acceptance of applications. The maximum age limit does not apply to persons entitled to veteran preference. Applicants must be physically capable of performing moderate to arduous duties of the position to which they are being trained, and which may require prolonged walking, standing and exposure to weather conditions. Arms, legs, hands and feet must be sufficiently intact and functioning to perform the duties as described in this announcement. Applicants must possess good near and distant vision, with or without glasses. For most positions, applicants must be able to hear ordinary conversation, with or without a hearing aid, since the duties generally require conversing with associates.

Requirements
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Equality Is Sought For Vets' Postal Pay

Frank J. Scarance, of Maspeth, State Commander of the AMVETS called for equalizing of postal service pay for veterans and non-veterans. He said that veterans are being penalized for their time spent in service, receiving from \$400 to \$800 less a year. He said that this situation was due to Public Law 317, which provided that all war service employees serving in a continuous capacity on or before June 30, 1945, received an advance of four pay grades, or \$400 when they became classified regular employees.

Under the same law, veterans who many have entered the service later that same year received \$600 less a year than the non-veteran, he asserted.

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NEW YORK CITY NEWS

Comment by Leaders

(Continued from Page 6)

titles, duties and pay based on inequities and inconsistencies, that have long waited to be ironed out. It is well that such an unbiased, expert as John T. DeGraff has been appointed to head the reclassification project. He has the complete confidence and the boundless good wishes of the Clerical Employees Association."

JOHN F. POWERS, 1st vice-president, The Civil Service Employees Association — "The inauguration of a career and salary survey project by NYC under the leadership of John T. DeGraff, counsel to The Civil Service Employees Association, was an important action by Mayor O'Dwyer. State and county employees know Mr. DeGraff's vast fund of specialized knowledge in the reclassification field and the benefits he has brought to State and county employees. It is only natural to expect that one who has labored so impartially and so successfully on behalf of the public and its employees will repeat in NYC the brilliant performance achieved in the State. As State employees, we have a natural sympathy for the underlying grievances of New York City employees. Many of these grievances arise out of the accumulation of faulty titles, out-of-title work, unequal pay for equal work, poor promotion systems, existing in New York City. Mr. DeGraff's work will untangle the mess, and we feel sure that the result will place New York City in the forefront as a community where employees will enjoy working under a modern career system."

DANIEL KURSHAN, Citizens Budget Commission — "The Mayor's decision to reclassify City jobs is particularly gratifying to the Citizens Budget Commission, which has worked toward that end for many years.

"The choice of a man who has the confidence of civil service employees is a happy one. We are also pleased that the existing rights and salaries of employees will be safeguarded. This we have repeatedly stressed.

"Properly executed, this study

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should eliminate many existing difficulties, promote employee morale, and decisively further the development of a sound management program."

CITY COUNCILMAN IRA J. PALESTIN (L - Bx) — "The appointment of John T. DeGraff to conduct a thorough-going survey and revamping of this City's hodge-podge civil service is a most heartening act. The fact that an initial appropriation of \$150,000 is scheduled to finance this long overdue civil service housecleaning demonstrates that the City means business.

"Mr. DeGraff's extensive experience in the operation of the State civil service preeminently fits him to put our own local system in order. The appointment will gladden all friends of civil service.

"We now look for the same kind of investigation and service overhauling locally which the State undertook back in the 1930's and which resulted in the Feld-Hamilton and Feld-Ostertag Laws of 1937-38, and a vastly improved State merit system, ranking with the best.

"I am particularly delighted that the Mayor has now superseded his two-man committee to look into the need for job reclassification. Their appointment last December followed by a few weeks the introduction of my City Council local law and resolution on civil service. While the Mayor's action at that time gave us a faint glimmer of hope, we knew that no investigation which did not include intensive research by professional experts could clear up the situation. I'm delighted that events are now catching up with the need, and I look forward hopefully to substantial improvement in the lot of our employees and of their performance on the part of our City."

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5819. Health Inspector, Grade 2, \$2,710. Six vacancies in Department of Health. Open to residents of New Jersey, Pennsylvania, Vermont and New York State. Men only. Applications may be filed by mail and must be notarized. Applications may be obtained by mail if self-addressed, 9-inch envelope, stamped 6 cents, is enclosed. Candidates must have one of following: college degree; high school degree plus two years' college study; high school degree plus four years' appropriate experience, or satisfactory equivalent. June, 1949 graduates may qualify. Written test. Fee \$1. (Opens Tuesday, June 7, closes Wednesday, June 22).

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5929. Supervisor (Medical Social Work) (Prom.). Open only to employees of the Department of Hospitals, \$3,120 to \$3,600. Three vacancies, Fee, \$3. Written test Wednesday, September 14. Eligible title, Medical Social Worker, Grade 2. Record and seniority, weight 50; 70 per cent required; written weight 30, 70 per cent required; oral, weight 20, 70 per cent required. The factors involved in the oral test will be manner, speech, judgment and technical competence. (Open Tuesday, June 7; closes Wednesday, June 22).

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NYC EMPLOYEE

(Continued from Page 11)

ence is denied by the Commission is that the applicant was not a resident of the State when inducted into the armed forces. The constitution requires that he must have been a resident. . . . Mostly provisionals qualify for the vacancies resulting from the ousting of provisionals. That fact turns up at the hiring pools. When the eligible is asked what department he prefers to work for, he gives a quick answer and is asked the reason. Answer: "I'm working there as a provisional."

Cleanings

President McNamara says that the Commission "will break the backbone of the provisional problem by June 30," adds that there are about 20,000 provisionals now, compared to the peak of 28,000, and that in July the figure should be down to 15,000. . . . The Patrol-

Applications Get Green Light

man examination which will be open from Thursday, December 1, to Friday December 16, will be given exclusive right of way: no other exams open then. Also, says President McNamara, the reason for announcing the eligibility so early is to give prospective candidates a better opportunity to prepare, and let all know whether they can meet all requirements. Minimum age to apply is 20, maximum age is 29, but from his age any average veteran may deduct the time spent in the armed forces. President McNamara figures that there'll be no gap during which the Police Department will be lacking a list, because it is planned to bring out the new list soon after January 1, 1951. The present one, 2,000 names, is expected to last that long. The Commission is figuring on the new preference law possibly being in effect when the new list comes out, providing 10 additional points for disabled veterans, 5 for non-disabled ones, and ending absolute veteran preference.

Court Cases

The Appellate Division, 5 to 2, sustained Special Term of the Supreme Court in denying the widow of a Fireman \$2,000 from the Fire Department Insurance Fund. The Fireman, Francis Molinari, was appointed subject to a medical test while he was in the armed forces and killed in action, flying over the South Pacific. David A. Savage, of 70 Pine Street, attorney for the widow, Margaret Molinari, contended that Molinari was not required to perform an impossible act, and that he was appointed absolutely.

Associate Justice Bernard Shientag wrote a dissent from the majority decision, in which Justice Van Voorhis concurred with him. Justice Sheintag cited Sub. 5, Sec. 246 of the State Military Law, providing that the appointee "upon the termination of his military duty shall have the same rights, privileges and obligations as if he had served continuously in such position from the date of his appointment thereto."

Justice Shientag added, supporting Mr. Savage's contention: "There is no authority drawn to our attention justifying the so-called conditional appointment and, as the (Fire Department) order reads, the appointment is in fact absolute."

Justice Shientag stated that if a condition subsequent — something that has to be done after an appointment is made on contact executed — is void or impossible, the original arrangement remains in effect.

Mr. Savage announced that the case will be taken to the Court of Appeals.

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NEW YORK CITY NEWS

Carton Refutes Minutes of PBA To Justify '48 Election Methods

Raymond A. Donovan, plaintiff, former president of the Patrolmen's Benevolent Association, called John E. Carton, defendant, incumbent president, as a star witness in the suit to have the 1948 PBA election declared void for irregularities and a new election ordered, with the same candidates running. Mr. Donovan opposed Mr. Carton for the presidency in that election. The witness was asked questions concerning the authority for the 1948 election not having been held according to the requirements of the constitution and bylaws of the PBA. Specifically, Mr. Donovan charges that the official type ballot was not used, that the ballots were not gummed and foldable to become self-addressed envelopes, were not mailed out but distributed through delegates, that the date for release of ballots was made May 27, instead of June 1, that members were permitted to vote who were ineligible, and that the methods by which the 1948 election was held could not be justified on the basis of similar changes having been voted for the 1946 election as no such changes were voted at any time.

Street, attorney for Mr. Donovan, asked the witness if any action of that type had been taken at the May, 1946 meeting, and he answered affirmatively. Mr. Carton read from the minutes a resolution introduced, but it turned out, from the record, that the resolution was laid over and finally withdrawn. Mr. Carton insisted it was adopted.

Recollection More Reliable "I assure you that permanent action was taken," Mr. Carton told the attorney.

"You couldn't show it in the minutes," retallated Mr. Wolff. The minutes of the meeting, which were produced in court, were prepared by Patrolman Thomas F. Dugan, who had been recording secretary for seven years.

Your recollection is more reliable?" asked Mr. Wolff of the witness.

"To some extent," was the reply.

Mr. Carton explained that Mr. Dugan was not a stenographer, that the minutes were not taken down in shorthand, and that therefore they were only abstracts.

The constitution and bylaws of the PBA are in evidence before Official Referee Peter Schmuck, conducting the trial in Room 248, Supreme Court Court House. Mr. Wolff stated that Mr. Carton's own affidavit declared that those were the constitution and bylaws in effect when the 1948 election was held, requiring the methods alleged not to have been followed.

Explains Departure The constitution and bylaws also require that a list of the members in good standing, and thus entitled to vote, should be

submitted to the executive body for the guidance of the Board of Tellers. This wasn't done, the witness admitted, as part of the policy of having the election completed on time, especially so that members could get the ballots when they received their pay checks.

"Article 7," said Mr. Carton, regarding that part of the bylaws dealing with the prescribing the manner of holding elections, "wasn't in effect, because the bylaws had been set aside."

"When was the amendment put into effect?" asked Mr. Wolff.

"At the May, 1946 meeting of the delegates," the witness insisted.

One of the tellers in the 1948 election was Patrolman John

Cassese, of the 83d Precinct, who testified that he had campaigned in his precinct and elsewhere for Mr. Carton's election and had distributed Carton literature.

Mr. Wolff introduced in evidence ballots he said were all marked in the same characteristic way. One of the charges is that ballots were voted in blocks.

The trial continues this week.

- Answers to questions for "True" as the correct answer. 5, 8, 9, 10, 16, 19, 20, 22, 27, 28, 30, 33, 34, 35, 40, 46, 48, 52, 53, 56, 59, 63, 70, 71, 74, 76, 78, 79, 83, 87, 92, 100, 105, 106, 107, 110, 114, 115, 116, 118, 119, 121, 123, 127, 129, 131, 136, 148, 153, 154, 156, 157, 160, 165, 166, 167, 168, 171, 173, 185, 189, 192, 194, 196, 197.

Carton Explains Mr. Carton explained that in the 1948 election the difficulties of complying strictly with the constitution and bylaws had been discussed at a delegates' meeting and a resolution introduced to suspend the requirements, and that the suspension continued until changed, so that the 1948 election was conducted in the same manner as the one in 1946, when Mr. Donovan was elected president. Jac M. Wolff, of 27 William

Maintenance Man (5660) giving answers to the questions for "True" as the correct answer. The other questions "False" correct answer. 5, 8, 9, 10, 16, 19, 20, 22, 27, 28, 30, 33, 34, 35, 40, 46, 48, 52, 53, 56, 59, 63, 70, 71, 74, 76, 78, 79, 83, 87, 92, 100, 105, 106, 107, 110, 114, 115, 116, 118, 119, 121, 123, 127, 129, 131, 136, 148, 153, 154, 156, 157, 160, 165, 166, 167, 168, 171, 173, 185, 189, 192, 194, 196, 197.

CARTON AND 15 AIDS GOT \$8,000 FROM PBA BALL FUND, COURT HEARS

Suit for an accounting of the 1948 ball of the Patrolmen's Benevolent Association set off to a fresh start in Supreme Court, Queens, with allegation that of more than \$8,000 taken in, only \$14,000 accounted for, \$8,000 has been illegally distributed by the defendants to themselves and to "expenses," and that the disposition of \$78,000 was disclosed.

information and belief in or about the month of July or August of 1947, the (seven) defendants, as directors and officers, unlawfully paid to themselves and nine other officers of the Association the sum of \$500 each for expenses, totalling the sum of \$4,500. The list of defendants is headed by John E. Carton, president. Also defendants are John C. Lang, treasurer; Vincent J. Stein, chairman of the Board of Trustees, and Martin J. McDonnell, Walter Asklund, Patrick H. Fitzpatrick and Alfred A. Fugazzi, trustees. The "nine other officers" who held

office at the time are not identified. Seek Light on \$86,000 The \$14,000 was turned over to the contingency fund, the complaint continues, and that was the only legal disposition made of the proceeds of the ball, since the constitution requires that all moneys be turned into either that fund or the benefit fund. No accounting to the membership has been made, the complaint alleges, nor has the \$86,000 difference between the \$100,000 and the \$14,000, been turned over to the Association for deposit. Individual liability for all funds not properly turned in is asked in the demand for judgment.

WELFARE ST. GEORGE GROUP TO HOLD GALA MEETING

The St. George Society of the Department of Welfare will meet on Monday, June 13, at 7 p.m., at McBerney's YMCA, 215 West 23rd Street, the last meeting before the summer holidays. It will also be a dinner event. Members of other chapters are welcome. Tickets are \$2 each, may be obtained from delegates. President Mary Harrar has promises of Broadway entertainment. All Protestant staff members and their friends are cordially and fraternally invited to attend.



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LEGAL NOTICE LILLIAN - In pursuant of an order of the County of New York, no money given to all persons having knowledge of Lillian Ocha, late of the County of New York, deceased, to present with vouchers of transacting business at the office of Ralph K. Jacobs, Jr., his attorneys, at 225 Broadway, in the Borough of Manhattan, City of New York, State of New York, on or before the 25th day of June, 1949. MORRIS METZ, Executor. RALPH K. JACOBS & RALPH K. JACOBS, Jr., Attorneys for Executor. 225 Broadway, New York 7, N. Y.

NEW YORK CITY NEWS

1,400 Honor John P. Crane At Dinner

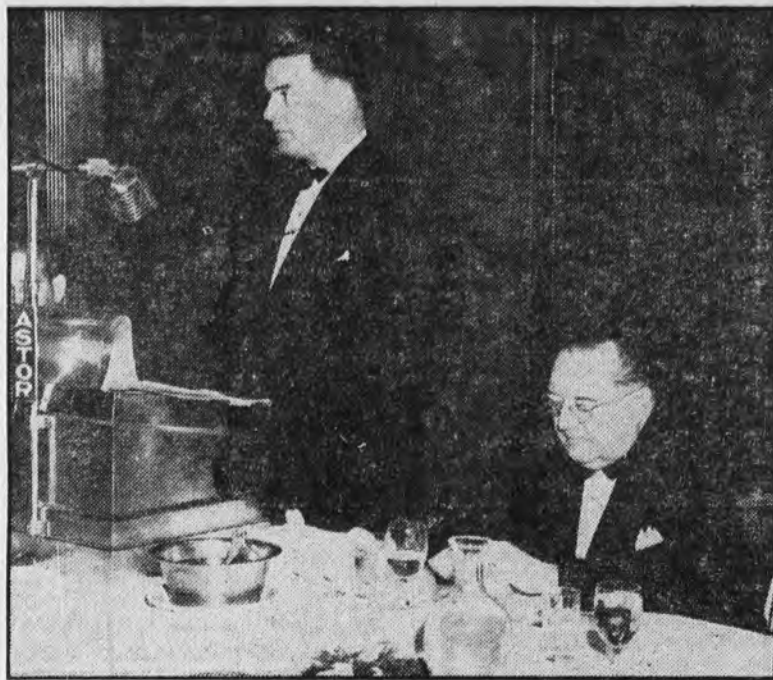
(Continued from Page 1)

effect 24 hours a day, every day, instead of only from 8 p.m. to 8 a.m. This announcement brought down the house, because it meant that the bell alarm would ring only for those companies that were to respond to the alarm. Firemen had been complaining for a long time that they were subject to a high incidence of heart trouble because of being startled by all alarms, even though they had to respond to only a small percentage of them, and cited records as proof. Commissioner Quayle's partial improvement, by instituting the night-shift selective service signalling, had been hailed as an advance, and the news of the round-the-clock release from unnecessary nervous strain effective June 15, was therefore greeted as something out of this world.

'Aggressive But Fair'

Commissioner Quayle recalled the first time that he met Mr. Crane and his associates, in 1946, and said that Mr. Crane's high ability had been apparent from the very start.

"He was aggressive but fair," said the Commissioner, "and cooperated in the best interests of the City and the Firemen. He presented, and he always backed up his arguments with proof. Vigorous but reasonable, able but modest, fair but insistent, friendly but business-minded, Mr. Crane has proved to be an asset not only



John P. Crane responds to previous speakers' praise of his services, at the dinner in his honor. At right, Fire Commissioner Frank J. Quayle.

to the Uniformed Firemen's Association but to the City at large, an honor to his family, his alma-mater.

Instances Cited

In a letter to Grover A. Whalen, chairman of the dinner committee, accepting the honorary chairmanship of the committee, Commissioner Quayle wrote:

"For three and a half years I have been privileged to observe Fireman Crane and his endeavors in behalf of our Firemen. Unselfish, tireless and energetic effort merits this well deserved tribute. Shorter hours, comprising the present nine and fifteen system, are directly attributable to him.

"Increased compensation and partial selective transmission of fire alarms are additional singular achievements. For several months past, he has been most persistent in his effort to have Firemen's pension deductions equalized. The latter is most worthy and merits the favorable consideration of the administration."

Hopes Reid Will Be Elected

Commissioner Quayle in his speech said he was "particularly chagrined to see that William Reid was defeated for vice-president of the UFA because of a misunderstanding by the membership over the installation of the nine-and-fifteen system of hours. He hoped "that this mistake would be rectified by the re-election of Mr. Reid as vice-president of the UFA."

Laudation From Wicks

Arthur H. Wicks, Majority Leader of the State Senate, said that:

"President Crane is one of the greatest workers for legislation that I've ever encountered in all my years in the Legislature." I

helped to pass the 45-hour-week law for Firemen and will always help NYC Firemen because of my complete respect for John P. Crane as a labor leader."

Mr. Crane is a vice-president of the State Federation of Labor (A.F. of L.), with which the UFA is affiliated.

"I consider my efforts for the NYC Firemen a labor of love, as it gains me no political advantage, nevertheless it is a pleasure to support men like Mr. Crane," added the Republican Legislator.

Steingut on Gentleman Trio
Irwin Steingut, Minority Leader of the Assembly, who hails from Brooklyn, praised Mr. Crane and his associates. "Messrs. Crane, Reid and Purcell were always gentlemen and always had the interests of the Firemen foremost in mind," said the Democratic Legislator. The third man mentioned was Gerard Purcell, financial secretary.

The two Legislators, and their fellow-lawmakers, must expect to hear from Mr. Crane and the UFA again at the next session, because in the only "business" aspect of his response to all the oral toasts Mr. Crane openly said that the UFA would keep on trying to get a law passed for a referendum on Firemen's pay, because a referendum was the only protective alternative, since the UFA as a

matter of long policy does not and would not resort to the strike, which is the "principal protection to workers in private industry."

Mr. Crane was graduated from Manhattan College, for which he played football and rowed, besides getting high scholastic marks. His coach of college days, who taught him the rules, told some anecdotes of Mr. Crane's college days. The coach, Allan Walz, now telling 'em how to row at Yale, recalled that the guest of honor had made a touchdown for Manhattan College in a close game, only to draw a calldown from the speaker. Reason: He'd carried the ball in the wrong arm, according to the rules.

Whalen and His Heart

Grover A. Whalen, general chairman of the dinner, who, as a former Police Commissioner, had to admit that his heart was in the Police Department, admitted that the Fire Department was right up close, and stated that the two departments constituted the outstanding ones in the country. He declared his boundlessly high estimate of Mr. Crane.

The toastmaster was Council President Vincent R. Impellitteri, who departed from introductions to praise feelingly Mr. Crane's informed approach to all problems, his sincerity and his outstanding qualities of leadership. Others on the dais were Dr.

LEGAL NOTICE

CITATION—The People of the State of New York. By the Grace of God Free and Independent, To the Public Administrator of the County of New York, the Attorney General of the State of New York, the distributors, heirs at law and next of kin of VICTOR A. WAHLBERG, deceased, if any there be, whose names, post office addresses and places of residence are unknown and cannot after diligent inquiry be ascertained by the petitioner herein SEND GREETING.

Whereas, OSCAR J. HEIG, who resides at 7525 Shore Road, Brooklyn, New York, and GUSTAVE CARLSON, who resides at 326 East 198th Street, Bronx, 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 and codicil thereto dated October 30, 1946, and March 7, 1949, respectively relating to both real and personal property, duly proved as the last will and testament of VICTOR A. WAHLBERG, deceased, who was at the time of his death a resident of 412 West End Avenue, New York City, in 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 16th day of June, 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 [L.S.] Frankenthaler, Surrogate of our said County of New York, at said county, the 12th day of May, in the year of our Lord one thousand nine hundred and forty-nine.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

KUSSY, OLGA.—Citation—The People of the State of New York, by the grace of God free and independent, to Olga Kussy, Viktor Kussy, send greeting: On the petition of Evsey S. Rashba, who resides at No. 617 West 113th Street, in the Borough of Manhattan, County, City and State of New York, you and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York, held in the Hall of Records, in the County of New York, on the 1st day of July, 1949, at half-past ten o'clock in the forenoon of that day, why a decree should not be made adjudging that the said Olga Kussy and Viktor Kussy are deceased and granting ancillary letters of administration on the estate of the said Olga Kussy to Evsey S. Rashba.

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, the Honorable George Frankenthaler, [Seal.] a Surrogate of our said county, at the County of New York, the 12th day of May, in the year 1949.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

DeHASPERG, GUSTAVE.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Gustave DeHasperg, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Ralph K. Jacobs & Richard Steel, their attorneys, at No. 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 28th day of June, 1949.

Dated New York, the 13th day of December, 1948.

ALBERT BLUMENSTIEL, DOUGLAS AUFFMORDT, Executors.

RALPH K. JACOBS & RICHARD STEEL, Attorneys for Executors, Office and P. O. address, 225 Broadway, Borough of Manhattan, New York 7, New York.

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

Harry M. Archer, Second Deputy Fire Commissioner; Queens Borough President James M. Bu Dr. Albert A. Cinelli, Director of Medical, Surgical and Dental of Specialists; State Senator William F. Condon, of Yonkers; Lee Donoghue, Director, NYC Department of Commerce; H. Feinstein, president, of County and Municipal Employment Jerry Finkelstein, publisher The LEADER; Thomas A. Murphy, president, State Federation of Labor Council; Manhattan Borough President Hugo E. Ross and Joseph T. Sharkey, Chairman and Majority Leader of the Council.

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LEGAL NOTICE CITATION—The people of the State of New York by the Grace of God, free and Independent To ALEXANDER P. ADERER as Executor of the Last Will and Testament of BERTHA H. GARFUNKEL, deceased, ROBERT B. GARFUNKEL, JACOB E. ADERER, JENNIE GARFUNKEL, ESTHER SLOB, GERTRUDE K. ALEXANDER PHILIP ADERER, infant under the age of fourteen, NOEL JANICE ADERER, an infant under the age of fourteen years, The Prudential Life Insurance Company of America, Travelers Insurance Company, Leland, Inc., Emanuel Saxe, Daniel man doing business as Estate Bureau, Buecher, Rathem, Abrams & Goodwin, Rosenbaum & Meacham, Halperin, Louis Waldman, The York Telephone Company, Dr. Harry Faris doing business as Drs. Faris, Hayden, Garfunkel Makers, Bonwit Inc., Grand Maison De Blanc Co. Freeman & Son, Inc., Gotham Carpet Inc., Dr. William Harris, Academy and Linoleum Co., T. J. McGinnis, Henry Halper, Saul Silverberg doing business as Stepper's Corallo-Greenhouse, John B. Thomas, Maxmillian Fur Max L. Som, Mrs. A. Leon, Pinco Bloom Inc., B. Weinstein, William Hat Shop, John A. Finerman Inc. Pocket Brassiere Co., Dr. Lillian Dr. Udall J. Salmon, Jay Thorpe Phillips Petroleum Co., Jack Berg, Maison Cye, Inc., Estelle Mildred and Company (SAKS Fifth Avenue) ing all of the persons interested as heirs, legatees, devisees or otherwise the Estate of Nathan J. Garfunkel, at the time of his death was a resident of the City, County and State of New York. SEND GREETING: Upon the petition of Benjamin J. Garfunkel residing at Katonah, New York and City Bank Farmers Trust Co. a domestic corporation having its office and principal place of business at No. 22 William Street, in the Borough of Manhattan, City, County and State of New York, dated the 26th day of 1949, praying for the judicial settlement of their account as Executors of Last Will and Testament of Nathan J. Garfunkel, deceased; that this Court terminate the amounts due the estate of each person or corporation in whose half an estate tax payment has been made and direct payment thereof to the heirs pursuant to Section 124 of the decedent Estate Law; that this Court determine the compensation of Victor Zlipris, Esq. for legal services rendered by him in the sum of \$4,000 of Mitchell Capron, Marsh, Angulo & Cooney, Esqs., for legal services rendered by them in the sum of \$6,000 pursuant to Section 231-a of the Surrogate's Act and direct the payment thereof together with their reasonable cash disbursements; that this Court confirm the trusts under the decedent's will and effectively declared null and void pursuant to the codicil thereto dated October 1937, and for such other and further relief as to the Court may seem just and proper.

You and each of you are hereby cited to show cause before one of the Surrogate's Courts of the County of New York, at the Hall of Records in the Borough of Manhattan, City of New York, on the 5th day of July, 1949, at 10:30 o'clock in the forenoon of that day, or as soon thereafter as convenient, why the relief prayed for should be heard, why the relief prayed for should not be granted.

IN TESTIMONY WHEREOF, the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, Honorable George Frankenthaler, one of the Surrogates of our said County of New York at said County on the 5th day of May, in the Year of our Lord one thousand nine hundred and forty-nine.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

VIRGINIUS VICTOR ZLIPRIS, Esq., Attorney for Petitioner Benjamin J. Garfunkel, Office and Post Office Address 342 Madison Avenue New York, N. Y. MITCHELL CAPRON, MARSH, ANGULO & COONEY, Attorneys for Petitioner City Bank Farmers Trust Company Office and Post Office Address 20 Exchange Place New York, N. Y.

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NEW YORK CITY NEWS

FIRE LINES

Commissioner Frank J. ... is trying to get as many promotions in the uniformed ranks to be made in July or August, following the 14 to be made July 1, and also wants to make a considerable number of Firemen appointments after July 1. Promotions would go to Deputy Chief, three

to Battalion Chief and 10 to Captain.

Some informal discussions will be held on the subject of the additional promotions and the Firemen appointments, after which the Commissioner will request a certificate from Budget Director Thomas J. Patterson, authorizing them.

The possibility that 100 Firemen will be appointed was admitted at Fire Headquarters, but the point was stressed that as yet no definite number has been decided on by anybody.

The new budget will go into effect on July 1.

The Holy Name Society, Manhattan, Bronx and Richmond, announced the result of its scholarship awards. Four-year academic courses were awarded as follows:

Thomas Weber, son of Lieutenant Thomas Weber, Engine Co. 97; to Cardinal Hayes High School, The Bronx.

Danel Grogan, son of Fireman William Grogan, Engine Co. 41; to Power Memorial Academy.

Henry Cullinane, son of Fireman Henry A. Cullinane, H. & L. Co. 14 (retired); to Fordham Preparatory School, The Bronx.

Patricia Dale, daughter of Fireman Charles Dale, H. & L. Co. 51; to Holy Cross Academy.

A one-year secretarial course at Holy Cross Academy was won by

Joanne M. Dale, sister of the four-year award at Holy Cross Academy.

Thomas Casey, son of Fireman Thomas Casey, H. & L. 46, placed first in the competition for the Cardinal Hayes, Power and Fordham Prep awards, but also finished first in the separate Regis High School scholarship competition, and decided to go to Regis.

To be announced later are the awards of a four-year course at Notre Dame Academy, Staten Island, to a girl, and two scholarships, one for a boy, the other for a girl, at Delehanty Institute, all three awards sponsored by the Society.

The Rev. Joseph A. Doyle, moderator of the Society, made the announcements.

The annual scholarship award committee consisted of William Larkin, Chief's Aide, chairman, and Thomas F. Cullinan, president of the Society. Competition was open to sons, daughters, brothers and sisters of members of the Society.

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The St. George Association, NYC Transit System, will meet at Masonic Hall, room 1603, Saturday, June 11 at 8 p.m. A social hour and refreshments will follow. President Charles Fetter was happy so many members and friends were at the Communion

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NEW YORK CITY NEWS

Apply Now for Bigger Pensions!

The NYC Employees Retirement System, of which Ralph L. Van Name is secretary, is busily engaged on the huge task of quoting rates to members of the System who desire to take advantage of pension liberalization laws passed by the last session of the legislature. The quotations stay the same all the time, unlike those on the Stock Exchange, and the benefits are more secure.

The two important opportunities are:

(1) Election of the 1 per cent plan, whereby an employee retires on 1 per cent of his salary for each year of member-service, plus the normally equal amount that NYC provides for the pen-

sion part of the retirement allowance. The total, 2 per cent, affords half-pay retirement after 25 years, full pay after 50 years of member-service and proportionately for the intervening service lengths provided age 55 has been attained.

(2) Election of the 1/120 plan, which constitutes a re-opening of the age-55 retirement opportunity, for those who are on a basis of higher age for optional retirement. Apply to September 30, 1949, inclusive, to your department's payroll office.

Fast Work

The System got busy as soon as the Board of Estimate adopted

the rates for the 1 per cent plan. An hour and a half later the payroll clerks from the various departments were at the System's office, receiving blanks. Besides, 100,000 booklets, explaining the broad advantages of the 1 per cent plan, along the lines published in The LEADER during the past three weeks, are being distributed to all the members of the System. If you didn't get yours, see your payroll clerk.

It is important not to wait until the last minute, especially to avoid loss of advantages under the 1 per cent plan. While an employee may make application to be covered by the more beneficial provisions, at any time before June

30, he has the opportunity to withdraw the application only until he gets his rate certificate. The earlier he finds out what the cost will be, the less likelihood is there of him running into any jam that might cost him the privilege of getting in on the better basis, even though a switch to the standard age-55 plan would be permissible during the succeeding three months. Still, he shouldn't want to lose any opportunity, and early action is the best safeguard.

Rates and Age

The rates are simple for those under 55, on the 1 per cent basis, because standard. The plan is geared to age 55 optional retirement, but this does not mean that one must retire, only that he may retire, at age 55. It is even possible for a person who is past 55 to come under either form of the age 55 plan — the 1/100 fraction of the 1 per cent plan, or the 1/120 fraction of the age-55 reopening.

Filled-in blanks will be returned by the personnel offices of the department to the Retirement System once a week or oftener. Toward the end of the period — as June 30 nears — personal delivery of the filled-in blanks to the Retirement System, 52 Chambers Street, may be advisable. It is permissible under all circumstances to attach a self-addressed postcard to the application blank. The System will rubber stamp the card and mail it back to you as your receipt.

Cost Question

The question of cost is the paramount one under either liberalization law. Everybody wants the additional benefit but only those who can pay their share can get the City to pay its share.

For those under age 60, who have any considerable member-service, the financing need not be troublesome, as the System's facilities may be used to cover all or most of the cost.

If the accumulated deposits resulting from salary deductions are not large enough to produce a loan value that will cover extra costs, the difference can be made up by a bank loan, going rate, and the employee would come out well ahead. The average benefit figure is about 10 per cent, and if the loan cost per cent, the employee for a year would be ahead 14 per cent. Making up the cost of contributions for past years of service would cause the cost to be relatively high, or, to put it differently, persons with only a short period to go, to reach optional retirement age of 55, would have to pay the additional amount of a shorter period, and the benefits from accumulated interest on the annuity deposit would be only slightly. It is a case of paying a stated amount over ten years. For the younger employees, or those with relatively short member service, the cost is more readily met.

A fact that shows how important it is to gain the benefits of the 1 per cent plan is the remarkably high number of applications from the very high City official to the very low Deputy Commissioner. The men in these brackets, who've studied the advantages themselves, came so convinced of the wisdom, in fact, necessity, of not passing up such a good thing, that they gave the System plenty of money the very first day that the applications could be turned in. More they knew about pensions the faster they acted.

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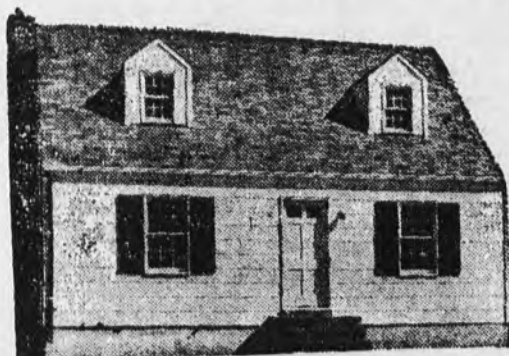
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O'Dwyer Sees Need Of More Police Jobs

Mayor William O'Dwyer, speaking at ceremonies at City Hall in connection with the presentation of medals for heroism to members of the uniformed force of the Police Department, said that the force would have to be increased to provide adequate protection to outlying sections of the City.

He mentioned that during his administration the force has been increased by 3,000, to 18,000. The Police Department, the Patrolmen's Benevolent Association and others have strongly favored a 20,000 quota and the Mayor himself has spoken encouragingly of such an objective.

The indications are that job

prospects will therefore increase for the prospective eligibles on the list that will result from new examination. Applications open on Thursday, December 16, at the NYC Civil Service Commissions Application Section, Duane Street, opposite LEADER office. More than 25,000 are expected to apply.

The existing Patrolman list is expected, will be exhausted before the new list is promulgated. The plan is to promulgate a new list soon after January 1951.

The last number appointed Patrolman from the current list was 2,292, a non-disabled veteran. There are about 2,000 names on the list.

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