

SOCIAL INVESTIGATOR REQUIREMENTS EASED

Gamblers Make Book On 20 Candidates For NYC Mayoralty

IT'S NOW taken for granted that all NYC political circles that O'Dwyer will seek renomination for the Mayoralty. At this moment the odds are against him, and if the election were today, he'd be odds-on favorite to win. However, human nature and the whims of public opinion being what they are, nothing in politics is completely certain. There's always the chance that new factors and new faces will emerge by next November. This column went to New York City's leading betting commission, and induced him to reveal his winter book on the Mayoralty. The book is similar in nature to the winter book on the Kentucky Derby. All bets are to win; you lose even if the horse doesn't run. Here's the book:

William O'Dwyer	1—1
John Cashmore	12—1
Frank J. Quayle	16—1
Charles Joseph	18—1
Richard Ewing	20—1
John McGrath	20—1
Joseph Nunan	15—1
James A. Farley	25—1
Charles Silvers	25—1
James McNally	25—1
William Collins	25—1
William Pedrick	25—1

As of now, O'Dwyer is even money to win the Mayoralty. If the election were today he'd be 5 to 1, against nearly any opponent. But November is nearly a year off, and anything can happen. It's this unpredictability that reduces the odds. If the unpredictable factor becomes a reality, and O'Dwyer isn't the candidate, what then?

The list of Democratic possibilities is headed by John Cashmore, Brooklyn Boro President, and he's down in the book at 12-1. In other words, if you go for Cashmore, and put up \$1 to back your choice you'll get \$12 if he runs and wins. If he doesn't win, or if he doesn't get nominated, you lose your \$1. Reason Cashmore is the lead-off man, next to O'Dwyer, is his power in the borough with the most

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Many Questions Arise On Dewey's One-Man Civil Service Proposal

ALBANY, Dec. 27—The idea of a one-man Civil Service Commission for the State, broached last week by the Governor's office, caused a heavy buzz-buzz in personnel and political circles of the State.

It was an unenlightening hulla-balloo, however, with more questions asked than answers given. What was the real purpose of the move? Why was it made now, at a time when the present Commission is giving evidence of strong improvement in its work? In what way will anything substantial be changed by simply changing the machinery? Who's going to get the top job? What will be the real powers of the three-man "counsel" envisioned in the Governor's plan? Presuming that the counsel consists of the present members of the Commission, how will they be reimbursed? What fundamental changes will be made in the civil service structure? What kind of an appointment is envisioned for the new head—a definite or an indefinite one?

In general, the view held by most of those queried seems to be: This is just a change in mechanics. The Governor's office was quick to cite support for the change, however, from the Na-

tional Civil Service League and the Civil Service Reform Association. Winston Paul of the League admitted that the plan had been based on the League's Model Civil Service Law. He said that laws based on it had worked well in Minnesota, Rhode Island, and other states.

The Civil Service Employees Association, however, was still maintaining an attitude of cautious interest. That organization wants to know more about it before making a commitment, one way or the other. Dr. Frank L. Tolman, the Association's president, reiterated his view that there should be safeguards in the proposed law, particularly in regard to the advisory counsel. He said: "Since we are the ones who have to live under this thing, I feel it only right that we be called in for consultation before the final proposal is drawn up into a legislative bill. We are interested in having a part in this change, and our experience can be of enormous importance to the Governor and his aides."

Desmond Wants Merit Choice

Meanwhile State Senator Thomas Desmond also asked for safeguards, suggesting that the new commissioner should himself be chosen on a merit basis. Senator Desmond would like to see a complete reevaluation of civil service with emphasis on efficiency.

It has been noted that the entire plan was "sprung" by the Governor's office without calling in any of the interested parties. So far as can be learned, the idea was news even to the members of the Civil Service Commission itself. None of them were willing to comment on it. However, the position of Commissioner Alex Falk, latest appointee, seems particularly equivocal. He has been doing, by everyone's admission, a conscientious job. He didn't seek the post, and left a Senate seat to take it.

It is evident that the new plan does not have the unanimity which the Governor's spokesman had made it appear. On the other hand, no real opposition has shown itself either. All hands are awaiting the precise terms of the proposal.

Experience Not So Stiff; No Oral Test Apply From Jan. 11

The Social Investigator examination notice was approved by Budget Director Thomas J. Patterson and the NYC Civil Service Commission scheduled it for inclusion in the January series. The application period for the January tests will be from Tuesday, January 11, to Wednesday, January 26.

The total pay on appointment is \$2,710 a year. No college degree is required but senior high school graduation or equivalency diploma is.

Job Opportunities Rise

Job opportunities for veterans increased greatly by an enlargement of the period during which experience may be claimed, to the last 10 years, instead of 6. That makes pre-war experience count; otherwise veterans in general could not meet the experience requirements.

There are four mandatory annual increments of \$120 per annum; however, the salary reached by mandatory increments may not exceed \$2,280 per annum.

Applications must be filed in person on forms furnished by the Commission. Such application forms may be obtained from the Application Section, 96 Duane Street, Manhattan, N. Y. 7, from 9 a.m. to 4 p.m. on weekdays and from 9 a.m. to 12 noon on Saturdays, and must be filed there during these hours. Applications must be notarized and must be accompanied by the prescribed fee of \$1 cash, check or money order. Applications which are properly executed and accompanied by the prescribed fee will be accepted from anyone who presents himself as an agent of the applicant.

Many Vacancies Expected

Fees are not refunded to persons who are absent from examinations; refunds are made only to those candidates not permitted to take examinations by the Commission because they lack the necessary requirements.

Promotion Opportunities: Employees in the title of Social Investigator, Grade 1, are eligible for promotion to Assistant Supervisor. Since the higher titles are

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Pensioners Assured of Aid in Holding Part-Time Jobs

State Senator Thomas C. Desmond indicates that he will support a proposal to all retired employees to hold part-time public jobs and continue to receive their pensions.

Senator Desmond's stand is important because he is chairman of the Joint Legislative Committee on Problems of the Aging. In a statement to The LEADER, Senator Desmond said:

"Section 32 of the civil service law forbids an employee who receives a State pension from working for the State or a local gov-

ernment without having his pension suspended.

"John T. DeGraff, counsel of the Civil Service Employees Association Inc., has recommended to our Committee that this section be repealed. We are now engaged in giving this proposal careful consideration.

Useless Vegetating

"Our Committee is convinced that useless vegetating on a rocking chair means early death. There seems to be an inexorable demand on human beings to be

useful in some way—or die. But our society has not yet picked up the challenge.

"We know too that many of our old timers simply have to keep working to stay off old age assistance rolls. The average pension paid by the state is under \$1,000 a year; about a third of our state pensioners receive under \$500 a year. If we want to keep these faithful old workers off the charity lists, we certainly should remove any unjust barriers to their taking jobs that will help them be self-supporting.

Other Aids

"Our Committee is examining section 32 of the civil service law as part of a much broader program to assist older persons. This will include job counselling for the older worker, an effort to break down prejudice against the hiring of oldsters, a drive to promote work opportunities for the over-45 age group, the revamping of pension systems to eliminate many antiquated features in both private and public retirement plans, as well as the adoption of various health measures.

"We are studying the impact of section 32 both on the retired worker and on the merit system, and if repeal or modification of this section is in the public interest, we shall introduce the necessary legislation at the 1949 legislative session."

NYC to Sift Pay Cut in Hardship Cases

By H. J. BERNARD

Provisionals who, on permanent appointment from an eligible list, suffered a severe pay cut, are to get their day in court.

Budget Director Thomas J. Patterson informed The LEADER that exceptional hardship cases will be studied by him.

The employees affected should report their grievances to the personnel director of their department, for reference to the department head, who, in his judgment, may transmit them to Mr.

Patterson directly for possible correction.

McNamara Accepts Invitation

One of the first to act on the proposal was President Joseph A. McNamara, of the NYC Civil Service Commission, who was personally informed by The LEADER of Mr. Patterson's decision. There are some prospective hardship cases in the Commission's office, especially in connection with the prospective Clerk, Grade 2 eligible list.

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Federal Pay Raise Of \$650 Is Asked

WASHINGTON, Dec. 27.—The Government Employees Council, AFL, has gone on record in favor of a \$650 permanent pay increase for all U. S. workers. The American Federation of Government Employees is a member of the Council, as is the National Association of Letter Carriers, whose president is legislative chairman of the GEC.

Yaden Gives Reasons

National President James G. Yaden, of the AFGE, said:

"Not only is a pay raise justified by the increased cost of living, but Federal workers are also entitled to an increased standard of living," Mr. Yaden said. "Many of them simply cannot afford to buy television sets or to enjoy other technological advances in modern living.

"Federal workers with families want their children to enjoy equal opportunities of education. How can they have such equality when their pay is far behind living costs

(Continued on Page 14)

STATE AND COUNTY NEWS

Job Opportunities Grouped by State

ALBANY, Dec. 27.—The State Civil Service Department issued a list of State jobs, broken down into three groups—one requiring high school education only, another high school plus education in a specialty for less than two years, and a third, high school and experience for less than two years. Also included is the salary and number of positions in State service.

The only group in the list which does not have a figure for number of positions is Office Machine Operator, but the total figure for such jobs in State service is 628. Of these, 580 are currently filled and 48 vacant.

The lists are of particular interest to persons who desire to qualify for jobs in the State government.

HIGH SCHOOL ONLY

Title	Salary	Positions
Stenographer	\$1,840-\$2,530	2,994
Typist	\$1,840-\$2,530	1,538
Clerk	\$1,840-\$2,530	3,431
Account Clerk	\$1,840-\$2,530	257
Statistics Clerk	\$1,840-\$2,530	155
Actuarial Clerk	\$1,840-\$2,530	3
Stores Clerk	\$1,840-\$2,530	75
Mechanical Stores Clerk	\$1,840-\$2,530	22

Title	Salary	Positions
Total in Clerical Field		8,475
Maintenance Helper	\$1,955-\$2,300	80
Institution Fireman	\$2,070-\$2,760	73
Institution Patrolman	\$2,070-\$2,760	225
Policeman	\$2,208-\$2,898	15
Park Patrolman	\$2,484-\$3,174	56
Game Protector	\$2,346-\$3,036	150
Groundsman	\$1,840-\$2,530	87
Construction Equip Operator	\$2,208-\$2,898	15
* OMO (Mimeograph)	\$1,840-\$2,530	..
* OMO (Addressograph)	\$1,840-\$2,530	..
* OMO (Graphotype)	\$1,840-\$2,530	..
Photofluorographer (Trainee)	\$1,840-NS	12 a yr.
X-Ray Aide	\$1,840-\$2,530	3
Assistant to the Blind	\$1,840-\$2,530	6
Laboratory Helper	\$1,725-\$2,070	168

HIGH SCHOOL PLUS EDUCATION FOR LESS THAN 2 YEARS

Title	Salary	Positions	Education
Dietitian Aide	\$1,955-\$2,645	22	Course in Dietetics
Barber	\$2,070-\$2,760	98	Barber College, 6 mos.-1 yr.
* Nurses Aide	\$1,955-\$2,645	13	9 mos. Practical Nurse License—less than 2 years
Practical Nurse	\$1,955-\$2,645	123	N. Y. State License—Court of 1 yr. Dental Hygiene
Dental Hygienist	\$2,484-\$3,174	43	Course in X-Ray technique. Approx. 6 mos.
Jr. X-Ray Technician	\$2,070-\$2,760	6	2 yrs. in arts & crafts
Occupational Instructor	\$2,070-\$2,760	56	Course in Medical Technology. Approximately 6 mos.
Medical Technician	\$2,346-\$3,036	28	Course in approved Physical Therapy School
Physical Therapy Tech.	\$2,484-\$3,174	28	1 yr. Ranger School
Park Ranger	\$2,208-\$2,898	9	With or without 1 yr. Ranger School.
Forest Ranger	\$2,208-\$2,898	109	

HIGH SCHOOL AND EXPERIENCE FOR LESS THAN 2 YEARS

Title	Salary	Positions	Education
Cashier	\$2,622-\$3,312	29	2 yrs. Cashier's Work
Dictating Mach. Transcriber	\$1,840-\$2,530	150	1 yr. office work, including typing
Executive Officer H.	\$2,070-\$2,760	13	1 yr. office work
Variotype Operator	\$2,070-\$2,760	7	A course in varitype operation and 1 yr. exp. in office in typing
Instruction Photog.	\$2,484-\$3,174	15	2 yrs. commercial or 4 yrs. home photog'h'y
*Process Server	\$2,484-\$3,174	10	1 yr. door-to-door sell'g 1 yr. serving legal papers
*Asst. Interviewer	\$2,346-\$3,036	697	2 yrs. of public contact work
Hearing Attendant	\$2,070-\$2,760	8	1 yr. meeting public
*OMO (Key Punch)	\$1,840-\$2,530	3	6 mos. experience or course
OMO (Multilith)	\$1,840-\$2,530	6	6 mos. exp. or completion of course
OMO (Tabulator)	\$1,840-\$2,530	6	6 mos. experience or completion of course.
OMO (Bkpg. Mach.)	\$1,840-\$2,530	6	6 mos. experience or completion of course.
OMO (Calcul'tg Mach.)	\$1,840-\$2,530	6	6 mos. experience or completion of course.
OMO (Multigraph)	\$1,840-\$2,530	6	6 mos. experience or completion of course.
OMO (Photocopying)	\$1,840-\$2,530	6	6 mos. experience or completion of course.
OMO (Blue Print)	\$1,840-\$2,530	6	6 mos. experience or completion of course.
Pasteurization Plant Op.	\$2,070-\$2,760	17	1 yr. Dairy Work
Jr. Projectionist	\$2,346-\$3,036	4	1 yr. 16 mm. or 35-mm. experience
Industrial Shop Worker	\$2,208-\$2,898	46	1 yr. in trade
*Beautician	\$2,070-\$2,760	43	1 yr. experience commercial beauty parlor
*Dental Assistant	\$2,070-\$2,760	79	1 yr. experience with dentist
Mortuary Assistant	\$2,070-\$2,760	4	2 yrs. in lab. where autopsies are perform'd
X-Ray Mach. Operator	\$2,070-\$2,760	5	6 mos. in high voltage X-ray work
Photofluorographer	\$2,208-\$2,898	2	1 yr. experience

Nurses Argued Economics Of Their Case

Scoring present salaries as inadequate, nurses in the N. Y. State Department of Mental Hygiene in their recent appeal to the State Salary Standardization Board have asked substantial pay hikes.

In a report to the Board, they listed 423 vacancies existing in the Department of Mental Hygiene. Increased staffs have been recommended. But how, the report asks, can "added items be filled when we cannot fill present vacancies?"

Low salaries were declared the cause of the acute shortage, felt more keenly in State service than in either federal service or private industry. Present schedules range from \$2,160 to \$4,620. (These figures do not include bonuses, which, the report declared, are merely "token adjustments.") A range of \$2,880 to \$6,600 was set as the minimum adequate figure.

Nurses Leave
Other factors pointing up the need for an increase are: "Upon graduation, entire classes of nurses leave State service for more attractive positions elsewhere.

"Many nurse items remain vacant, and it is difficult to recruit candidates for our State Hospital training schools.

"The standards of training schools have been raised considerably in the past few years, and entrance requirements are more exacting."

Demanding Work
The nature of the work in mental institutions is even more demanding than general nursing. The atmosphere is tense. Anything can happen, including personal injury by violent patients, the nurses argued.

The upward trend in the population of mental institutions means more work — with less people to do it.

Value of Work
"We seek the higher salary allocation wholly on the basis of social and economic factors involved," the report concluded. "We believe it is especially desirable to encourage young people to take the necessary training for the profession and to halt the foregoing of the practice of their profession by experienced nurses because of more lucrative employment in lines less important to society as a whole... We believe we have shown on grounds of value of work, conditions of employment, evaluation of services in other fields, need of additional nursing service, and ability of the State to pay for the service, outstanding propriety for the establishment of the salary grades asked for the different nursing positions."

The Board denied the appeal but the nurses are fighting on.

New Officers of Committee
The new officers of the Nurses Committee of The Civil Service Employees Association, elected October 21, are now in office. They are:

Chairman, George Robertson, Middletown State Hospital; Vice-chairman, G. M. White, Buffalo State Hospital; the Secretary, Martha S. Hill, Hudson River State Hospital; Treasurer, Mrs. Hope Pritchard, Rockland State Hospital.

The secretary, the other day, announced: "The officers will be glad to answer questions other State nurses may have. Only as a group may we be effective; so let's pull together for the good of all. No date has been set for the next meeting but all will know in ample time to prepare to attend.

"If the delegate, to whom all correspondence and notices are sent, has changed for any reason, please send to the secretary the name and address of the new delegate. This is important to insure each hospital of receiving all notices."

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Dates on Which Eligible Lists Were Issued by the State

The following listing, prepared by Mary G. Hughes, Supervisor of the certification division of the State Civil Service Department, gives the dates on which eligible lists were established. Such grouping is issued monthly. Appointing officers' attention is called to them, so the lists will get maximum use.

81.14. Sr. Supervisor of Medical Service (Eye & Ear), Education Dept.	11-15
8151. Physician	11-15
8152. Sr. Physician	11-15
8096. Local Assessment Examiner, Tax and Finance	11-15
8121. Assoc. Education Supervisor, (Aviation), Education	11-15
8122. Sr. Education Supervisor (Aviation), Education	11-15
8186. Director, Venereal Disease Control, Education	No list
8062. Sr. Education Supervisor (Physically Handicapped)	No list
8066. Corr. Inst. Vocational Instr. (Trades)	11-15
8143. Corr. Inst. Education Supervisor (Home Economics)	11-22
8199. Corr. Inst. Vocational Instr. (Shoemaking and Repairing)	12-1
6292. Factory Inspector, Labor	12-1
8209. Sr. Architectural Draftsman	12-8
8097. Jr. Tax Examiner, Tax and Finance	12-14

State Exams Held in December

OPEN-COMPETITIVE

- 8291 Associate Public Health Engineer, Erie County.
- 8290 Assistant Public Health Engineer, Erie County.
- 8304 Index and Recording Clerk, Westchester county.
- 8288 Police Patrolman, Village of Silver Creek, Chautauqua county.
- 8289 Senior Clerk, Chautauqua county.
- 8294 Water Plant Operator, Akron
- 8295 Water Plant Operator, Angola.
- 8296 Water Plant Operator, Hamburg.
- 8298 Engineering Aide, Sullivan County Highway Dept.
- 8299 Assistant Director of Nursing, Tompkins County (no written test).
- 8300 Head Nurse, Tompkins County (no written test).
- 8302 Chief Clerk, Westchester Joint Water Works, Mamaroneck and Harrison.
- 8303 Custodian, North Tarrytown.
- 8305 Intermediate Clerk, Westchester county.
- 8306 Intermediate Stenographer, Port Chester.
- 8307 Intermediate Typist, Bronxville.
- 8308 Junior Stenographer, Bronxville.
- 8309 Junior Stenographer, Scarsdale.
- 8292 Case Worker, Erie County.
- 8325 Case Worker, Essex County.
- 8324 Case Worker, Rockland County.
- 8301 Case Worker, Tompkins, Cayuga, Chemung, Franklin, Fulton, Jefferson, Livingston, Montgomery, Niagara, Oneida, Onondaga, Nassau, Otsego, Putnam, Schuyler, Steuben, Suffolk, Tioga, Warren, Washington, Wayne and Ulster.
- 8310 Junior Social Case Worker, Westchester, Herkimer and Madison County, and Case Work Investigator, Yates county.

PROMOTION

- 7172 Clerk, Grade 3, Kings County District Attorney's Office.
- 7160 Law Assistant, Grade 6, Bronx County Court.

Board Reallocates Grades of Six Titles

ALBANY, Dec. 27.—The State Salary Standardization Board has announced the following new allocations for new State titles:
Assistant Capital Budget Analyst, Budget, \$3,900-\$4,800.
Associate Capital Budget Analyst, Budget, \$6,000-\$7,375.
Junior Chemist, Health, \$2,400-\$3,000.
Junior Forester, Conservation, \$2,400-\$3,000.
Maintenance Man (Parks), Conservation, \$1,920-\$2,520.
Senior Capital Budget Analyst, \$4,800-\$5,900.

Miss Hughes, in a memorandum to department heads, wrote: "On the 15th of each month there will be prepared a listing covering lists established during the previous thirty period. You are requested to these listings so that you have information as to what are available in this office. If you have a vacancy to fill in any of these positions, will you send a written request for consideration to the Certification Division, before nominating persons for provisional appointment? Attention is called to the fact that some of these lists may be designated appropriate for filling positions under other titles, but similar duties."

Fifteen lists previously established follow:

- 8080. Senior Personnel Technician (Exams)—8-17-38.
- 6265. Asst. Superintendent Training School, Social Welfare—8-20-48.
- 8004. Gypsy Moth Forester Conservation—8-23-48.
- 8003. Forester, Conservation—8-23-48.
- 8093. Game Research Investigator—8-23-48.
- 8123. Sr. Education Supervisor (Phys. Ed. & Rec.)—8-23-48.
- 8105. Asst. Principal, School Nursing—8-23-48.
- 8130. Sr. Railroad Engineer, Public Service—8-24-48.
- 8079. Assoc. Personnel Technician (Exams)—8-26-48.
- 8064. Correction Inst. Vocational Instructor—8-31-48.
- 6089. Dietitian—9-14-48.
- 6251. Office Machine Operator (Calculating & Key Drive) (C. & Burr.)—9-14-48.
- 8120. Asst. Librarian (Medical)—9-14-48.
- 8065. Corr. Inst. Voc. Instructor (Carpentry)—9-14-48.
- 6116. Senior Dietitian—9-14-48.

F. A. MORAN ELECTED

Frederick A. Moran, New York State Parole Commissioner, has been elected president of the New York State Conference of Social Work for 1949.

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CIVIL SERVICE LEADER

Published every Tuesday by CIVIL SERVICE LEADER Inc.

27 Duane St., New York 7, N. Y. Telephone: BEekman 3-6010

Entered as second-class matter October 2, 1939, 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

Genesee Committee Does Double Duty

The Genesee Valley Armory Employees Chapter has a membership committee that is doubling in brass as the Executive Council: Frank Houser, Joe Owellen, August Schicker, Leon Judwick, Edward R. Murtha, William Smith, and Will C. Whitford.

STATE AND COUNTY NEWS

Legion to Hear Vets Discuss Preference in Albany Jan. 8

Condon Bill Support Is Weakening

Starting at 1 p.m., on Saturday, January 8, at the Hotel Ten in Albany, a committee of the American Legion will listen to Legion members who wish to speak on the subject of veteran preference. All indications are that this group—the Legion's Veteran Preference Committee—will meet with a barrage of testimony.

It is known that the Legion's membership is thoroughly split on the subject, with a large group strongly opposed to the Legion's own sponsored measure—the Condon bill, a second group strong for the Mitchell bill, and still a third group plugging away for another yet unfinished proposal. These three groups will vie for position before the committee.

Second Meeting

This is the second meeting held by this committee, the first having taken place in New York City on December 11. There was complaint from some Legion members supporting the Mitchell bill that they had not been given adequate opportunity to present their views on December 11. Members of the committee are:

- John F. Keenan, chairman, New York City;
 - Edward N. Scheiberling, Albany;
 - Frank A. Schaefer, New York City;
 - Bernard M. Snyder, Hudson;
 - James Coffey, Herkimer;
 - Edmund J. O'Keefe, New York City.
- Legion Post 930 for Mitchell Bill. Meanwhile, Frank Simons, head

of the powerful Legion Post 930, stated publicly that his unit was sticking solidly behind the Mitchell bill, which the men of his post had supported by an overwhelming majority. There had been some rumor that while the men were for the Mitchell bill, the post's leaders were sluggish in following their democratic mandate. Mr. Simons' statement dispelled such rumor completely, indicating that this important post was utilizing its prestige and efforts in behalf of the Mitchell bill. Said Mr. Simons:

Men Voted

"Our post made a survey of the three bills. We had committees get the information to the men. Then the men voted. The result was more than 10 to 1 for the Mitchell bill. As a result, our post is definitely on record for the Mitchell bill." He added that his post sees in the Mitchell bill an element of fairness not present in any other proposal so far made. The stand of this post is particularly important because all its members are civil service employees.

Little Support for Condon

Evidence from informal conversations with Legislators, and with others who have their ear to the ground, indicates that the Condon bill has suffered heavily during the past year, as civil service has had an opportunity to analyze its meaning and its consequences. Outside of the American Legion, that bill has garnered almost no support. And within the Legion, too, it seems to be having a desperate struggle to remain alive.

One legionnaire, high in that organization's legislative circles, told THE LEADER: "We've held our fire. It's early yet. Wait till we get going. We'll bring 'em around."

At the same time, he added, paradoxically, that he himself does not like the Condon bill.

As reported in last week's LEADER, much of the evidence adds up to a possible last-minute "blitz" with another bill to take the place of the Legion's Condon measure. The Mitchell bill forces are preparing for such a contingency, and argue that: (1) it would indicate the unacceptability of the Condon bill to the public; (2) another measure would have little chance in the Legislature, which doesn't want to be led around by the nose on this issue.

Want to Talk It Over

Mitchell bill proponents—and this includes the major civil service organizations—are eager to sit down with Legion representatives on this issue, and solve it amicably. They point out that objections to the Mitchell bill either are unrealistic or could be met by statute. Thus, for example, it is said that the Mitchell bill doesn't provide for disabled veteran retention in case of layoff. The answer is that retention is written into section 21 of the Civil Service Law. It is pointed out that the Mitchell bill doesn't provide preference for the widows of veterans who died in combat. Neither does the Condon bill; and if additional legislation seems desirable to accomplish this, it can be talked over without in the meantime hampering the Mitchell bill.

It is pointed out, too, that if a matter of "face" is involved, the Legion would not lose face by backing the Mitchell measure, which is a vet preference proposal that has the best opportunity of getting public support at the polls.

The Public Employee

By Dr. Frank L. Tolman

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



THE BEST POSSIBLE PUBLIC SERVICE

HAPPY New Year!

The 40,000 and more members of the Civil Service Employees Association rightly look to their Association to do everything possible to make the year 1949 a happy one. The members can, I think, count on their officers to labor day and night for their common welfare. The officers cannot promise universal success, but they can promise unceasing effort.

In my philosophy, I hold the welfare of public employees to be important, because the welfare of all the people, and the proper and efficient functioning of our democracy depends largely on the kind of jobs and services turned out by all the servants of the people.

What Government Is in Essence

It cannot too often be repeated that good government is important. Governor Dewey once said that the government is, in essence, what all the thousands of public employees are and do.

We have the testimony of Governor Dewey as to what the public employees of New York State are and how well they do their jobs, and his statements should bear weight.

"New York," wrote the Governor, "is fortunate in having an incomparable civil service group. In war and in peace, they have continuously showed a steadfast devotion to their duties and responsibilities as public servants."

The Hard Way

There is a bit of old-fashioned philosophy that holds that the universal road to success is by earning it through hard work and self-improvement. This philosophy is imbedded in the civil service more firmly than anywhere else, and is one reason for the vitality of the merit principle.

As a civil service association, the same belief in fair competition and promotion on the basis of performance — on merit and fitness permeating the entire public service — is a sound foundation for all their policies and objectives.

We are, I think, right in urging the best possible public service to all the people of the State. We are, I think, right in believing and proclaiming that that kind of service is achieved only when the best qualified are selected to serve in government positions.

They Measure Up

We are, I think, right in believing that New York State public employees measure up very well indeed, when compared with the employees of any private business in the State, or in the United States. We are, I think, right in urging the constant improvement of the body of the State and local public employees through better observance of civil service, and the provision of better educational opportunities.

Danger of Over-Organization

We are, I think, right in feeling that the great danger of all big organizations is over-organization, and neglect of the persons who make the organization work. We are right, I am sure, in the belief that the worker is the really important element in all human undertakings; and finally, we are, I am convinced, right in claiming that the laborer in government as elsewhere, is worthy of his fair hire.

The year 1949 is reminiscent of the wonder years of 1849, the last great epic of the pioneer in America. You will be the architect of your year 1949. You can do much to make it a happy one by being a pioneer in your job, and by finding the gold in your many opportunities for service.

Your Association can function best if all of its members live up to their high calling of ministering to all the people. May your year 1949 be full of real satisfaction.

Condon-Wadlin Anti-Strike Repeal Readied by Sen. Fine

State Senator Sidney A. Fine will introduce a repealer of the Condon-Wadlin anti-strike act the first day that bills can be thrown into the Legislative hopper.

This measure, pushed through in 1947 as an administration bill, had the united opposition of all civil service employee groups, whatever their complexion. That opposition has continued to the present day, and repeal of the bill forms a key plank of all of them.

National Picture a Factor

Senator Fine is a New York City Democrat, and it is probable that the measure will go in as a party bill, with a Democratic Assemblyman introducing it in the lower House. However, it will be no great surprise if a Republican Assemblyman should also introduce a repealer worded exactly like the Democratic measure. While the Democrats carried the bill in opposing the bill when it was debated last time, many of the Republican majority were against it, and voted for it only with the greatest reluctance.

All State Workers Get 2 Extra Days

ALBANY, Dec. 27—Governor Thomas E. Dewey, two days before the Christmas holiday, granted two days off to all State workers, the Friday preceding Christmas and the Friday preceding New Years.

The Governor also advised the Civil Service Commission to notify all institutions and the State Police that employees unable to have those days off will receive equivalent time off when they can be spared. The second directive of the Governor came after the Civil Service Employees Association had called to his attention that institutional and State Police employees would not be as free as other workers to get the two Fridays off. The Governor immediately agreed to make the "in lieu of" arrangement for them.

It is felt, both in civil service and political circles, that the na-

tional political picture, with repeal or modification of the Taft-Hartley act a certainty, opens the way for repeal of the New York State measure. The Civil Service Employees Association, which has repeal of the Condon-Wadlin measure high up on its agenda is also seeking a means of establishing labor relations machinery for public employees of the state for the peaceful settlement of disputes.

Removal Safeguards

Senator Fine, who has a strong interest in civil service matters, plans also to introduce a bill prohibiting removal of employees with 10 years of service except for incompetence or misconduct after a hearing and with right of review. This bill passed the Senate but died in the Assembly's Civil Service Committee.

Authored Many Bills

Senator Fine is the author of many bills for improving the conditions of civil service employees; and an unusually large number of his proposals have been enacted into law.

Assn. Membership Drive Keeps Growing

The following continues the publication of the list of names of those comprising the chapter membership committees of The Civil Service Employees Association. The chapters are in the State Division:

- ITHACA**
Mrs. Mabel Ford, President
Mrs. Vera Lawson, Anna Farrell, Helen Neustatter, Tracey Tobey, Charles O'Brien, Mildred Patterson, Margaret Frantz, Mary Anne Zmek, Chairman.

- MT. MORRIS HOSPITAL**
Cecilia K. Connor, President
Joseph Schirmer, Chairman;
John Barrett, Charles Cottone,
Mildred Grover, Grace M. Long-

- hurst, Helen Shores, Fletcher Sliker, Harry Westler.

BROADACRES

- David A. Harrison, President
Mrs. Dominick Sacco, Mrs. Venelda E. Goodroue, Leslie J. Miller.

- THOMAS INDIAN SCHOOL**
Michael F. Brennan, President
Kathryn Dutcher, Andrew Samuelson, Edward Rose, Beatrice Dorey, Roy Brumfield.

OXFORD

- Margaret Dutcher, President
Stuart Holdridge, Ralph Mowry, Ann DeSalvo, Raymond Barber, Lillian Gray, Anna Winters, Edna Baldwin, Clara Cooper.

- DISTRICT 7, PUBLIC WORKS**
E. G. Martin, J. C. Stenard,

- G. W. Simmons, J. G. Campbell, S. T. Fisk, R. F. Congdon, A. T. VanHorne, W. J. Dobbs, W. E. Barron, E. L. Sliter, W. R. Galloway, C. R. Geweyer.

- TEACHERS COLLEGE, New Paltz**
Clifford S. VanValkenburg, Representative

- Laverne Lockwood, Eloise E. Cole, Florence C. Wicks.

- TEACHERS COLLEGE, Cortland**
Mrs. Alice Thurber, Representative
William B. Clemens, Raymond Fisk, Robert N. Neal, Barbara Weatherby, Mary Graziani.

- TEACHERS COLLEGE, Albany**
Patrick McLaughlin, Representative

- Patrick McLaughlin, Dr. Allen C. Hicks.

LAW, ALBANY

- Percy Lieberman, President
Jay Finklestein, Percy Lieberman, Miss Florence Schilling, Miss Eleanor McGee.

- VETERANS' AFFAIRS, ALBANY**
Ruth Sheehan, Representative
Miss Ruth Sheehan, Mrs. Florence C. Chrisman, Miss Dorothy Haseltine.

Tolman Asks Aid in DPUI

ALBANY, Dec. 27—Dr. Frank L. Tolman, president of the Civil Service Employees Association, is continuing his offensive to do something about the "malorganization" of the State Division of Placement and Unemployment Insurance, which has resulted in a heavy spate of firings. The DPUI claims lack of Federal funds compelled it to take the drastic dismissal action.

Dr. Tolman enlisted the aid of private industry last week, on the ground that the dismissals are detrimental to the interests of workers and management throughout the State. He wrote, among others, to Martin F. Hilfinger, president of the Associated Industries of New York State, Inc., of Buffalo, suggesting that this organization has a legitimate interest in the situation.

Mr. Hilfinger has told Dr. Tolman the interest is there. "I

can assure you we have taken an active part," he wrote, "in trying to assure from the Federal government a proper amount of money." Mr. Hilfinger agrees with Dr. Tolman that "it is an unfair situation, and I hope something can be done in Congress to alleviate the condition."

More than 300 employees have lost their positions as a result of the retrenchment. Dr. Tolman's attitude was expressed in these words:

"Here is one of the most helpful laws ever placed upon the statute books, yet it rests upon uncertain appropriations from Congress with tragic results to business and to workers. . . If the Federal Government is failing in providing the funds necessary to carry on the service, I believe the State should supply them at this time and until the Federal funds are available."

STATE AND COUNTY NEWS

They Gave Aid to the Jobless; Now Without Jobs, Get No Aid

Irony of ironies. Last week, dismissed employees of the Division of Placement and Unemployment Insurance — the State agency that provides insurance for jobless workers—had to plead with an unemployment insurance referee of that agency to get unemployment insurance themselves! They were in the NYC office of the agency.

Between 75 and 100 temporary employees are involved. All of them were laid off in the recent retrenchment occasioned by lack of funds. They all had accrued annual leave to their credit. The department, in accordance with a

ruling of the Attorney General, refused to grant them unemployment insurance while that credit remained; and while that credit remains, they are technically on the payroll.

Different in Private Work

The employees involved contend that workers in private industry who are dismissed with similar credit, nevertheless can get their unemployment insurance immediately; and that no reason exists for discrimination against public employees. A precedent also exists in the case of a veteran who was relieved from his job with read-

justment pay to his credit; he, too, was allowed to get unemployment insurance without waiting.

The appeal was heard by unemployment insurance referee Philip Wexner. There was no indication when his decision would come down, but it would have to be soon if it is to be of help to the ex-employees involved. After his decision, there is a further appeal to the Unemployment Insurance Appeal Board. And after that, if either the employees or the State is dissatisfied with the decision, the matter can go to the Appellate Division.

Lists of Eligibles

Promotion ASST. BUDGET EXAMINER (Prom.), Div. Budget, Executive Dept.

- Veteran**
1. John W. Vanlaak, Schtady. Non-Veterans
2. Leo Allen, Albany; 3. Robert P. Foley, Altamont; 4. Frank Dayton, Wynantskil; 5. Peter Hogan, Watervliet.

Sr. Budget Examiner, (Prom.), Div. Budget, Executive Dept.

- Veterans**
1. E. A. Kolodny, Albany; 2. J. W. Vanlaak, Schtady. Non-Veterans
3. C. Foster, Delmar; 4. J. Daniels, E. Schodack; 5. J. Graves, Albany; 6. J. Corrigan, Albany; 7. L. Allen, Albany; 8. R. Foley, Altamont.

Associate Budget Examiner, (Prom.), Division of Budget, Executive Dept.

- Veterans**
1. E. Kolodny, Albany. Non-Veterans
2. C. Foster, Delmar; 3. J. Daniels, E. Schodack; 4. J. Graves, Albany; 5. J. Corrigan, Albany.

SR. INDUSTRIAL INVESTIGATOR (Prom.), Div. of Industrial Relations, Women in Industry and Minimum Wage, Dept. Labor, Workmen's Compensation Board, D. P. U. I., and State Insurance Fund

- Disabled Veterans**
1. Goldberg, A., Bklyn. 86265
2. A. Siegel, NYC 83361
3. Bracciaventi, M., NYC 82644
4. Lazarus, J., Bklyn 82983
Veterans
5. Wolfgang, D., Albany 89253
6. Bennett, G., Schtady. 88852
7. Torregrossa, A., Bklyn 87641
8. Kessler, H., Albany 86911
9. Sussman, S., Bklyn 86648
10. Boyars, E., Bklyn 86168
11. Boldman, B., NYC 86142

12. Youngwood, J., Bklyn 85926
13. Kelleher, O., NYC 84718
14. Brown, D., Jamaica 84141
15. Katzman, S., NYC 84122
16. Schneider, N., Bklyn 82772
17. Vienie, F., Corona 79044

Non-Veterans

18. Raffel, J., Bklyn 88919
19. Harding, R., Kenmore 88520
20. Fleischmann, H., Bklyn 87845
21. Fischrein, M., Woodside 87518
22. Kastenber, I., Syracuse 86309
23. Rambosek, A., NYC 86273
24. Nachminson, D., Buffalo 86249
25. Herman, I., Bklyn 86241
26. Shaktman, B., Bklyn 86167
27. Feldman, J., Jamaica 86064
28. Rosenblatt, M., Bklyn 85960
29. Podhurst, M., NYC 85832
30. Peters, S., Lima 85816
31. Plair, T., Jamaica 85540
32. Chervin, L., NYC 85468
33. Diamond, A., NYC 85405
34. Levinson, B., Bklyn 85373
35. Kadish, E., NYC 85359
36. Cohen, J., Newburgh 85240
37. Greenspan, R., NYC 84873
38. Glickman, P., Bronx 84872
39. Greenberg, M., Bklyn 84766
40. Jacobson, B., NYC 84724
41. Friedman, S., Bronx 84023
42. Kaplan, S., Astoria 83892
43. Weiss, D., Buffalo 83746
44. Disman, I., Bklyn 83645
45. Krevit, L., Syracuse 83641
46. Sandberg, C., Bklyn 83464
47. Breslow, R., Bklyn 83312
48. Saltzman, J., Bronx 82665
49. Lewin, E., NYC 81074
50. Siegel, A., Bronx 80716

SR. BUDGET EXAMINER Div. Budget, (Prom.) Executive Dept.

- Veterans**
1. Kolodny, E., Albany 88844
2. Vanlaak, J., Schtady. 84939
Non-Veterans
3. Foster, C., Delmar 92795
4. Daniels, J., E. Schodack 90875
5. Graves, J., Albany 87893
6. Corrigan, J., Albany 86463

Credit Union Opens Another Office in NYC

The establishment of a new office in the state's Broadway office Building, at 270 Broadway, NYC, was announced by the New York State Employees Federal Credit Union, through Henry N. Smith, president.

The credit union's principal office, which since 1934 has been located at 80 Centre Street, will be continued. The additional office will open on Monday, January 3, and will provide a more accessible arrangement for the many members of the Credit Union formerly employed at 80 Centre Street and now employed in the vicinity of 270 Broadway.

With the new office the Credit Union will also be able to extend convenient thrift and borrowing facilities to a much larger number of state employees. Mutually owned by over one thousand members, the Credit Union is chartered and supervised by the Federal Security Agency.

ASST. BUDGET EXAMINER (Prom.), Div. Budget Executive Dept.

- Veterans**
1. Vanlaak, J., Schtady. 89075
Non-Veterans
2. Allan, L., Albany 87843
3. Foley, R., Altamont 86164
4. Dayton, F., Wynantskil 85062
5. Hogan, P., Watervliet 82661

ASSOCIATE BUDGET EXAMINER, (Prom.) Division of Budget Executive Dept.

- Veteran**
1. Kolodny, E., Albany 88330
Non-Veterans
2. Foster, C., Delmar 90020
3. Daniels, J., E. Schodack 88520
4. Graves, J., Albany 87368
5. Corrigan, J., Albany 86791

CHIEF LOCK OPERATOR (Prom.), Dept. Wide Dept. Public Works Non-Disabled Veterans

1. Hunt, J., Albion 91237
2. Ferguson, C., Lockport 89102
3. Brossman, H., Palatine 88617
(Continued in next column)

ASSN. SICKNESS AND ACCIDENT INSURANCE BENEFITS STRESSED

By CHARLES A. CARLISLE, JR. Accident and sickness insurance policies are obtainable at low rates by members of the Civil Service Employees Association.

The company which writes the Accident and Sickness Insurance is the Commercial Casualty Insurance Company, whose home office is at 10 Park Place, Newark, N. J. This company has had a great deal of experience in writing Group Plans of Insurance for school teachers and many other similar groups. It now has nearly 100,000 school teachers insured. The company has never been called upon by any of these groups to cancel any of their policies. In other words, the groups have always been entirely satisfied with the policies as being very broad, the claim service as being very prompt and accurate and the general plan as being entirely satisfactory.

The Commercial Casualty Insurance Company is licensed to do business by the State of New York; its financial statement shows adequate resources to take care of all liabilities.

The agency that handles this Group Plan of Insurance for The Civil Service Employees Association is Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y.

Long Record of Service

I have been identified with this agency for years, and have assisted in the development of these policies and the handling and carrying out of the details of the Plan, such as designing the policy, figuring the rates, passing the necessary legislation, particularly for the salary deduction, etc. Ter Bush & Powell is one of the largest insurance agencies in the State

(Continued from preceding column)

- 4 Richter, R., Amsterdam 88317
5 Lipp, R., Ft. Plain 87987
6 Low, N., Schtady. 87844
7 Hendrick, W., Martville 87735
8 Munn, D., Lyons 86995
9 Elliott, W., Waterford 86466
10 Grieve, J., Minetto 86272
11 Sheldon, E., Oswego 85941
12 Kindlen, T., Cohoes 85753
13 Goodwill, E., Waterford 85386
14 Sickelco, R., Palte Brg. 85216

Non-Veterans

- 15 Lilley, A., Lockport 91497
16 Finch, H., Tonawanda 90484
17 Lapann, J., Glens Fls. 90117
18 Grove, A., Rochester 89984
19 O'Brien, D., Albion 89479
20 Griffin, J., Rome 89328
21 Wickman, F., Rochester 88977
22 Mestler, E., Palmyra 88947
23 Galbraith, W., Troy 88591
24 Conroy, C., Martville 88476
25 Slade, C., Schylerville 88420
26 Wickman, W., Lyons 88391
27 Combs, F., Waterford 88272
28 Trowbridge, C., Utica 88086
29 Lennon, A., Rome 87307
30 Martin, J., Seneca Falls 87286
31 Clark, J., Whitehall 87221
32 Evans, E., Amsterdam 87057
33 Fischette, A., Bldwmsville 86939
34 Eccleston, J., Albion 86785
35 Ellis, R., Phoenix 86740
36 Bornheimer, C., Lyons 86143
37 Burkhardt, O., Gasport 85884
38 Trautner, A., Little Fls. 85882
39 Czerwinski, Bldwmsville 85805
40 Weikert, P., Utica 85461
41 LeFevre, R., Phoenix 85442
42 Bebee, W., Troy 85304
43 Dyer, J., Stillwater 85150
44 Gardella, H., Troy 85034
45 Morris, C., Waterford 84673
46 Selig, St., Patersonville 84093
47 Marotta, L., Mechnville 83736

PRIN. PUBLIC HEALTH PHYSICIAN, (Prom.) (Venereal Disease Control) Dept. Health (Exclusive of Labs & Research & Insts.) Non-Veteran

1. Lade, J., Albany 85081
EMPLOYMENT TRAINING SUPERVISOR, (Prom.) D.P.U.I., Labor Non-Disabled Veteran
1. Morrison, V., Altamont 87345
Non-Veterans
2. Whipple, H., NYC 90817
3. Walker, N., Chappaqua 89407

SR. TAX COLLECTOR (Prom.) Income Tax Bureau, Albany Office, Dept. Taxation and Finance

- Non-disabled Veterans**
1. Belinsky, Ben., Albany 80804
2. Silfen, Ed., Albany 79388
Non-veterans
3. Pfannebecker, E., L'thams 85083
4. Whalen, M. F., Troy 84586
5. Fitzgerald, E. A., Delmar 82883

SR. OFFICE MACH. OPERATOR (Prom.) (Tab. Remington-Rand) DPUI, Labor

1. Lennon, D. T., Albany 84779
(Continued in next column)

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A. B. Watson, 1206 Chimes Building, Syracuse, N. Y.; counties St. Lawrence, Oneida, Madison, Jefferson, Cayuga, Chenango, Lewis, Cortland, Tompkins, Oswego, Onondaga, Broome and Tioga.

M. O. Slee, 1024 Lincoln-Affiance Building, Rochester, N. Y., counties of Orleans, Livingston, Yates, Chemung, Monroe, Ontario, Allegany, Wayne, Seneca, Steuben, Genesee, Wyoming, Schuyler, Chamung.

The Record Here is the record of claim payments since 1936:

1936	\$ 12,234.87
1937	95,470.72
1938	87,127.48
1939	100,242.43
1940	150,659.97
1941	181,298.17
1942	195,735.89
1943	222,894.52
1944	213,652.72
1945	197,255.83
1946	228,078.41
1947	267,807.02
Total	\$1,952,458.01

Continued from preceding column Personnel Technician (Examinations, (o.c.), Civil Service (Option A, Test Editing), 1. P. Burke; 2. M. McGillicuddy. (Option B, Test Development), Abe Turkin (v); 2. Francis Cook (v); 3. Frederick Nath (v); 4. Charles G. Wolz (v); Norman Blair; 6. Benjamin French; 7. M. McGillicuddy; Irving udnog; 9. Naomi Maslin; 10. Henry K. Beebe; 11. Miriam Margolies; 12. Herman Muro; 13. Abraham Nonkin; 14. Al Spilka; 15. Marie Friedland; Ruth Unterman; 17. Madeleine Lasko; 18. David Fitzer. (Option C, Accounting), 1. Sadie Oliver; 2. Jane E. Judge. (Option D, Engineering), 1. Benjamin French (Option E, Social Service), Ethel K. Reineck. (Option Biological), 1. Herbert Bard (v); 2. Charles G. Wolz (v).

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STATE AND COUNTY NEWS

Lists of Eligibles

Local Civil Service Units Urged to Speed Up Exams

Promotion

PRIN. PUBLIC HEALTH PHYSICIAN (Prom.), (Professional Training), (Exclusive of Insts., Labs. & Research) Non-Veteran

1. Amos, F., Delmar.....39303

PRIN. PUBLIC HEALTH PHY. (Prom.), (Med. Adminis.), Dept. Health, (Exclusive of Insts. and Labs. & Research) Non-Veteran

1. Brightman, I., Albany...86973

ASST. DIRECTOR FOR LOCAL LABORATORIES, (Prom.), DIV. LABS. & RESEARCH ALBANY, DEPT. HEALTH, Non-Disabled Veteran

1. Harris, A., Londonville...89217

ASST. UNDERWRITER, (Prom.), STATE INS. FUND, UPSTATE OFFICES, DEPT. LABOR Non-Veterans

1. Rywocki, C., P'keepsie...81666

2. Mafori, M., Buffalo...81291

3. Dickens, D., Elmira Hgt...81047

4. Hoffman, M., Glenmont...79400

ASSISTANT UNDERWRITER, (Prom.), THE STATE INS. FUND, N. Y. OFFICE, DEPT LABOR Disabled Veteran

1. Gardi, F., Bklyn...86920

Non-Disabled Veterans

2. Lakritz, D., Bklyn...89962

3. Chaikin, M., Bklyn...89741

4. Waldinger, C., Bklyn...89680

5. Gresky, D., NYC...89030

6. Silver, P., Bklyn...88978

7. Viggiani, J., Steund Hills...88463

8. Sweeney, W., Sunnyside...88297

9. Stern, M., L. I. City...88293

10. Sussman, J., Bronx...87826

11. Henner, M., Bklyn...86928

12. Grabkowitz, I., NYC...85675

13. Hirne, H., Bklyn...83116

Non-Veterans

14. Arnowitz, H., Bklyn...90823

15. Grant, I., NYC...90521

16. Viggiani, J., Frst Hills...88720

17. Borock, C., NYC...88180

18. Profera, S., Bklyn...88123

19. Schan, J., Jeksn, Hts...88010

20. Splaver, M., Bronx...87658

21. Pitelberg, A., Bklyn...87391

22. Heller, M., NYC...86965

23. Levy, H., Bklyn...86565

24. Israels, E., Midle Vige...85845

ACCOUNT CLERK, (Prom.) SING SING PRISON, DEPT. CORRECTION Non-Veterans

1. Kraemer, P., Ossining...33880

2. Pokras, B., Ossining...86937

PRIN. CLERK, (Prom.), ALBANY OFFICE, DEPT. TAXATION & FINANCE Disabled Veterans

1. Condon, J., Albany...90135

2. Eringer, S., Elsmere...86039

3. Castellano, A., Albany...84739

Non-Disabled Veterans

4. Burns, F., Albany...86691

5. Wilke, D., Albany...86500

6. Myers, W., Troy...85999

7. Reilly, J., Rensselaer...85988

8. McGaughan, J., Albany...84304

9. Jackson, M., Troy...83583

Non-Veterans

10. Kelly, E., Albany...88150

11. Walther, E., Albany...87778

12. Adams, A., Albany...87601

13. Weissbard, A., Albany...87540

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14 Ryer, M., Delmar.....86706

15 Simonetti, M., Albany...86650

16 Pritchard, G., Albany...86167

17 Hickey, M., Cohoes...85015

18 Kanter, L., Albany...84967

19 Lackie, G., Albany...84955

20 Ellis, D., Albany...84546

21 Connelly, H., Nassau...83506

CASHIER, (Prom.) Dept. Taxation & Finance Disabled Veterans

1 Schlossberg, H., Bklyn...85284

2 Richards, F., Forest Hls...84167

Non-Disabled Veterans

3 Freifeld, R., Lawrence...91696

4 Aster, L., Bklyn...89412

5 Franck, G., Bronx...89091

6 Woods, J., Yonkers...87814

7 McAlea, E., Bklyn...86958

8 Suroy, I., Sunnyside...85664

9 McGowan, J., Flushing...84720

10 Brown, T., NYC...82725

11 Striffler, R., NYC...82585

Non-Veterans

12 Whitaker, F., Albany...89234

13 Kleinman, E., Albany...88939

14 Goldberg, J., Bklyn...88209

15 Kosberg, E., Bronx...87072

16 Merenstein, M., Bklyn...87025

17 Clarke, H., Albany...86789

18 Wax, M., Bklyn...86708

19 Franz, M., Flushing...86397

20 Morgan, M., Utica...86230

21 Leffler, M., Castleton...85897

22 Solomon, J., Jamaica...85834

23 Brennan, F., Troy...85462

24 Hoffman, J., Bklyn...85342

25 Kendelen, C., Rochester...85134

26 Bobb, A.,...84583

27 Barber, D., Albany...84356

28 Boggs, F., Hollis...84231

29 St. Louis, C., Albany...84134

30 Griffin, R., Amityville...84130

31 Provenzano, F., Bklyn...83903

32 Morrissey, M., Maspeth...82879

33 Brill, E., Bklyn...82699

34 Kociencki, J., Buffalo...82552

35 Goodwin, G., Albany...81260

36 Atkins, M., Buffalo...81055

37 Rielberg, V., Bklyn...80243

SENIOR CLERK (Prom.) Suffolk County, Surrogates Office, Taxation & Finance

1 Puled, Eleanor...88959

ASSOCIATE DENTIST (Prom.), Dept. Mental Hygiene Non-Disabled Veterans

1. Levine, H., Wards Isl...84988

2. Meyers, C., Helmut...83880

Non-veterans

3. Geraghty, T., Wassaic...88262

4. Wiggins, A., Kings Pk...87539

5. McDonough, E., Stony Pt...80752

Law Dept., Albany

The recently organized Law Department chapter of The Civil Service Employees Association held its first annual Christmas party last Thursday in the Catholic Union hall in Albany. Chairman for the successful get-together was Edward Grogan.

used to draw the apparatus during the winter months, said Mr. Countryman. When the village purchased a new snowplow, this was done away with, however, and autos were used exclusively.

During the time horses were used, Frank Payment, then operating a livery stable where the village parking lot is at the present time, had two horses hitched up at all times waiting for alarms. Often the horses were kept busy and during other periods, it was weeks at a time before they were used.

The first truck, purchased about 1916, was a Chase chemical truck. There was no pumper on this machine. In 1925, the department secured an American LaFrance 750 gallon truck, triple combination and in 1930 a LaFrance with quadrical combination.

New Truck Bought

This year, Mr. Countryman saw the department purchase another truck, American LaFrance engine equipped to pump 750 gallons a minute. It was delivered here in July, although ordered last fall.

Some of the largest fires which Mr. Countryman attended were those which destroyed the Hatfield house, Main Street school, White's hotel and the Central block fire.

A native of Potsdam, the former Massena volunteer fire department chief is the son of Mrs. Mary Bush Countryman and the late W. E. Countryman. Mr. Countryman, who attended local schools, married Miss Eva Sutton of Louisville. They have one daughter, Mrs. Lloyd Bessie Dupree, Massena.

Mr. Countryman is the 4th vice-president of the St. Lawrence Chapter of The Civil Service Employees Association, Inc.

ALBANY, Dec. 27.—The need for a vigorous recruitment program by local governments in N. Y. State, despite some likelihood of relatively small response, is emphasized by the Information and Training Extension Service of the State Department of Civil Service, the Conference of Mayors, the Municipal Training Institute and the Bureau of Public Service Training, State Department of Education. One of the main causes in recruitment resistance, says the Training Extension Service, is the "relatively low salaries paid by municipalities."

No improvement in filling permanent positions with permanent competitive employees was noted and a call was sounded to accelerate the displacement of provisionals.

Annual Reports Analyzed

An analysis of 1947 annual reports submitted by local civil service commissions to the State Civil Service Commission reveals

Moore Appoints McGee As Finance Deputy

ALBANY, Dec. 27. — Appointment of Cushman McGee, authority on public finance, as Deputy Comptroller effective January 1 was announced by State Comptroller Frank C. Moore.

Since 1934, Mr. McGee has served as manager of municipal investment research for R. W. Pressprich & Co., investment dealers and members of the New York Stock Exchange. In 1947 he was retained as financial consultant to the Port of New York Authority. Mr. McGee's responsibilities will be divided between the State's investment operations and consultation with municipal officials who seek the advice of the State Comptroller's office in working out their financial problems.

Mr. McGee is the third new deputy to be appointed since October 1. Edward D. Siemer, Buffalo attorney, was appointed for the Division of Municipal Affairs, to succeed Archibald N. Galloway, and H. Elliot Kaplan, authority on civil service, was appointed for the State Employees' Retirement System.

several trends on which commissions generally need to take action, says the Training Extension Service. This analysis was made by the Inspection Unit of the State Civil Service Commission. The report continued: "Non-permanent types of appointments to competitive class positions showed no decrease. The present rate of giving examinations must be accelerated. It is, of course, commendable that a decided increase did not occur, since there was a continued high rate of turnover and some jurisdictions needed an increased number of temporary appointees due to expanded services, the report continues. "Nevertheless, civil service agencies must speed up their examination program as much as possible, to staff their departments with permanent employees."

More Recruitment Drives

"A further consideration is the fact that temporary war appointments will not continue to be a legal method of exceeding the limited provisional period," says the report. "At present, there is no information as to when the 'duration' will end. The present shortage is not the result of men being absent in military service. Unprecedented prosperity, shifts in occupational trends, and the relatively low salaries paid by

municipalities are the main causes of reduced competition.

"Under these circumstances, it is certainly morally dishonest to continue the use of temporary war appointments, even though they may be legal. As an alternative to war appointments, we suggest intensive and more frequent recruitment drives. Some know the necessity for frequent examinations, but those who don't can be assured that recruitment conditions do not permit the establishment of long lists useable over a four-year period. Thus, commissions should not postpone examinations generally because the war appointment rule is available or because applicants for public positions have not stormed their offices.

"Some agencies with a full-time job are trying to operate with a part-time secretary. Where this is the situation, there is little prospect of an adequate personnel program being put in effect. Even the essentials such as classification, examinations, commission meetings and records cannot receive adequate attention on a part-time basis.

Pay for Officials

"A few jurisdictions do not compensate the secretary and a few more do not compensate the commissioners. This appears to be a poor practice; not that it is feasible to pay commissions' personnel what their time is worth, but the absence of even token salaries operates against the selection and retention of those best qualified. There are occasions on which commissioners and secretaries must make such decisions contrary to the desires of others in the official family. Naturally, such situations may present difficulties beyond those which a non-paid official is willing to assume."

Engineer Pitches Winning Curve On Graph Paper

Special to The LEADER

ALBANY, Dec. 27. — Charles J. Fisher, an Assistant Civil Engineer in the State Department of Public Works in Syracuse, won a cash award of \$50 and a Certificate of Merit for a suggestion which he submitted through the Employees' Suggestion Program.

He developed a short-cut method of making preliminary estimates for excavation and backfill for pipe culverts. By the use of curves, areas for excavation and backfill are read directly from a chart, and knowing the length of cut or fill, the necessary volume is readily obtained.

"Use of the proposed method will doubtless result in significant savings in construction costs, particularly in view of the shortage of engineering personnel," says the Merit Award Board.

Mr. Fisher's suggestion is one of more than 1,400 ideas received by the Board for increasing efficiency and economy in State government.

The Employees' Suggestion Program provides a channel whereby constructive ideas and meritorious accomplishments may be given official recognition. A copy of the Merit Award Plan may be obtained by writing to the Merit Award Board, Governor Alfred E. Smith State Office Building, Albany-1, N. Y.

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A THOUGHT FOR THE WEEK

During my more than 15 years as President of the U.S. Civil Service Commission, no person has knowingly been certified for a competitive position because of his politics.—Harry B. Mitchell.

Civil Service LEADER

Tenth Year

America's Largest Weekly for Public Employees
Member of Audit Bureau of Circulations

Published every Tuesday by

CIVIL SERVICE LEADER, INC.

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, DECEMBER 28, 1948

Top Objectives For 1949 Drives

WHAT should the new year bring to civil service? These are the big things:

- A strengthened merit system, everywhere. . . .
 - Pay rises, all along the line, for Federal, State, and local workers, so that they can compete decently with their living costs; and so that government can compete for the best people. . . .
 - Improvements in retirement, so that the old people, who have given their adult lives to government, won't have to spend their last days in bitterness and poverty. . . .
 - A greater recognition of the essential dignity of government employment, and an end to the dirty demagogic epithet, flung so irresponsibly at public workers—"bureaucrat". . . .
 - Safeguards against discrimination in public service, with every man given his equal opportunities under the law, without regard to his race, color, or creed. . . .
 - Safeguards against abuses from Congressional committees and other witch-hunters. . . .
 - Machinery for the handling of grievances and disputes, with recognition of the rights of public employees to organize and to negotiate with the employer. . . .
 - Proper standards of classification, to provide equal pay for equal work, and to improve the efficiency of service—where such classification does not now exist. . . .
- These are not all the things. They are the essential ones. With good will, there isn't a single one of these objectives which can't be achieved in 1949.

1948 Government Manual

The United States Government Manual, 1948 edition, is a remarkable document. It contains a variety of information about government that makes it a "must" for everybody who needs to know who's who and what agency does what. The men in the Bureau of Archives who prepared it have done a masterful job.

Here are some facts you should know about this fact book:

United States Government Manual, 1948 edition.—Division of the Federal Register, the National Archives, Washington, D. C. Order from the Superintendent of Documents, Government Printing Office, Washington 25, D. C. 722 pages. \$1 a copy.

The Manual covers the creation and organization, functions, and activities of all branches of the Government. The material in the Manual has been approved by the department and agencies themselves and includes the names and titles of the administrative officials.

The Constitution. The Manual contains a literal print of the Constitution of the United States, its signers and amendments.

The Congress. This section includes a discussion of the powers of Congress, the enactment of laws, and a list of Senators and Representatives.

The Courts. In addition to the Supreme Court of the United

States, the section on courts covers lower constitutional courts, the legislative courts, and a list of the judicial circuits and judges of the Circuit Courts of Appeals.

Departments and Agencies. Comprehensive statements on the 9 executive departments, the Federal Security Agency, the Federal Works Agency, and the independent establishments are included. Field offices and addresses are listed for many of the departments and agencies.

Charts. Included in the Manual are 35 charts showing the organization of the Government, the Senate, the House of Representatives, the departments, and major independent agencies.

Publications. A list of several hundred representative publications shows the types of published material available from Government establishments.

Abolished Agencies. Important to researchers is the Appendix on executive agencies and functions of the Federal Government abolished, transferred, or terminated subsequent to March 4, 1933.

Public International Organizations. Statements on the United Nations, the International Bank for Reconstruction and Development, the International Monetary Fund, and related organizations appear in the 1948 edition of the Manual.

Merit Man



CHARLES W. CHATTAWAY

THE five senses seem to suffice for ordinary persons; but not for lawyers and investigators. They need a sixth sense to succeed. Charles Willard Chattaway has it—the knack of extracting the root of what the five senses produce and then adding something extra. What it is would be hard to define, but it wrenches loose the guarded secrets of culprits and upholds the long arm of the law in the protection of society.

Investigation, law and enforcement seem to run in the family of the Assistant Counsel to the State Liquor Authority. His father, as a policeman, helped Deputy Police Commissioner Ryan in the criminal investigations that hit the headlines at the turn of the century. His brother, Roland E. Chattaway, is a NYC Patrolman, 103rd Precinct.

Blood Will Tell

Young Charlie never aspired to be a policeman, but fate switched him somewhat in that direction. A phone call in 1935 from a former fellow-student at Columbia University asked young Chattaway, now a lawyer:

"Charlie, would you consider joining Tom Dewey in his work as Special Prosecutor?"

Charlie was remuneratively employed by the law firm of Nims, Verde and Martin, which specialized in cases of unfair competition. The Special Prosecutor's office in the Woolworth Building, under Thomas E. Dewey, had plenty of everything, except funds. He'd get paid, but how little! Should he take it? It was a sacrifice, but a real opportunity, too. Racket-busting! The old investigating blood, that was dynastic in the family, decided. He finally told the inquirer that he'd accept.

After his work with Special Prosecutor Dewey, he went with an insurance company, and then received an offer from Mr. Dewey himself, who had been elected District Attorney of N. Y. county. From 1938 to 1941 Mr. Chattaway was an A.D.A. He returned to private law practice and, on recommendation of Mr. Dewey, was appointed counsel to the Society for the Prevention of Cruelty to Children, heading its legal division, with 27 investigators under him, all of them peace officers by statute. More investigation!

Brilliant War Record

Came the war. Mr. Chattaway was commissioned a Lieutenant in the Navy. Including a brief assignment to the Office of Strategic Services, he was with Naval Intelligence until the war ended. Here he shone with special brilliance.

He was sent to England. He'd been there before, in 1929, as a member of the Columbia University championship crew. He joined the preparations for D-day, went to France in advance of the Allied invasion, and in addition to his combat intelligence duties helped to clear Cherbourg harbor of mines laid by the Germans. Thus he contributed to the extraordinarily safe landings of the invaders. And he went right on with the invasion forces, into Germany.

He was cited by Admiral Stark for outstanding performance of duty under fire and received the Navy's highest efficiency rating.

Back in the U.S., after the war, now a Lieutenant Commander, he was discharged. He married Roberta Quinn, a former Wave, but this was the era of no house, no shoes and no shirts, so he accepted the job of Legal Adviser to the military government in Germany, and over he went, taking his new wife with him. He rode the circuit as a judge and was a member of courts that tried capital cases.

Takes Liquor Authority Post

When he returned to the United States after his judicial experience, Governor Dewey asked him to become Associate Counsel to

'Minute Men' Needed By Merit System

In talks before chapters of The Civil Service Employees Association, delivered at locations throughout the State, William F. McDonough, Field Representative, has stressed the need of strengthening and protecting the merit system. He only recently addressed the annual dinner of the Jefferson County chapter.

Mr. McDonough stated that the outstanding need of the day was citizen recognition of the fact that civil government in any progressive society is a vital day-to-day big business as well as a political matter.

"Basic laws protective of life, liberty and the pursuit of happiness may be interesting and inspiring as literary successes, but they are useless as a means of aiding human achievement unless the political objectives outlined in the laws are carried into practice," he said.

"The benefits of government are not realized within our State unless the men and women who carry on the tasks of government are chosen and promoted in the merit system way provided in Article 5 of our New York State Constitution. It was this provision, adopted solely to assure good government, that Theodore Roosevelt described as 'democratic and American as the common school system itself.'

Association Grows Stronger

"Since 1940, we have passed through a pre-war, war and post-war period. Nationally and on state and local levels of government during this period of years we have come as near to dictatorship as it is possible to come and remain a democracy.

"The time has now come — in fact our Civil Service Commissions have waited overlong — to restore to the people the efficiency and economy present in the full application of merit system laws and rules.

"The Civil Service Employees Association has increased in moral and physical strength since 1940, and today our 46,000 members and 120 chapter organizations are prepared to go forward with vigorous demands and a constructive program to

"One, Revitalize the administration of the merit system laws and establish good personnel procedure in public service on all levels.

Message and Reform

"Two, Carry to the people the facts as to public personnel administration and endeavor to win respect for civil servants on the basis of their character and fit-

ness and the vital importance the tasks they perform to the welfare of every citizen and our country as a whole.

"Three, Obtain sound reform in present laws and regulations to assure that the rewards of civil servants are on a plane first to the importance of the business of government and in line with the employment conditions enjoyed by workers in like service in private business and industry and in the professions and specialties common to our society as a part of our immense governmental operations."

Mr. McDonough cited that there are more than 5,500,000 government employees throughout the United States and that with New York State itself there are more than 500,000 civil servants on all levels of government.

Vigorous Enforcement

"The people of the State must well, at this time, call upon their civil service commissions to administer with the utmost vigor constitutional requirements as recruitment of public employees upon the sole basis of merit and fitness. They might also well demand that there be a complete study of all positions that have been exempted from examination. They should insist that further exemptions be granted only at public hearings.

"Such exemptions violate the Constitution and violate sound employment principles.

"Recruitment conditions during the war called for some modification of established rules. Time has now come to return full application of civil service laws and practices.

Commissions Responsible

"The definite requirement written into the Constitution by Elmer Root and other leading statesmen was not the result of hazy or hazard thinking. It was dictated by the serious corruption and waste in government through many years and deplored by Lincoln and all statesmen. It was made necessary by the constant assaults upon efficient, economical government by those who believed that it should be operated for the benefit of political partisans rather than for all of the people and for the advancement of general welfare. It was provision of the Constitution. Chief Justice Hughes once declared was the greatest in New York State's bill of rights.

"The responsibility to observe the constitutional mandate is directly upon the State Civil Service Commission and upon local civil service commissions

Comment on Vet Preference

4-F Seeking a Public Job

Editor, The LEADER:

In a recent issue of your paper, you invited readers of The LEADER to express their opinions on veteran preference. I am taking advantage of your invitation.

I think, as I believe many other people do, that disabled veterans should be given preference in jobs, but I also think that veterans who are still in good health should not be given job preference. I believe that most employers really wish to give employment to the applicant best qualified regardless of who he is.

As I understand it, there were about four million 4-F's who through no fault of their own were rejected for military service during the last war. Yet nine times out of ten a 4-F man is

rejected for employment because he is a 4-F. He is "veterans are given preference." Yet this same man is supposed to be like the rest of us, to pay his share of the nation's expenses through taxes, bonuses, etc.

Also, I have heard many people say: "What is the use of the civil service examinations? They pass 100 per cent and a veteran passes only 60 per cent. He wants the job he gets it and don't. Qualifications don't count."

MRS. GRACE E. HOWLAND
Walton, N. Y.

Non-Disabled Vet's View

Editor, The LEADER:

I have appreciated your plan of keeping civil service employees informed about the veteran preference situation in New York State.

So the political problem of the Legion becomes: If we do not get the Condon bill, how do we sidetrack the Mitchell bill? Somebody came up with the answer — give the legislature a third bill to play with. Now a third bill, which nobody has would really confuse everyone. Moreover, as we get farther from the war, it will become more and more difficult to get a bill passed. We non-disabled veterans will be left without any protection at all.

The Mitchell bill doesn't give me everything I want. But it's the fairest measure anybody has thought of. I want to see it become law.

NON-DISABLED VETERAN
Buffalo

Offers Plan To Protect Salaries

A proposal to adjust the grievances of provisionals who, on obtaining permanent appointment from an eligible list sometimes suffer a pay cut, has been made by John P. Powers, for the American Civic Employees Union. He suggests that the pay cut should be restored after the employee has completed one year of permanent service.

The idea was put up to Welfare Commissioner Raymond J. Hilliard, as Social Investigators, in particular, had suffered pay reduction on attaining permanency.

The restoration would be in addition to any increment earned in the permanent title.

The idea will be submitted to Budget Director Thomas J. Patterson, with the recommendation that it be adopted city-wide.

NEWS OF PUBLIC EXAMS

REQUIREMENTS FOR CLERK-CARRIER TEST

LEADER publishes exclu- this week the advance no- examination for Substitute Carrier, Post Office Ser-

offices will also be filled from substitute carrier lists of eligibles. Appointments are usually made to substitute positions, and promotions made to regular positions according to seniority of appointment.

II. Salaries

Substitute Employees—The basic rate of pay for substitutes is \$1.29 an hour. After the performance of one year of satisfactory substitute service, including time served as a special-delivery messenger, the basic rate of pay is increased 5 cents an hour each succeeding year until a maximum pay of \$1.79 an hour is reached.

Regular Employees—Basic rates for regular employees are based on a 40-hour week (five 8-hour days). Clerks in offices of the first and second classes and carriers in the city-delivery service are divided into eleven grades, the basic salaries of which are \$2,550, \$2,650, \$2,750, \$2,850, \$2,950, \$3,050, \$3,150, \$3,250, \$3,350, \$3,450 and \$3,550 a year, respectively, and will be promoted successively after 1 year's satisfactory service in each grade, to the next higher grade until the eleventh grade is reached.

Night Work — Employees who are required to perform night work are paid extra for such work at the rate of 10 per cent of their hourly basic pay per hour. For this purpose, night work is defined as any work done between the hours of 6 p.m. and 6 a.m.

III. Duties

Substitute Clerks — The duties of newly appointed clerks are interchangeable with the duties of substitute carriers and of mail handlers, mail handlers being appointed only to perform the heavy tasks. The work consists of handling heavy sacks of letter mail, parcel post, and paper mail weighing in some instances one hundred pounds or more; sorting and distributing mail to railway post offices and to city carrier routes; and related duties as assigned.

Substitute Carriers.—The duties of newly appointed carriers may be the same as those of newly appointed clerks. In addition, the substitute carrier must serve on many routes in all kinds of weather, drive trucks in all kinds of

traffic and road conditions, deliver parcel post from trucks, and make collection of mail from various boxes in the city. He may be required to carry on his shoulders loads weighing as much as fifty pounds at one time, and to load and unload the full sacks of mail from his truck, if assigned to parcel-post delivery or the collection service.

IV. Requirements

A. Residence.—Applicants must actually reside within the delivery of the post office named or be bona fide patrons of such office. Persons employed in the post office will be considered bona fide patrons of the office.

B. Citizenship. — Applicants must be citizens of or owe allegiance to the United States.

C. Age.—Applicants must have reached their 18th birthday but must not have passed their 50th birthday on the date of filing application. These age limits do not apply to persons entitled to veteran preference. These age limits will be waived for war service indefinite employees who, on the date of filing application, are serving in positions which would be filled from the eligible register resulting from this examination, and who could normally be expected to have completed 15 years of Federal service by their 70th birthday.

D. Physical Requirements—Male and female applicants must be at least 5 feet 4 inches without shoes and male applicants must weigh at least 125 pounds. Applicants must have such health and freedom from physical defects as will enable them to meet the physical standard which the Post Office Department and the Civil Service Commission consider necessary to perform the duties of these positions.

Applicants will be disqualified (see "Waiver" below) if they have any of the following defects or diseases which are irremediable or incurable. Remedial defects or curable disease will not exclude a person from examination, but proof that such conditions have been remedied or cured must be received during the life of the eligible register before persons otherwise qualified may be considered for appointment: Progressive myopia, or other serious

disease of the eye when incurable serious defect of speech; insanity; or mental illness sufficiently definite to affect the usefulness of applicants; chronic alcoholism or drug addiction; fallen or misplaced arch of foot affecting function; seriously crippled condition, or loss of hand, arm, foot, or leg; seriously crippled body; hunchback; weakness of the abdominal wall, whether congenital or caused by wound or operation; asthma; arteriosclerosis (any abnormal hardening of the arteries); chronic kidney disease; diabetes; epilepsy; progressive or disabling paralysis; active communicable disease of any type; malignant tumor (cancer, etc.); organic heart disease not fully compensated; visual acuity of less than 20/30 (Snellen) in one eye and 20/50 in the other, glasses permitted, or inability to read Jaeger 4 type at 14 inches, glasses permitted; inability to hear ordinary conversation at a distance of 12 feet with each ear; hernia (with or without truss); active tuberculosis (or tuberculosis arrested for a period of less than 1 year); any incurable diseases or defects that would render the persons unfit to perform the duties of these positions.

Waiver—The height and weight requirements are waived for applicants entitled to veteran preference and the other physical requirements stated above may be waived provided such applicants are physically able to discharge efficiently the duties of the position.

The height and weight requirements and certain other physical requirements may be waived for persons serving or who have previously served in a position which will be filled from the examination provided the appointing officer certifies that the particular individual has actually demonstrated his ability to perform efficiently and safely the duties of the position.

E. Written Test. — Competitors will be rated on the subjects listed below, which have the relative weights indicated:

Table with 2 columns: Subjects, Weights. 1. Sorting... 40, 2. Following Instructions... 20, 3. General Test... 40, Total... 100

Ratings required.—In the third subject, General Test, nonpreference competitors must attain a rating of at least 70; competitors granted a 5-point preference, a rating of at least 65, excluding preference credit; and competitors granted 10-point preference, a rating of at least 60, excluding preference credit; otherwise, the other subjects of the examination will not be rated. In the whole examination, all competitors must attain a final rating of at least 70, including preference credit.

Time.—Not more than 4 hours will be required for this examination.

V. Veteran Preference

Preference benefits based upon honorable separation from the armed forces are given under cer-

tain conditions in competitive examination for original appointment:

1. Five points are added to the earned ratings of the applicant who establishes claim to preference based on his or her own active service in the armed forces of the United States during any war or in any creditable campaign or expedition;

2. Ten points are added to the earned ratings of applicants who establish a claim to preference as (a) a disabled veteran; (B) the wife of a disabled veteran who is disqualified for appointment because of his service-connected disability; (c) the widow (who has not remarried) of a deceased ex-service man who served in the armed forces of the United States on active duty during any war or in any creditable campaign or expedition; or (D) the widowed, divorced, or legally separated mother of certain deceased or disabled ex-service sons or daughters.

Applicants who wish to claim veteran preference should be prepared to furnish documentary proof of honorable separation from the armed forces if and when it is requested. Failure to submit such evidence may result in loss of opportunity for appointment.

VI. General Information

Ability to Drive Automobile. — Because the use of motor vehicles is required in city-delivery service, no person will be appointed as substitute carrier who is unable to drive an automobile.

Sex.—The Post Office Department has the legal right to specify the sex of eligibles desired to fill vacancies.

Fingerprinting. — Fingerprints will be taken of all persons appointed from this examination.

No Fee Charged.—Appointments to post office positions are made through the Civil Service Commission. It is not necessary to secure the services of a private employment agency in order to obtain Federal employment.

VII. How To Apply

Application card Form 5000 AB, properly executed, must be filed with the Civil Service Regional Director not later than the official closing date (not yet set).

Appointments to Federal positions which are subject to the Civil Service Rules are made through the U. S. Civil Service Commission. It is not necessary to secure the services of a private employment agency in order to seek Federal employment. Apply directly to the Civil Service office that will be named at the head of the announcement.

Tell advertisers you saw it in The LEADER. That helps you—for these advertisers offer you bargains that aid in keeping down the high-cost-of-living. And it helps us help you—with more satisfied advertisers, we may still be able to keep The LEADER's newsstand price at five cents—the same price it's been ever since we started in business back in 1939.

Veterans Given Preference

Veterans have certain marked advantages over non-veterans in appointment to clerk and carrier positions. Widows of veterans and disabled veterans, under certain conditions, are given similar advantages.

Employment Opportunities

On the list of eligibles in this examination, certification will be made to fill vacancies in substitute and substitute carrier positions and occasionally to regular and regular carrier positions, if it is found in the interest of the service to fill any vacancy by statement, transfer, or promotion. Special delivery messenger vacancies in first-class post

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House, masonry construction, 4 1/2 colored tile bath, radiant heat, detached garage, 45 foot plot. Im-

\$16,900 GIBBERT at WHITESTONE Flushing 3-7707

SON, DONALD R.—Citation.—The of the State of New York, by of God free and independent, and States Fidelity and Guaranty Vincent Harrison, Michael Har- Carol Harrison, Patrick Harrison Harrison, Glen Harrison, Helen Duane Cronin, Robert Cronin, Wil- milliner, John Schillinger, Harri- John Fahey, James Fahey, Fahey, Christopher Rupert, Roy Paul Rupert, Jane Rupert, Angus John Harrison Thomas Harrison, Harrison and Joan Harrison, being us interested as creditors, legatees beneficiaries, distributees, or in the estate of Donald R. Har- deceased, who at the time of his was a resident of New York County, Send Greeting: the petition of John Harrison, re- 307 Lincoln Street, Fenton, Mich- and each of you are hereby cited to case before the Surrogate's Court York County, held at the Hall of in the County of New York, on day of January, 1949, at half o'clock in the forenoon of that the account of proceedings of Harrison as administrator c. t. a. not be judicially settled. 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 William T. Collins, Surrogate of our said county, at the County of New York, the 17th day of December, in the year of our Lord one thousand one hundred and forty-eight, Surrogate's seal. GEORGE LOESCH, Clerk of the Surrogate's Court.

DO YOU WANT ADDED INCOME without having to devote any time? No experience necessary WE HAVE AVAILABLE TELEVISION CONCESSIONS IN MIDTOWN HOTELS They are self-operating and do not interfere with your present occupation. Capital required is from \$3,000. TELENOTIONAL CORP. 400 Madison Ave. (Rm. 1410) PL 5-7844 Open Evenings 'Till 7:00 P. M.

Hoover Plan Outlaws Bias In Job-Filling

WASHINGTON, Dec. 27.—Although the long-awaited Hoover report has not yet been issued, certain of its tentative features have already been revealed.

It appears probable that one of the recommendations will be that favoritism be outlawed from the public service. Under this provision, any federal officials who would hire, promote, or fire a civil service employee for personal or political reasons would be himself dismissed.

Officially, the attitude of the government is that discrimination has no place in the public service. However, it is common knowledge that discrimination occurs — for political, personal, racial or religious reasons. President Roosevelt was squarely on record against discrimination in the Federal service. President Truman in February 1947 issued a flat statement against discrimination in Federal appointments on the grounds of race, creed, religion, or national origin.

FIRST with civil service news with what's happening to you and your job with new opportunities with civil service men and women everywhere! SUBSCRIPTION \$2 Per Year CIVIL SERVICE LEADER, 97 Duane Street, New York 7, N. Y. Please enter my subscription for one year. Your Name Address Send bill to me: at my office my department my club

Enforcement Agent Study Material

The Treasury Enforcement Agent examination, for which the application period closed last week, will be held within a few months...

Important in preparing for the written test in any one of the three specialties is a knowledge of the organization and functions of the government divisions, bureaus and services in which the jobs will be filled.

Alcohol Tax Unit.—The Alcohol Tax Unit is charged with the administration of the laws relating to the manufacture, warehousing, and distribution of alcoholic liquors...

enforcement agents in charge, (3) the Supervisory Field Service of the Alcohol Tax Unit, (4) the offices of special agents in charge, and (5) the field division of the Technical Staff.

Administration of Narcotic Laws.—The Bureau of Narcotics, under the Commissioner, supervises the administration of those sections of the Internal Revenue Code relating to narcotic drugs and marihuana...

Enforcement, and Issuance of Narcotic and Export Permits.—It is charged with the investigation, detection, and prevention of violations of the Federal narcotic and marihuana laws...

(Continued Next Week)

Niagara

The monthly meeting of the Niagara chapter was held at Lockport last week. Dinner at the Park Hotel was served to over 100 members and guests.

Office of the Chief Counsel.—The Office of the Chief Counsel is a unit of the Legal Division of the Treasury Department, which does the legal work connected with the administration and enforcement of internal revenue laws.

Field Service.—The major branches of the field service are (1) the offices of collectors of internal revenue, (2) the offices of internal

500 Jobs to Be Filled Soon From New Attendant List

More than 500 jobs as Attendant (Male) Grade 1 will be filled soon from the eligible list published last week by the NYC Civil Service Commission.

State's Clerical Tests Still Open

Applications for any 5 of the "Big Six" State Clerical Exams have until Saturday January 22 to file for.

Syracuse State School

The employees of the Syracuse State School chapter, The Civil Service Employees Association, held a meeting and election of officers at the Tipperary Hill Post-American Legion.

EXAMS FOR PUBLIC JOBS

U. S.

Applications for U. S. examinations may be obtained from the Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., unless otherwise stated in the examination notice.

145. Printer-Proofreader, \$2.12 an hour. For duty in the Government Printing Office, Washington, D. C. Written test plus appropriate experience. (No closing date).

2-68 (1948). Junior Scientist, P-1, \$2,974. Metallurgy and physics. No college degree required, but training or experience in specialty. (Closes Thursday, June 30).

\$9,235. Grades P-2 to P-5. The closing date is extended from December 31. Applications must be received in the U. S. Civil Service Commission, Washington 25, D. C. No written test. (Closes Thursday, June 30).

Advertisements Approved For 11 More Examinations. Advertisements for nine promotion and two open-competitive lists were approved by the NYC Civil Service Commission.

PROMOTION. Asst. Bacteriologist: Health Asst. Chemist (Toxicology): Chief Med. Examiner

OPEN-COMPETITIVE. Blacksmith. Inspector of Masonry & Carpentry, Grade 4.

Pace Inst. Now College; It Will Confer Degrees. The State Board of Regents conferred college status on Pace Institute, 225 Broadway, Manhattan.

Syracuse State School. The employees of the Syracuse State School chapter, The Civil Service Employees Association, held a meeting and election of officers at the Tipperary Hill Post-American Legion.

NYC Lists Issued. The NYC Civil Service Commission issued the following lists (stars denote promotion):

Promotion to Office Appliance Operator (Multitilt), Grade 4, Public Works. Inspector of Steel (Construction), Grade 3. Laborer.

128. Junior Scientist (Mathematician, Metallurgist, Physicist) \$2,974. For duty in Washington, D. C. and other southern states. Appropriate college study or combination of education and experience required.

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

2-70. Librarian, P-1, \$2,974 plus five annual increments of \$125.40. Positions open in New York and New Jersey.

130. Engineering and Cartographic Draftsman, \$2,152 to \$3,727; Statistical Draftsman, \$2,284 to \$3,727. Jobs are in Washington, D. C. and vicinity.

2-68 (1948). Junior Scientist, P-1, \$2,974. Metallurgy and physics. No college degree required, but training or experience in specialty. (Closes Thursday, June 30).

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Promotion to Office Appliance Operator (Multitilt), Grade 4, Public Works. Inspector of Steel (Construction), Grade 3. Laborer.

Administration hospital, Florida, New York, Tennessee. Appropriate study required. No written test. (No closing date).

8553. File Clerk, \$1,840 total (Closes Saturday, January 22).

8554. Account Clerk, \$1,840 total (Closes Saturday, January 22).

8555. Statistics Clerk, \$1,840 total (Closes Saturday, January 22).

8556. Foreman of Sewer Repairs, Grade 3, \$3,060 to \$3,660. One vacancy in the Office of the President of the Borough of Manhattan.

5373. Clock Repairer, \$12 a day. One vacancy in the Department of Education.

5409. Marine Stoker, \$3,200 for 313 days. Twenty-three vacancies in the Department of Marine and Aviation.

5664. Housing Assistant, \$2,710. About 50 vacancies in the NYC Housing Authority.

5655. Supervising Tabulating Machine Operator (IBM Equipment) Grade 3, \$2,461. One vacancy in the Department of Health.

5761. Typist, Grade 2, \$1,980. Vacancies in various city departments.

5763. Junior Chemical Engineer, \$3,300. Seventeen vacancies in the Fire Department.

5665. Assistant Physicist, \$2,821. One vacancy in the Department of Hospitals.

5763. Stenographer, Grade 2, \$2,100. No written test. No experience required.

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Don't This

(Continued from page 8) votes—and the most votes.

Then there is Joseph and Numan, who listed themselves into the race a position with the other Nunan would be the only Down the line among crats is Comptroller Joseph, Bronx, who highest elective post—Mayoralty. He's listed his friendship with Ed Flynn were at its peak.

Ed Flynn were at its peak. Joseph odds would be most reluctant to race; and first the party would have to induce in him to run. He would make a regular Republican, but not a party would want him to. Secretary of War Robert is also 25-1, because he is most reluctant to race; and first the party would have to induce in him to run. He would make a regular Republican, but not a party would want him to.

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Veterinarians to Be Sought For Jobs Throughout U. S.

WASHINGTON, Dec. 27.—A new examination for veterinarian positions with beginning salaries of \$3,727 will be announced this month by the U. S. Civil Service Commission.

After the examination is announced, applications will be accepted from persons throughout the country until further notice. Watch the LEADER for announcement of the opening date.

Supreme Court Justice McManly is also listed as a possible candidate for Mayor. He's listed at 25-1.

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NYC Investigator One of 48 Tests

(Continued from Page 1) generally filled by promotion, persons desiring to enter the Social Service of the City of New York should file for this examination.

Minimum requirements: Candidates must have graduated from a senior high school and in addition must have (a) a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York; or (b) two full years of education towards a baccalaureate degree plus three years of full-time paid experience, within the past 10 years, in social case work in a public or private social agency adhering to acceptable standards; or (c) a satisfactory equivalent. Persons who expect to graduate by June, 1949, will be admitted to this examination, but must present evidence to the Bureau of Investigation that they have complied with the foregoing requirements prior to certification.

At the date of filing applications, candidates must be citizen of the United States and residents of the State of New York. For appointment, eligibles must have been bona fide residents and dwellers of the City for at least three years immediately preceding appointment.

The written test will have a weight of 100:70% required. All candidates who passed the previous written tests were required to pass a qualifying oral test, but there will be no oral test this time.

Candidates may be rejected for any disease, injury, or abnormality which in the opinion of the medical examiner tends to impair health or usefulness, such as: hernia; defects of the heart or lungs; defective hearing; vision of less than 20/40 in both eyes (eyeglasses allowed); third degree or disabling varicose veins.

Candidates for examinations and eligibles on the list must notify the Commission promptly of all changes of address between the time of filing the application and appointment to a permanent position from the list. Failure to do so may disqualify them on any part or parts of the examination.

Plans now are being completed to have the Delehanty Institute open an Automobile Mechanics school on or about February 1, after approval has been obtained from the New York State Department of Education and the Veterans Administration. The school is to be located at 40-35 24 Street, Long Island City, in a building to be devoted exclusively to such a course.

Use of Its Lists Broadened by NYC. The NYC Civil Service Commission has been swamped with requests from eligibles to declare lists, on which their names appear, appropriate for appointments to other titles.

This activity followed exclusive publication in The LEADER of the news that the Commission will declare more and more lists appropriate for certifying to other titles than the ones for which exams were held.

which have not already been held. Social Investigator is one of 13 examinations approved by Budget Director Patterson to be opened for filing January 11 by the NYC Civil Service Commission.

Minimum requirements: Candidates must have graduated from a senior high school and in addition must have (a) a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York; or (b) two full years of education towards a baccalaureate degree plus three years of full-time paid experience, within the past 10 years, in social case work in a public or private social agency adhering to acceptable standards; or (c) a satisfactory equivalent.

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SCHOOL NEWS

Opportunity Enriched By Courses of Study

By CATER J. WARREN

While the primary object of attending commercial and trade schools is to prepare oneself for one's first job on the basis of the valuable training thus acquired, another reason is to provide a safeguard for those presently employed.

There are certain basic skills constantly in demand, an additional reason for taking courses in these branches of endeavor. Also, some persons would like to change from their present occupation, independent of economic conditions. They take school training as the best means of providing the means.

The greatest difficulty in obtaining a job is faced by those who say they can "do anything," which employers take to mean that they can do nothing in particular. The fact may well be that the job-seeker is capable, resourceful and industrious, but the employer must have some proof of skill. Training

is taken as excellent proof.

Study Courses Pay Off

Civil service commissions rate candidates only on their training and experience, for jobs for which there is no great competition, but the field is limited and the degree of skill, experience and expertness is usually high.

Being equipped with definite, useful skills has always paid out, either for original entrance into the ranks of the gainfully employed, for transferring to some other occupation or for providing oneself with at least one alternate opportunity for filling a well-paid job, if for any reason a present job turns out to be not at all that one desires.

Those employed by branches of government take study courses to improve their scores in promotion examinations and to gain as high an efficiency rating as possible. Academic courses as well as specialized ones are taken by ambitious public employees. Efficiency

Merit Enterprises Has NYC Employee Handbook

Merit Enterprises, publishers of "Handbook for New York City Employees," have just released a study book, "Opportunities for College Graduates in Civil Service." It contains the official requirements, duties, scope of the examinations, promotion opportunities, and the complete tests and official key answers for such positions as Housing Assistant, Social Investigator, Playground Director and the like.

The Housing Assistant applications are now being received in NYC.

The Social Investigator exam will be open early next year. Merit Enterprises is offering with every purchase of this book, which sells for \$1.50, a free study supplement for candidates for Housing Assistant. This supplement contains basic housing facts, figures, definitions, financing, and bibliography.

ratings are a factor in promotions in all governmental branches—Federal, State and local—and a senior high school diploma is sometimes required. Study, to enable one to pass a high school equivalency diploma test therefore becomes highly important.

For entering civil service, school study provides an exceptional preparation, as proved by the top scores attained by candidates the schools, trained, and the jobs with security that resulted.

Requirements Reduced For Some Teaching Jobs

Requirements to teach classes for children with retarded mental development have been relaxed by the State Department of Education and by the NYC Board of Education.

Under the new requirements, which will go into effect with the next examination, applicants will be required to have at least 12 semester hours of courses in special education, instead of 15, to qualify for the license. These 12 semester hours must be divided as follows:

- Practicum in teaching classes of the mentally handicapped... 4
 - The nature and needs of the mentally handicapped... 2
 - Interpretation of mental and educational measurements for the mentally handicapped... 2
 - Occupational skills... 2
- In all other respects the requirements remain unaltered. These include a baccalaureate degree and undergraduate or graduate work of 24 semester hours

in elementary education. The license is from 21 to 40.

For the license as substitute teacher, no experience is required, one year of teaching in a CRM or low I. Q. class, or three years of full-time teaching, either as substitute or regular teacher in elementary or junior high school. The next examination for the license will be given during the Spring term of 1949. Applications will not be receivable until the official dates have been announced.

Persons interested should address Harold Fields, 110 Livingston Street, Brooklyn 2, N. Y.

183 Fail Two Tests

The number of failures in the NYC Lineman's Helper test was 61.

The examination for promotion to Assistant Supervisor (Cars and Shops), Board of Transportation, was failed by 122 candidates.



Closed All Day Fri. & Sat., Dec. 31 & Jan. 1

Examinations for the NEW YEAR

Applications Now Open! . . . Written Examination Feb. 19th
CLERK - FILE CLERK - STATISTICAL CLERK
ACCOUNT CLERK - STENOGRAPHER - TYPIST
Men & Women, 17 to 70 Years—Thousands of Vacancies
No Educational or Experience Requirements
Classes MONDAY & WEDNESDAY at 7:30 P.M.

Applications Now Open for Veterans, War Service and Temporary Employees

RAILWAY POSTAL CLERK

ENTRANCE SALARY \$53 A WEEK
Automatic increases to \$73 a wk.
Promotion Opportunities

POST OFFICE CLERK-CARRIER

ENTRANCE SALARY \$2,550 A YEAR
(Temporary work at \$1.29 hr.)
Automatic increases to \$68.25 a week — 40-Hour Week

Classes for BOTH Postal Exams: Tues. & Fri., 1:15, 6 & 8 P.M.

NEW YORK CITY PATROLMAN

ENTRANCE SALARY \$60.50 A WEEK
Increases in 3 years to \$80 a wk.
Free booklet, "New York Finest in the Making," sent on request.

Classes Tues. & Thurs. at 10:30 A.M., 1:15, 5:30 & 7:30 P.M.

Examination Ordered
SOCIAL INVESTIGATOR

ENTRANCE SALARY \$52 A WEEK
College Education Qualifies Men and Women
Class Tues. 6:30 P.M.

HOUSING ASSISTANT

ENTRANCE SALARY UP TO \$3,060 A YEAR
Applications Close Dec. 30th
Class MONDAY at 7:30 P.M.

MOTOR VEHICLE LICENSE EXAMINER

SALARY RANGE \$58 to \$70 A WEEK
Classes MON. & WED. At 1:15, 6 and 8 P.M.

Other Presently Scheduled New York City Examinations:
Accountant - Carpenter - Health Inspector
Classes Now Forming — Inquire for Additional Information

Preparation for N. Y. CITY LICENSE EXAMINATIONS

• Stationary Engineer • Master Electrician • Master Plumber
Also Preparation for N. Y. STATE INSURANCE BROKER'S LICENSE

Inquire for Full Details of Any Civil Service Position
Most Courses Available to Veterans Under G. I. Bill
FREE MEDICAL EXAMINATION WHERE REQUIRED
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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.

OCHS, LILLIAN.—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 Lillian Ochs, late of the County of New York, deceased, to present the same, with vouchers thereof, to the subscriber, at his place of transacting business, at the office of Ralph K. Jacobs & Ralph K. Jacobs, Jr., his 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.

MORRIS METZ,
Executor,
RALPH K. JACOBS & RALPH K. JACOBS, Jr.,
Attorneys for Executor,
Office and P. O. address, 225 Broadway, Borough of Manhattan, New York 7, New York.

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

Dated New York, the 3rd day of November, 1948.

SYLVAN OESTRICHNER,
SAMUEL MICHELMAN,
OLVANY, EISNER & DONNELLY,
Attorneys for Executors,
Office and P. O. address, 20 Exchange Place, New York 8, New York.

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SCHOOL NEWS

How Vets Can Get Paid While Studying at No Cost

The G. I. bill provides on-the-job training program for both non-disabled and disabled war veterans, although another law provides special training for the disabled veteran.

You must meet all three of the following requirements:

- 1. Active military service some time between September 16, 1940, and July 25, 1947.
2. Ninety days or more of service; or if less than 90 days service, discharge because of a service-connected disability.
3. A release from active service under conditions other than dishonorable.

Length of Training

You may get training for a year plus a period equal to the time you served in the armed forces between September 16, 1940, and July 25, 1947. However, on-the-job training programs—other than apprenticeships—must be not less than three months or more than two years.

In measuring your period of active service, you do not count time in (1) Army specialized training programs and Navy College training programs (V-12) if they were courses which were continuations of your civilian school courses and were pursued to completion; or (2) time in military, Naval or Coast Guard academies.

If you enlisted or re-enlisted under the Armed Forces Voluntary Recruitment Act, between October 6, 1945, and October 5, 1946, you do count the entire period of your enlistment.

Where and What

The type and place of training is for you to decide. The place must be an establishment approved by an appropriate State approving Agency. If the course is one which has been determined by the Veterans Administration in accordance with the law to be frequently pursued for a vocational or recreational purposes, you must submit to VA complete justification that the course you want is in connection with your present or contemplated business or occupation. Prior approval of VA must be obtained before you may start such training.

VA will furnish you with tools

and equipment necessary for your on-the-job training, provided they are required of all other trainees taking the same course.

Subsistence Allowances

You may qualify for full subsistence allowances of \$65 a month (if you have no dependents) or \$90 a month (if you have one or more dependents), provided your income from productive labor is not over:

- 1. \$145 a month if you have no dependents;
2. \$180 a month if you have one dependent; or,
3. \$200 a month if you have more than one dependent.

Your allowance will be reduced by any amount in excess of these limits you may earn as a trainee.

In other words, the maximum you may receive from subsistence allowance and income from productive labor may not exceed \$210 a month if you have no dependents; \$270 a month if you have one dependent, or \$290 a month if you have more than one dependent.

These are maximum limits. They may be lower if the starting wage of a trained worker in the business or occupation in which you select training is not as great as the maximums allowed by law.

Four Years in Which to Act

You may apply for training within four years from July 25, 1947, or within four years from your discharge or separation—whichever is later. You must finish your training by July 25, 1956. However, if you enlisted or re-enlisted under the Voluntary Recruitment Act, you have up to four years from the end of your enlistment to apply for training, and nine years from the same date to complete your training.

Get the Aid

Apply at your nearest VA office. Take along a certified or photostatic copy of your discharge papers. If you are married or have one or more dependents and want subsistence allowances, take

along your marriage certificate and other documents that will establish your dependency claims.

A VA Contact Representative will help you with the proper form. You receive a Certificate of Eligibility and Entitlement from VA. With that certificate, you may arrange for training at the establishment of your choice.

Once you start training, it is your responsibility to meet the standards of progress set by the establishment you are attending. If you fail, your subsistence allowance may be discontinued.

For Disabled Veterans

If you are a disabled veteran, you must meet all four of the following requirements:

- 1. Active service between September 16, 1940, and July 25, 1947.
2. A release from active service under conditions other than dishonorable.
3. A service-connected or service-aggravated disability which would entitle you to compensation—even if you are not receiving disability compensation because of retirement pay.
4. VA determines that you need vocational training to overcome your handicap.

You may get training for as long as is necessary to restore your ability to work, up to a total of four years. In extraordinary cases, VA may authorize training for more than four years.

The place of training must be an establishment under contract with VA and approved by VA to provide Public Law 16 training.

While you are in training, and for two months afterward, you may receive all or part of your

substance allowance. Subsistence allowance rates are \$65 a month if you have no dependents and \$90 a month if you have one or more dependents. You also will receive your disability compensation.

If your compensation plus subsistence does not total \$105 a month (if without dependents) or \$115 a month (with dependents) when you have disabilities of less than 30 per cent; or \$115 a month (without dependents) or \$135 a month (with dependents) for you with disabilities of 30 per cent or more, an additional sum will be paid you to make up the difference. The amount is increased further if you have more than one dependent.

You retain whatever wages are paid to you, but if your salary plus subsistence exceeds the wage of a beginning trained journeyman in the occupation in which you take training, your subsistence allowance will be reduced propor-

tionately. Your disability compensation payments will not be affected.

The maximum limits on subsistence plus compensation of \$210, \$270 and \$290 a month do not apply.

You may apply at any time after your discharge or separation, but in time to complete your training by July 25, 1956.

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

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LEGAL NOTICE
STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HANDBRAIT UNDERGARMENT CO. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of December, 1948.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

LEGAL NOTICE
STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of OMAHA MEAT CO. Inc. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 13th day of December, 1948.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.
Notice is hereby given that Wholesaler's License LL-382 has been issued to the undersigned to sell liquor at wholesale to the premises located at 285 Madison Avenue, City and County of New York. NATIONAL DISTILLERS PRODUCTS CORPORATION
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NEWS OF PUBLIC EXAMS

Railway Mail Clerk Study Material

The LEADER continues this week the study material begun in last week's issue (December 21) for the Substitute Railway Postal Clerk examination.

Sorting

In the Sorting Scheme below, each square represents a box for mail going to the cities named in that square. You will be required to study the Sorting Scheme and then write after each city in the following list the number of the box in which you would put mail for that place.

Work straight down each column, taking the cities in order. You will receive no credit if you skip cities and scatter your answers.

Study the Sorting Scheme for 10 minutes, to get it thoroughly in mind before beginning to write.

Table with columns for City and Box No. listing cities like Red Bank, Painter, Carter, Eastlake, Boston, Lakeview, Edison, Milbrook, Appleton, Harbur, Refuge, Concord, Texan, Mesa, Grande, Leadwood, Fox, Morton, Wheeler, Forest, Sumter, Camden, Roswell, Chester.

You may look back at the Sorting Scheme as often as you wish. You may not have time to finish the test. Do as much as you can in the time allowed.

Table with columns for City and Box No. listing cities like Harbur, Leadwood, Fox, Edison, Porter, Eastlake, Grande, Painter, Milbrook, Boston.

Table with columns for City and Box No. listing cities like Red Bank, Lowell, Carter, Denver, Sunset, Refuge, Morton, Porter, Denver, Lakeview.

Table with columns for City and Box No. listing cities like Refug, Boston, Painter, Roswell, Sumter.

Table with columns for City and Box No. listing cities like Edison, Fox, Lowell, Concord.

Following Instructions

This is a test of your ability to follow instructions. All directions must be followed exactly as shown in the sample test.

Below, at the left, is a list of post offices called a SORTING SCHEME. After each of these offices is a letter. For example: After "Bowers" is the letter "A". This refers to the "A" in the KEY at the right, which reads "A Felton 4."

The numbers after the names in the KEY indicate the trains on which mail for those post offices must be placed. After "Felton" in the KEY you will find the number 4. This means that mail for Felton is sent on Train 4.

Table with columns for Sorting Scheme and Key, listing names like Allen, Bowers, Camden, Daly, Denham, Dover, Felton, Malter, Turner, Union, Viola, Woods.

YOU MUST FOLLOW DIRECTIONS EXACTLY AS GIVEN. Make your numbers and letters clear, to avoid mistakes.

Look at the name Woods in the KEY. It is not followed by a number. Write after it the letter which you find after Woods in the SORTING SCHEME.

Never put numbers in the SORTING SCHEME. On the line after each of the following offices, write the number of the train on which you would send mail for that office.

To find the number which should be written after Viola, look for Viola in the SORTING SCHEME. After it is the letter B. This refers to KEY B Union 3.

After Denham is the letter E. This refers to KEY E Allen C, and means that mail for Denham is routed through Allen by way of C, and KEY C reads Camden, on Train 6.

CHANGES IN ROUTING. Never change the letter before the name in the KEY. When a letter or number is changed, it is

always the letter or number after the name.

(Make changes in both SORTING SCHEME and KEY, if the names are in both.)

Woods by way of C Dove by way of B

To make the change for Woods cross out the A after Woods in the SORTING SCHEME and write "C." Then your SORTING SCHEME for Woods should read: "Woods A C."

After making the above changes, write the number of the train on which you would send mail for each of the following offices:

Woods Felton Camden ... Union Dover Allen ...

CHANGES IN ROUTING. (Make changes in both SORTING SCHEME and KEY, if the names are in both.)

Change KEY C to read: C Camden 2

Change KEY A to read: A Train 5

Felton by way of B. To make the change for KEY C, cross out the 6 after Camden in the KEY and write "2," because the train for Camden has been changed from 6 to "2."

To change KEY A, cross out Felton 4, and write "Train 5." This means that mail for offices marked A is no longer sent through Felton but is routed direct on Train 5.

Make the other changes ordered. Write the number of the train on which you would send mail for:

Bowers ... Dover ... Denham .. Felton ... Daly ... Allen ...

OFFICE ESTABLISHED. (Add to SORTING SCHEME.) Becker by way of A

CHANGES IN ROUTING. (Make changes in both SORTING SCHEME and KEY, if the names are in both.)

Add to KEY: J Train 4

Change KEY D to read: D Train 8

Change KEY E to read: E Bowers

Daly by way of J Union by way of H

To add Becker to the SORTING SCHEME, write "Becker A" on the first dotted line at the end of the SORTING SCHEME.

To make the change for KEY E, cross out Allen C in the KEY and write "Bowers." Then find the letter after Bowers in the SORTING SCHEME.

To make the change for Union, cross out B after Union, in the SORTING SCHEME, and write "H." Then, in the KEY, cross out 3 after Union and write "H."

Make the other changes ordered. Write the number of the train on which you would send mail for:

Becker .. Union .. Denham .. Allen .. Malter .. Daly .. Wise .. Felton .. Camden-Viola ..

Note. - If you have answered "8" in place of "9" for Viola, it is because you have failed to follow

the last direction in Bulletin No. 3. If you had changed Union to H in both KEY and SORTING SCHEME, your answer would be

"9."

If you have made all changes correctly, your SORTING SCHEME and KEY should read

Sorting Scheme and Key with handwritten corrections.

Sorting Scheme and Key with handwritten corrections.

Sorting Scheme and Key with handwritten corrections.

Jan. 4 is the Last Day To Apply for Job as Railway Postal Clerk

Applications for Substitute Railway Postal Clerk, \$1.39 an hour, will be accepted by the U.S. Civil Service Commission until Tuesday, January 4.

Application blanks are obtainable from the Second Regional office of the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., and at first- and second-class post offices, excepting the New York, N. Y. post office.

Written Test to Be Given. The examination serial number is 144. There will be a written test. The date has not yet been set.

Competition is restricted to persons entitled to military preference, but non-veterans serve continuously since August 28, 1947, in the position of Substitute Railway Postal Clerk until appointments not limited to one year less, may apply for examination in order to be considered for competitive civil service status.

Civil Service Commission Reminds Hoover If Doesn't Do the U. S. Hiring

WASHINGTON, Dec. 27.—The U. S. Civil Service Commission called attention to the fact that despite the reports of the newspaper interviews with former President Herbert Hoover, in favor of restoration of direct hiring by departments, it does not hire Federal employees, except its own personnel.

The Commission holds competitive examinations for specified positions when there is a need for government personnel, sets up registers of the applicants who have successfully passed the tests, and certifies names of persons so qualified to appointing officers in the agencies.

Decentralization has already become the policy of the Civil Service Commission. Since Executive Order 9691 of February 4, 1946, the Commission has given authority to Committees of Expert Examiners and Boards of Examiners in Government agencies to issue announcements for examinations for certain types of personnel, and to hold the tests for these positions.

This decentralizing of examining procedures is a part of the Commission's program and is under supervision of the Commission. In the field service (outside of the departmental service in Washington) a large percentage of the examinations has been held by these examining boards.

For specialized positions, this method has been found satisfactory in most instances. Not all agencies have taken advantage of it, and there is a general feeling that for large groups, such as stenographers, typists, clerks, accountants, etc., the general examination held by the Commission on a wide-area basis, has proven to be the most satisfactory and least expensive.

Mr. Hoover heads a special committee on reorganization of the Federal Government.

Such an employee may be considered for conversion to competitive status provided: (1) he is recommended by the Personnel Master General; and (2) all veteran eligibles in the open competitive examination who have been appointed or have received appropriate consideration under the Veterans Preference Act of 1944.

The minimum height requirement is 5 feet, 6 inches. The complete examination notice appeared in last week's LEADER, issue of December 21.

U. S. Workers' Pay On Par With Industry Asked by Commission

Evidence is mounting that Federal employees in 1949 will receive another pay raise. (See editorial, page 6.—Ed.)

Latest straw in the wind is a statement made by James M. Mitchell before the Columbia Federation of Federal Employees Union. The statement is significant because Mr. Mitchell is the new appointee to the U. S. Civil Service Commission — appointed President Truman only last summer.

Mr. Mitchell said that the pay scale of Federal workers "should provide pay comparable to that received in industry." He added: "While pay is only one factor in employment, all too often Government has suffered from lack of such a pay scale. In many cases it has not been able to attract the best-qualified personnel and it has not been able to retain the best-qualified personnel in some categories."

Truman's View. "At the time President Truman signed the Federal Employee Salary Act of 1948, he said that he did not act in the interests of the employees nor those of the Government. He added: 'In the interest of correcting this intolerable situation and strengthening and improving the career service, I shall urge that the Congress legislate which will set Federal pay scales at the proper level for all employees, including members of the Cabinet and the heads of the independent agencies, as well as persons who are occupying key positions in the professional, scientific and technical fields. The Classification Act of 1923, and again provide a proper relationship between jobs.'"

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New Study Book Aids Rail Mail Clerk Aspirants

A new study book for the Railway Postal Clerk examination has been published by Arco at \$2.95. It is obtainable at The LEADER Bookstore, 96 Duane Street, New York 7, N. Y.

Civilian Jobs Overseas

A new list of overseas jobs, 22 titles, was announced by the Signal Corps Photographic Center, 35-11 35th Avenue, L. I. City 1, N. Y. (RAvenswood 6-2000, Extension 403). Interview hours are 9 to 1, Monday through Friday. Positions are on a one-year or two-year basis, as identified. Ages for men are 21 to 50; for women, 21 to 40, but only the Teletype Operator and Telephone Operator jobs are open to women. Total hourly or annual pay is listed.

JAPAN (Two-year appointment) Radio Repairman, \$1.84. Radio Repairman, i.s., \$1.72. Radio Repairman, VHF, \$1.64.

GERMANY (Two-year appointment) Administrative Assistant (Signal), \$4,659.

OKINAWA (One-year Appointment) Telephone Engineer (Outside Plant), \$6,540. Radio Engineer, \$5,590.

Draftsman (Telephone & Telegraph), \$3,405. Communications Cable Splicer Foreman, \$1.97. Communications Cable Splicer, \$1.87. Telephone Central Office Installer, \$1.82.

GUAM, SAIPAN, TINIAN, IWO-JIMA (One-year appointment) Telephone Engineer, \$7,794. Engineering Aide (Radio Trans.), \$4,188.75. Engineering Aide (Radio Rec.), \$4,188.75.

Draftsman, Electrical, \$3,717.50. Teletype Operator, \$3,122.85. Telephone Operator, \$3,122.85. Radio Station Engineer, \$2.15. Communications Cable Splicer Supervisor, \$1.95. Communications Cable Splicer, \$1.87.

Instrument Repairman, \$1.64. Telephone Repairman, \$1.59. Central Office Telephone Repairman, \$1.50.

Table with columns for SORTING SCHEME and KEY, listing names like Allen, Bowers, Camden, Daly, Denham, Dover, Felton, Malter, Turner, Union, Viola, Woods, Becker, Wise.

the last direction in Bulletin No. 3. If you had changed Union to H in both KEY and SORTING SCHEME, your answer would be

"9."

If you have made all changes correctly, your SORTING SCHEME and KEY should read

Sorting Scheme and Key with handwritten corrections.

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New Sport and Dressy Fall & Winter Garments
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 You must save the tremendous amounts listed above, or we will refund your money. We permit trying-on. Courteous young ladies to assist you. Open Weekdays & Saturdays
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FEDERAL NEWS

Employee Council Asks Pay Increase of \$650

(Continued from Page 1) and comparable rates of pay in industry?"

Other Objectives

The AFGE has a legislative program that includes amendment of the Reclassification Act; elimination of low salary grades for all employees and granting credit for salary purposes for all time spent in the military forces; credits for all past service in the meritorious grades and extension of longevity principles to those who don't now have it; liberalization of the U. S. Employees Compensation Act; 26 days' annual leave and 15 days sick leave, cumulative indefinitely for all Federal employees; further liberalization of the Retirement Act.

Johnson Expects Raise to Win
Senator Olin D. Johnson, (D., S. Car.), slated to become chairman of the Senate Post Office and Civil Service Committee, succeeding William Langer (R., N. Dak.), who remains a member, outlined his views on postal and federal employee legislation likely to be

brought before the Congress. He addressed a meeting of the Council.

He favors an increase for all employees and feels that the subject must be considered in two parts: first, an immediate permanent increase, in addition to the amount provided in legislation approved in the closing hours of the second session of the 80th Congress; and, second, a long-range study and reclassification designed to bring about a permanent solution and to correct existing Classification Act disparities.

He stated that the reclassification would call for lengthy hearings and study and cited the practical impossibility of obtaining the enactment of such legislation prior to adjournment of the first session of the 81st Congress.

He believed that legislation providing for a \$600 or perhaps slightly larger increase could be enacted during the 81st session.

Congress Time-Table

The 80th Congress will reas-

semble on December 31 and is expected to adjourn sine die.

The 81st Congress will be sworn in on Monday, January 3rd and will probably take a series of three-day recesses until after the inauguration of President Truman. An exception may be made of a bill to increase the salary and expenses of the President and Vice-President, as well as the salaries of members of the President's Cabinet and the heads of various bureaus and agencies. To be effective during the next presidential term such legislation would have to be enacted previous to January 20.

Organization of the 81st Congress and assignment of members to Committees and selection of committee staffs will take days and likely won't be completed prior to the inaugural. The Congress would not get down to actual legislation until the latter part of January or early in February. Meantime, many bills designed to carry out employee programs will be introduced in both Houses.

Jap Employee Law Called an Advance

WASHINGTON, Dec. 27.—In a letter to Senator Ralph E. Flanders, chairman of a subcommittee of the Senate Post Office and Civil Service Committee, Luther C. Stewart, president of the National Federation of Federal Employees, wrote from Japan:

"The Japanese Diet is also deeply concerned in establishing a comprehensive civil service system, including a balanced pay structure, and has just enacted a public service act which in some respects is markedly in advance of what we now have in the Federal service in the United States."

Gertrude McNally, NFFE secretary-treasurer, said:

"The Federation hopes that the Congress will act as early as possible on revision of the Classification Act, using the Flanders Bill of the 80th Congress as a base. This measure passed the Senate and represented a soundly progressive approach to the whole problem."

The NFFE is the oldest and largest organization in its field and claims approximately 100,000 members in all Federal departments and agencies in the 48 States, the District of Columbia and overseas, except the postal service.

Probation Officer Study

The Municipal Reference Library has prepared study material for the exams of Probation Officer, Grade 1, Domestic Relations Court, Court of Special Sessions and City Magistrates' Court. This test will be held toward the end of January.

The Library is located in 2230 of the Municipal Building at Chambers and Centre Streets. Hours are 9 to 5 on weekdays.

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Complete Stock of Standard Office Machines FOR SALE or RENT
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By modern, scientific, painless method
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Palmer's "SKIN SUCCESS" Soap is a new containing the same costly medication as proved Palmer's "SKIN SUCCESS" Cream up the rich cleansing, FOAMY MEDICATION finger tips, washcloth or brush and allow on 3 minutes. Amazingly quick results on skins, afflicted with pimples, blackheads, eczema, and rashes externally caused by scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth clear, soft give your skin this luxurious 3 minute foam treatment. At toiletry counters everywhere or from E. T. Browne Drug Company, 127 W. New York 5, N. Y.

POLLAK, FANNY, also known as POLLAK, — A 1218, 1948.—The of the State of New York, by the God free and independent, to Fanny Pollak, also known as Fella Pollak, living; and if she be deceased, to Pollak, send greeting:

Upon the petition of Edith S. Tarr residing at 208 Orchard Road, in the large of Solway, County of Onondaga of New York, praying that a decree be made determining that said Fanny Pollak also known as Fella Pollak, is dead that she left no will granting administration upon her estate to petitioner and granting such other further relief as to the court may just and proper.

You and each of you are hereby show cause before me said Surrogate Court of the County of New York, held in the Hall of Records, in the County of New York, on the 25th day of January, 1949, at 10:30 o'clock in the forenoon that day, why such decree should be made, why such letters should be granted and why such other and relief as to the court may seem proper should not be granted.

In testimony whereof, we have the seal of our said Surrogate Court to be hereunto Witness: Honorable William Collins, a Surrogate of the County of Solway, in the Borough of Manhattan, in the said county, 15th day of December, 1948, year of our Lord and the nine hundred and forty-eighth.

GEORGE LOESCHER
Clerk of the Surrogate

LYNCH, JAMES F.—Citation—The of the State of New York by the God, Free and Independent, to the God, Free and Independent, to James F. Lynch, deceased, if living any of them be dead, to their next of kin, heirs at law, distributees, legatees, executors and administrators in interest who and whose dresses are unknown and cannot be ascertained after due diligence; The General of the State of New York Public Administrator of the State of New York, Send Greeting:

WHEREAS JOHN J. LONG sides at No. 1793 Monticomey Avenue, Borough of Bronx, New York, has applied to the Surrogate Court to have a certain instrument in writing, dated November 12th, 1940, relating to real and personal property, duly as the last Will and Testament of F. Lynch deceased, who died on November 16th, 1948, in the City of New York, and who, at the time of his death, and who, at the time of his death, was a resident of No. 302 West 22nd Street, the County and City of New York, and each of you, and each of you, are cited to show cause before me said Surrogate Court of the County of New York on the 28th day of January, 1949, at half-past ten o'clock in the forenoon that day, why the said last will and Testament should not be admitted to a will of real and personal property.

IN TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the County of New York to be hereunto affixed. **WITNESSES**: **ORABLE WILLIAM T. COLLINS** Surrogate of our said County of New York, at the City of New York, on the 23rd day of December, 1948, year of our Lord and Forty-eighth, and **WILLIAM V. PICKREY** Deputy Clerk of the Surrogate

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LEGAL NOTICE
STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BUILDING REPORTER & REALTY NEWS Inc. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 3rd day of December, 1948.
Thomas J. Curran, Secretary of State. By Edward D. Harpor, Deputy Secretary of State.

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A written test will be held simultaneously at the following places in N. Y. State at a date to be announced:

New York: Albany, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glen Falls, Hamilton, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, Malone, Newburgh, New York, Ogdensburg, Olean, Oswego, Plattsburg, Poughkeepsie, Rochester, Schenectady, Syracuse, Troy, Utica, Watertown, Yonkers, Batavia, Hempstead, Middletown, Oneonta, Riverhead, Saranac Lake.

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FEDERAL NEWS

Quitting One's Job for Military Duty Carries No Restoration Rights

WASHINGTON, Dec. 27—The Civil Service Commission has amended its regulations to provide that war-service and temporary indefinite employees who leave Federal positions after Dec. 31, 1948, for active service in the armed forces will not have restoration rights to their civilian positions after the completion of their military service.

visions of the Commission's regulations, which apply to war-service or temporary indefinite employees. Only regulatory rights are affected by the change which has been made, and only the rights of war-service and temporary indefinite employees leaving after Dec. 31 are affected.

not granting regulatory restoration rights to employees leaving after December 31 is the likelihood that they may build up false hopes concerning the possibilities of restoration to their positions. By the time employees who enter active duty after December 31 complete their military service, few would be eligible for restoration. By that time, it is expected that most positions will be filled by employees with permanent status as the result of the Commission's post-war conversion program.

Sick Leave Recredits Broadened for 2 Groups

WASHINGTON, Dec. 27—The U. S. leave regulations have been amended to provide for the recrediting of unused sick leave to two additional classes of employees when they return to positions under the Sick Leave Act of 1936 covering practically all positions in the Washington, D. C., area.

January 1, 1945, and July 1, 1946, left positions under the Sick Leave Act of 1936 for positions under other leave acts (Foreign Service positions of the State Department, for example) may, upon return to a position under the Act, be recredited with the sick leave they had when they left their original positions.

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Where to Apply

The following are the places at which to apply for Federal, State, County and NYC government jobs unless otherwise directed.

N. Y. Port Anchor Club Inducts Its Officers

At a meeting held recently New York Port of Embarkation Anchor Club, Branch No. 37, inducted a slate of officers, at Sheridan Council, Knights of Columbus, headquarters in Brooklyn.

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Bacteriologist Exam To Open in January

WASHINGTON, Dec. 27—An examination for the position of Bacteriologist (antibiotics) in the Food and Drug Administration, Federal Security Agency, located in Washington, D. C., will be announced next month by the Civil Service Commission.

After the examination is announced, applications will be accepted from qualified persons throughout the country during a period of about four weeks.

After the examination is announced, complete information and application blanks may be obtained from the information office of the Civil Service Commission.

Geological Survey Seeks Engineering Aid

A civil service examination for positions of Topographic Engineering Aid, is now open. The positions are located in the Atlantic Division of the Geological Survey.

Applications will be accepted by the Director, Fourth U. S. Civil Service Region, Temporary Building "R," Third and Jefferson Drive, S.W., Washington 25, D. C.

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NEW YORK CITY NEWS

Patterson to Sift Pay Cuts That Hit Workers Too Hard

(Continued from Page 1)
 The city has so far strictly adhered to the policy of making permanent appointments at the entrance-pay level. Since some of the provisionals — those who passed no test to get their unsteady appointment—later passed an examination, and meanwhile had been given salary increases, they would revert to the present entrance salary. The Commission has one provisional clerk, for instance, who would lose \$600 on receiving permanent appointment; the Welfare Department has numerous clerks who would lose up to \$240; other departments have similar examples.

No decision has been made by the Budget Director as to any cutoff level, but an effort will be made to hold the reduction within reasonable limits and to avoid inflicting hardship.

Some heads of departments have felt that if provisionals, in gaining the permanency that goes with regular appointment from a com-

petitive list, lose \$180 a year that is a fair price to pay for the benefit of a steady job, with increments that will bring them back to where they were. Increments usually, but not invariably, carry an employee in the increment group to the top of the grade. "I don't think that many will lose much more," said Mr. Patterson. "I know that some of the provisional employees are upset, especially as eligible lists like Clerk, Grade 2 and Typist, Grade 2, are soon to be published, and incumbent provisionals are receiving more than the appointment rate."

"I think the trouble is that we gave increases in permanent pay to provisionals and now that friendly gesture is coming home to haunt us. It used to be that when we appointed a provisional we gave him a job. Period."

A Promise on the 'Unusual'
 "So far we have held to the policy of appointment on a permanent basis at the budgetary ap-

pointment rate. If there are any claims of unusual reduction in pay, such special appeals should be addressed to us by the department heads and we'll see whether the cases come within the category of unusual exceptions."

Beside the permanent pay addition from which provisionals benefited, some received increments, and the result is that they are hundreds of dollars beyond the entrance pay. If they receive permanent appointments while some provisionals are still retained, provisionals get more pay than permanent employees, though only for a while.

Mr. Patterson showed concern over any large reductions in pay resulting from application of the policy of appointment rates for all named from a list, whether provisionals or not. He pointed out that if such a policy were not generally pursued, there would be a multiplicity of appointment rates that would snarl the city's budget.

City Wins Appeal, Rush List for Sergeant Promotions

The eligible list for promotion to Sergeant (P.D.) is being reprocessed and was expected to be in final form by January 11, so it can be used for certifications. The Commission got busy as soon as a decision by the Appellate Division, in a case involving the list, made it possible.

There are 260 Acting Sergeants, or provisional promotees, practically all of whom expect to be on the revised eligible list.

The first revision was necessitated by a Court of Appeals decision holding that only one "best" answer could appear in the official key, as the notice on the examination paper required. Of the nine disputed questions, the Commission changed its key to honor one answer only, in each of seven, but eliminated the two other questions. The petitioning Patrolmen sued to compel a "best" answer for these two, also, but lost in the Supreme Court and unanimously in the Appellate Division. They're seeking Court of Appeals authority to appeal. The Appellate

Division wouldn't give permission.

Latest Question Decided
 Next the Patrolmen, with their representative petition, challenged another answer won in the Supreme Court. The decision was reversed, last week by the Appellate Division. The question was No. 6. The key answer held that when men are in an automobile which a revolver is found, the thing to do was to let the driver know that he had a gun even though the serial number of the gun was not the one on the permit. The petitioners wanted all five should have been mentioned.

We're Proceeding, Says McNamara
 "We're now proceeding to complete the list," said Commission President Joseph A. McNamara. "We hope to republish and promulgate the list the moment revision is completed."

The Police Department in civilian promotions — seven Grade 5, 29 to Grade 4 and 20 to Grade 3, in the Clerk Division. One promotion to Captain and some detective promotions made.

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