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Civil Service LEADER

TRANS PATROLMAN KEY ANSWERS

America's Largest Weekly for Public Employees
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See Page 14

JOBS ARE AVAILABLE IN MARSHALL PLAN

PROFESSIONAL AND CLERICAL WORKERS NEEDED BY ECA

Information State Employees Need About New Pay Increases

First Check This Week

Special to The LEADER
ALBANY, April 12—Here's the story about those new pay raises. Joseph Schechter, Counsel of the State Civil Service Commission, has answered the "who gets that" questions about the emergency compensation signed into law recently. Just for the record, keep in mind that the increases are authorized by Chapters 139 and 584, Laws of 1948, for the fiscal year beginning April 1, 1948. Now the information: Emergency compensation is computed on the pay of officers and employees at the following rates:
(a) 15 per cent on that part of the compensation which does not exceed \$3,000 per annum.
(b) 10 per cent on that part of the compensation which exceeds \$3,000 and which does not exceed \$5,000 per annum.
(c) 5 per cent on that part which exceeds \$5,000 per annum. The term "compensation," when used as the basis upon which emergency compensation is computed, means the annual compensation otherwise payable to an officer or employee before deductions, if any, are made for maintenance, but does not include the value of maintenance allowed in addition to an annual salary, nor allowances in lieu of maintenance.
(Continued on Page 2)

Letter to Mayor William O'Dwyer

Hon. William O'Dwyer,
City of New York
City Hall
New York 7, N. Y.
Dear Mayor O'Dwyer;
You and I have been friends for 12 years. I've talked straight to you before, and I know you prefer that kind of talk. My advice is honest advice, Mr. Mayor, and I know you'll take it in that light.
Somewhere down the line you have been misdirected. Maybe even now, that you've had to return to New York to meet a transit crisis, you are not getting the right reports. But believe me, Mr. Mayor, a pay increase for employees is the biggest piece of business on your agenda right now. I don't believe it is going to be possible for the budget to go through as it is without serious — really serious — repercussions. Lots of City employees have talked to me, and frankly I feel that neither their emotional appeal nor their arguments are answerable. You will just have to do something about helping them.
I know that you've seen the latest economic reports, same as I have, and the indications are that things will get tougher, not easier, for the man and woman on fixed salary. The New York Times didn't exaggerate, Mr. Mayor, when it wrote editorially last Wednesday:
"The City's employees are deeply resentful that no cost-of-living adjustment of their pay is in prospect. The transit workers are disturbed. . . . The teachers are incensed over what they regard as a breach of good faith on their salary increments. Several city departments are dismayed by what the proposed five-cent fare will do to them."
I feel, Mr. Mayor, the increased fare is the answer. If you could find enough money in the City treasury to make the
(Continued on Page 13)

2,000 Openings, Half Overseas

By CHARLES SULLIVAN
WASHINGTON, April 12. — Hundreds of jobs will be filled by the Economic Co-operation Administration in the European recovery and Chinese-aid program. The go-ahead sign for filling them must come from Administrator Paul G. Hoffman, but meanwhile applications may be made to the ECA, Walker-Johnson Building, New York Avenue, NW, Washington, D. C. The ECA has temporary space there but will move into State Department quarters soon.
The jobs to administer the Marshall Plan will be in great variety, including Auditors, Accountants, Stenographers, Typists and Clerks, as well as positions in specialties, and will number nearly 2,000, according to present plans. Of these, about half would be overseas, and thus carry 25 per cent additional compensation.
Big Hiring Job
It is reported that Administrator Hoffman is waiting for approval to hire personnel directly, by having the positions excepted from the rules and regulations of the U. S. Civil Service
(Continued on Page 9)

NYC Officials Ponder Raise

Arguments by City employee groups, newspapers and others for inclusion of pay rises in Mayor O'Dwyer's executive budget have caused City officials to weigh the possibility of the raise they at first had decided against.
[For details of employees' arguments to be presented before the Board, see Pp. 12, 13 and 14].

Interest Widespread In Preference Bills

The two proposed amendments to the war veteran preference provision of the State constitution, both passed by the last session of the Legislature and to be voted on by the next session, have aroused such interest as to evoke sustained discussion among employees, and candidates for jobs, in the State and its civil divisions. The LEADER therefore presents a summary of the present law and the two amendments and an article by H. Elliot Kaplan, Executive Secretary of the Civil Service Reform Association, as a contribution to information and opinion on the subject.
The present State constitutional provision for preference to war veterans and the two proposed amendments follow in digest form:
Present Law
Disabled— Without time limit, preference is given to them, above all others, if they pass the examination, in appointment or promotion.
(Continued on Page 5)

Tony Pastor Band Signed Up For Gala Assn. Ball, May 22

Special to The LEADER
ALBANY, April 12. — Plans for a great gala ball at the Albany Armory on May 22 are drawing to a brilliant climax. Janet Macfarlane, chairman of the committee which is arranging the event for The Civil Service

Woman Cleaner Exam To Open on May 4

The Municipal Civil Service Commission will open and hold an examination for Cleaner (Women) on Tuesday, Wednesday, and Thursday, May 4, 5, and 6 from noon to 7 p.m. The examination will take place at the Park Department gymnasium, 533 West 59th Street, between Tenth and Eleventh Avenues.

Employees Association, announced this week that Tony Pastor's great band has been signed up. The event will mark the conclusion of the Association's State-wide Building Fund Drive.
Pastor's 17-piece organization
(Continued on Page 5)

STATE AND COUNTY NEWS

Salaries and Increments Are Explained to Officials

ALBANY, April 12—Guidance to department heads on salaries and increments of employees in positions allocated under Section 40 of the Civil Service Law were set forth by Joseph Schechter, Counsel to the State Civil Service Commission, as follows:

MEMORANDUM

TO: All State Appointing Officers.
FROM: New York State Department of Civil Service.

SUBJECT: Salaries and increments of employees occupying positions which are allocated under salary grades set forth in Section 40 of the Civil Service Law.

This memorandum is submitted for your guidance in determining for the fiscal year 1948-1949 the salaries and increments of employees occupying positions which are allocated under Section 40 of the Civil Service Law, and supersedes all previous memoranda covering the same subject.

The following laws relating to the above subject were enacted this year:

(1) Chapter 272 of the Laws of 1948 extends the provisions of the Lupton law (Chapter 494 of the Laws of 1947) to April 1, 1949. This law provides that an employee who has been continuously employed under a temporary or provisional appointment shall, upon appointment on a permanent basis (during the period from April 1, 1947 to April 1, 1949) to the same or similar position, or to a position which, on March 31, 1947, was in the same occupational service and salary grade, be paid the salary which he would have received in his temporary or provisional employment on the date of such permanent appointment, but in no event in an amount less than the minimum salary of the position, nor in an amount more than the salary which he would have received had such temporary or provisional service been rendered in the position which corresponds with such rate of compensation. This law further provides that an employee appointed on a permanent basis pursuant to its provisions on or after October 1 in the fiscal years commencing April 1, 1947 and April 1, 1948, who has had more than six months' continuous service in such temporary and permanent positions combined during the fiscal year shall be eligible to receive an increment on the first day of the next succeeding fiscal year.

(2) Chapter 139 of the Laws of 1948, as amended by Chapter 584 of the Laws of 1948 provides for the granting of emergency compensation to State employees for the fiscal year 1948-1949. The provisions of this law will be set forth in another memorandum.

(3) Chapter — of the Laws of 1948 repeals the present provisions of Section 42 of the Civil Service Law, relating to the payment of additional compensation for hazardous or arduous employment, and provides that the additional payment for hazardous or arduous employment received in the fiscal year 1947-1948 by certain employees who meet the requirements set forth in Chapter

shall be added to the basic annual salaries of such employees. The provisions of this law will be set forth in another memorandum which will be issued to departments and institutions affected by such law.

[The foregoing (3) assumed that the Governor will sign the law. See p. 7].

Increments for Permanent Employees in Positions Allocated Under Section 40

Permanent employees appointed, promoted or reinstated prior to October 1, 1947, who have more than six months of satisfactory service during the past fiscal year (April 1, 1947 through March 31, 1948), and who have the requisite number of years of service-in-the-position, are entitled to an increment on April 1, 1948.

Exceptions to the Requirement That Appointment or Promotion Must Be Had Prior to October 1, 1947, in Order to Receive an Increment on April 1, 1948:

(a) A permanent employee appointed or promoted without an increase in salary to a position in a higher overlapping salary grade on or after October 1, 1947, is entitled to an increment on April 1, 1948.

(b) A permanent employee appointed or promoted to a position in a higher overlapping salary grade on or after October 1, 1947, who has received, pursuant to subdivision 2 of Section 41 of the Civil Service Law, an increase in salary upon such appointment or promotion which is not equivalent to the full increment payable in the position to which he is appointed or promoted is entitled to receive on April 1, 1948 the balance of such increment.

(c) A permanent employee appointed or promoted to a position in a higher salary grade (where there is no overlapping between the salary in his former position and the salary in his new position) on or after October 1, 1947, who has received a partial increment on such appointment or promotion, is entitled to receive an increase in salary on April 1, 1948, which will raise his salary to what it would have been in his former permanent position on such date, provided such salary is higher than the salary of the position to which he was appointed or promoted.

(d) A permanent employee appointed on or after October 1, 1947, who has more than six months of continuous service in his permanent position and in a temporary or provisional position, which is similar or in the same occupational service and salary grade, is entitled to an increment on April 1, 1948.

As used in the above:

(1) The term "reinstated" refers to restoration to service after resignation. Persons restored to service after a lay-off, or a leave of absence without pay, are entitled to increments on April 1, 1948, if they have more than six months of actual service-in-the-position during the fiscal year ending March 31, 1948, even though they have been restored after October 1, 1947.

(2) The term "satisfactory service" refers to service during the

fiscal year ending March 31, 1948, for which a satisfactory service record rating has been given.

(3) The term "requisite number of years of service" refers to the requirement set forth in Section 41 of the Civil Service Law which provides that "an employee * * * shall receive the minimum salary of the salary grade to which his position is allocated, plus the number of increments which corresponds with the number of his years of service in such position."

(4) In computing the number of years of service-in-the-position:

(a) Service for more than six months during a fiscal year constitutes the "increment year," except that service for more than three months in the fiscal year ending March 31, 1943 constitutes an "increment year." Thus, a person who has been out on leave of absence but has served more than six months in a fiscal year (or more than three months during the fiscal year 1942-1943) is entitled to be credited with an "increment year," regardless of the date of restoration to his position. However, a person who has been reinstated to his position after a resignation must be reinstated prior to October 1 in order to be credited with an "increment year."

(b) A permanent employee who is provisionally promoted or who is temporarily promoted to fill a vacancy in the same department shall be credited with increment-earning service in his permanent position for the period of such temporary service.

(c) Time spent by a permanent employee on military duty as defined in Section 246 (1b) of the Military Law shall be credited as satisfactory service rendered by such employee in his civil service position.

(d) Service rendered by an employee in a position reclassified under Section 48 or 48-a of the Civil Service Law should be credited as service rendered in the new classification.

(e) Where an employee's position is reclassified, by Commission resolution, from the exempt class to the competitive or non-competitive class, he shall receive credit in such new jurisdictional classification for service rendered in such position under the old jurisdictional classification.

(f) Where a position is reallocated to a salary grade having a higher maximum salary, the incumbent, if he has more than six months of service in such position, is entitled to receive one increment on April 1, 1948. For example, an employee in a \$1,800-\$2,400 salary grade, who has been receiving the maximum salary of \$2,400 for more than six months in the fiscal year ending March 31, 1948, and whose position is allocated to a \$2,400-\$3,000 salary grade, is entitled to receive \$2,520 on April 1, 1948 (i.e., \$2,400 plus \$120 increment).

(g) Credit shall be given for the number of years of service-in-the-position which corresponds with the salary received by an employee when he receives an appointment, promotion, transfer, reinstatement or demotion under the conditions specified in subdivisions 2, 3, 5 and 7 of the Civil Service Law. (These types of appointment, promotion, transfer, covered below under the subject of Salaries).

(h) Credit shall be given for the number of years of service-in-the-position from which and to which an employee is appointed or transferred where the transfer is to a similar position and the appointment is to a position in the same salary grade in accordance with subdivision 4 of Section 41.

(Continued Next Week)

How New Pay Rates Will Be Administered

(Continued from Page 1)

ject to the following limitations:

(1) It shall in no event exceed \$900 per annum.

(2) No emergency compensation shall be paid which would increase the annual compensation of any officer or employee on or after April 1, 1948 by more than \$1,300 above his annual compensation on March 31, 1948, but this limitation shall not apply to increases in annual compensation resulting from appointment, promotion, reclassification or reallocation.

(3) Emergency compensation shall not be paid to any one whose compensation on and after April 1, 1948 is \$12,000 or more per annum.

(4) Emergency compensation together with compensation otherwise payable shall not exceed \$12,000 per annum on or after April 1, 1948.

Persons entitled to emergency compensation

Emergency compensation is payable to all State officers and employees (officers and employees of the Judiciary and Legislature are covered by other legislation), provided such officers or employees are:

1. Permanent appointees; or
2. Temporary appointees who are appointed or engaged for a period of not less than one month;
3. Members of boards or commissions who are paid on a per diem basis or who get an annual fee or compensation for part-time service are entitled to emergency compensation. This applies even though the per diem work or the part-time work does not aggregate the equivalent of thirty days' full-time service during the fiscal year;
4. Visiting chaplains and other officers and employees who have continuing employment during the year and who work on a part-time or per diem basis throughout the year are entitled to receive emergency compensation.

5. Employees appointed under Rule VIII-9 to render occasional or intermittent service are not entitled to emergency compensation unless their services during the fiscal year aggregate the equivalent of thirty days' full-time employment. Where such employees have served at least thirty days of full-time employment, they are entitled to emergency compensation for future service and in addition are entitled to emergency com-

penation for the prior days' service.

Computation of the amount of emergency compensation authorized.

Emergency compensation shall be computed on the salary or compensation accrued each pay period before deductions, if any are made for maintenance, shall not include the value of maintenance allowed in addition to salary, nor allowances in lieu of maintenance, and at the rate specified on Page 1 of this memorandum.

EXAMPLE: An employee whose annual salary is \$2,400 per annum receives \$100 per payroll period. Such employee will receive emergency compensation of 15 per cent giving him a total sum of \$115 the payroll period.

Rate for per diem, part-time or seasonal employees

For officers or employees who are employed or engaged on a per diem, part-time or seasonal basis, eligibility for emergency compensation shall be determined as follows:

(a) If the compensation which would otherwise be payable during the fiscal year if the services were required on a full-time annual basis is less than \$12,000, emergency compensation shall be computed on the compensation received during the fiscal year, provided, however, that the emergency compensation together with the compensation which would otherwise be payable during the fiscal year if the services were required on a full-time annual basis shall not exceed \$12,000 per annum.

(b) If the compensation which would otherwise be payable during the fiscal year if the services were required on a full-time annual basis is \$12,000 or more, no emergency compensation shall be payable.

Effect of emergency compensation on the status of officers and employees.

Emergency compensation shall be regarded as salary or compensation for all of the purposes of any pension or retirement system in which the officer or employee receiving the same is a member.

Emergency compensation shall not be regarded as salary or compensation for the purpose of terminating the right to any increase of salary or any salary increment.

Clinton County Employees Now Part Of Association

Special to The LEADER

PLATTSBURG, April 12.—A meeting of Clinton County employees was held at the Court House to organize the Clinton County Chapter of The State Civil Service Employees Association.

Charles R. Culyer, Field Representative of the Association, was present. Election of officers was held by closed ballot.

A constitution and by-laws committee submitted a draft which was approved by the membership and sent to Albany headquarters for action to the Association in Albany.

Committee Members

Mr. Culyer advised the members about the workings of Grievance and Membership Committees, and gave a brief discussion of the legal

and legislative work of the Association.

Members of the nominating and constitution and By-Laws Committees were Dorothy Mitchell, Mildred Reeves, Grace Marnes, John Harnett, Bertha Pinsonnault, Edward Lavigne, Dorothy Mitchell, Charles Anderson, Mary Brunelle, Margaret Ryan and Jan Behan.

Officers

Officers of the newly-organized chapter are: President, Frances Sweeney, County Welfare Office; 1st Vice-president, Edward Lavigne, Surrogate's Office; 2nd Vice-president, Elsie Millette, County Welfare Office; 3rd Vice-president, Ogilman Bourgerie, Sheriff's Office; Secretary, Bertha Pinsonnault, County Welfare Office and Treasurer, Mildred Reeves, County Clerk's Office.

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1948

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STATE AND COUNTY NEWS

New Hampton Tops Honor Roll Association Building Fund Drive

Special to The LEADER
 ALBANY, April 12. — A call driving finish of the building campaign of The Civil Service Employees Association was issued by Charles A. Brind, Jr., chairman of the Special Building Fund Committee. He issued his report on the drive. With the report he made the following appeal:

"I am pleased to send you the report on the Headquarters Building Fund. It indicates that some chapters are doing a good job—others not too well. We realize that the battle isn't over until the last shot is fired. We can't afford to take chances until the cause is too important. We like the drive to go over the top as early as possible. The drive is getting short. Effective this date, each State employee's pay has been increased. Each employee would be expected to donate just a bit of his increase to the building fund. The Association fought valiantly for this salary adjustment, as it has won many improvements in working conditions for its members in the past. New headquarters are available even a better job for

your benefit in the future. "We appreciate the hard work devoted to the drive by our chapter officials and building fund committee members. We urge your continued effort. We—you, I and the 40,000 members—need the new headquarters. I am sure it will be valuable to us in the future."

Sustained Effort Needed
 "The complete success of the Building Fund depends upon the sustained enthusiastic effort of us all."

"It is hoped that the proceeds of the fund will enable the purchase of a building large enough to meet our requirements with additional space to provide through rentals enough revenue to meet operating costs of the building. This can be accomplished if we all pull together."

"Will you please make a special effort to collect and forward to the Association through your chapter as great an amount of donations as possible before April 15, the date of the third report."

Top 10 on Honor Roll
 The second report follows:
THE HONOR ROLL

Name of Chapter	Percentage Rating
1. New Hampton Chapter	331

Name of Chapter	F. Rating
Orange County Public Works Chapter	202
3. Coxsackie Chapter	139
4. Div. Veterans Affairs, Albany	120
5. Montgomery County Group	118
6. State Teachers College, New Paltz	114
7. Central Unit, Barge Canal Chapter	109
8. Ganoch Chapter	106
9. N.Y. State School for Blind Chapter	106
10. Banking Department, Albany	100

This report is based on Building Fund Donations received at Association Headquarters through April 1, 1948. The rating given each chapter or group is determined by the amount of donations received and the size of the Chapter or group.

The Third Report will be issued on April 15 based on donations received through that date. The Honor roll includes chapters with 100 per cent or better ratings.

See what Rating Your Chapter or Group can win on the Third Report!

Get Your Chapter on the Honor Roll!

The chapters following the first ten:

Name of Chapter	F.C. Rating
11. Herkimer County group	98
12. Otsego Chapter	94
13. Hudson Valley Armory	92
14. Great Meadows	81
15. Oneonta	80
16. Westfield State Farm	76
17. Ithaca	74
18. Albion	68
19. District 10 Public Works	65
20. State Bridge Authority	58
21. St. Rehabilitation Hosp.	58
22. Hamburg	58
23. Dept. Agriculture & Markets	58
24. Mt. Morris Hospital	57
25. State Training School	55
26. Ulster	53
27. Gratwick	52
28. Public Service Mt. Vehicle Insp.	52
29. Suffolk	50
30. Niagara	49
31. Barge Canal	48
32. Motor Vehicle	44
33. Wassaic State School	43
34. Long Is. State Parks	42
35. St. Lawrence State	39
36. Dannemora St. Hospital	39
37. Matteawan Hospital	38
38. Dept. of State	38
39. Chautauqua County group	38
40. Binghamton	38
41. Education Department	36
42. Utica	35
43. Southwestern	34
44. Pilgrim State Hospital	34
45. Veterans Vocational School	33
46. Tax Department, Albany	33
47. Civil Service Department	33
48. Utica State Hospital	33
49. Orange County	33
50. Watertown Dist. 7, Public Works	33
51. State Health Laboratory	33
52. Steuben	32
53. Chautauqua Co., P.W.	31
54. Law Department, Albany	31
55. Geneva	31
56. Letchworth Village	30
57. Marcy State Hospital	27
58. Hudson River Hospital	27
59. Gilleran Memorial P.W.	27
60. Onondaga	26
61. Buffalo State Hospital	26
62. Public Service, Albany	26
63. Syracuse	24
64. Central Islip	22
65. Thomas Indian School	22
66. Social Welfare Albany	22
67. Ray Brook	22
68. Craig Colony	21
69. Columbia Co. P. W.	18
70. Insurance Dept., Albany	18
71. Mental Hygiene, Albany	18
72. State College, Ithaca	18
73. Dutchess County group	16
74. Capitol District, Correction	16
75. Kings Park	15
76. Public Works Dist. 1, Albany	15
77. Rochester Dist. 4, P.W.	14
78. Creedmoor St. Hospital	14
79. Buffalo	13
80. New York City	10
81. Rockland State Hospital	9
82. James E. Christian Memorial	9
83. Westchester Chapter	7
84. DPUI Albany	7
85. Adjutant General's Office, Albany	6
86. Harlem Valley State Hosp.	3
87. Central, Albany	2

Chapters having zero rating:
 1st Army Employees Chapter; Commerce Dept.; Conservation Dept.; Albany; Albany Chap., Div. of Parole; Albany Dept. of Labor; Div. Public Buildings; Retirement System; Hornell; Rochester; Forest Protection; Game Protectors; Niagara Frontier; Palisades Park; Saratoga Spa; Attica State Prison; Auburn Prison; Clinton Prison; Elmira Reformatory; Sing Sing Prison; Wallkill Prison; Woodbourne Prison; Long Is. Agricultural & Technical Institute; Mid-State Armory Emps.; Armory Employees of Syracuse and Vicinity; Armory Employees, Metropolitan Area; Western NY Armory; Brooklyn St. Hospital; Gowanda State Hospital; Manhattan St. Hospital; Middletown St. Hosp.; Newark State School; Psychiatric Institute; Rochester St. Hosp.; Fort Stanwix; St. Lawrence St. Hosp.; Syracuse St. School; Willard State Hosp.; Champlain Unit Barge Canal; Eastern Unit, Barge Canal; East Central Unit, Barge Canal; West Central Unit, Barge Canal; Western Unit, Barge Canal; Public Works Dist. 2; Dist. 8 Public Works; Warwick State School; Industry; Oxford; Broome; Chemung; Jefferson; Rockland; St. Lawrence Schenectady; State Teachers College, Albany; State Teachers College, Brockport; State Teachers Col., Canton; State Teachers Col., Cobleskill; State Teachers Col., Cortland; State University, Delhi; State Teachers Col., Fredonia; State Teachers Col., Geneseo; State College, Morrisville; State Teachers Col., Oswego; State Teachers Col., Plattsburg; State Teachers Col., Potsdam; St. Liquor Authority, Albany; Veterans Camp, Mt. McGregor; Standards & Purchase, Albany; Div. of Budget, Albany; Willowbrook State School; Erie Co. Home & Infirmary; Erie Co. Group; Clinton County Group; Franklin County Group; Geneseo County Group; Sullivan County Group.

The Public Employee



By Dr. Frank L. Tolman
 President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.

YOUR SALARY CHECK

THE pay check which you will receive this week will, in practically all cases, be considerably larger than ever before.

Compared with your check last year it will show, for most employees, an annual increment, a bonus of 15 per cent, higher overtime pay, and hazardous pay received last year incorporated in the regular pay check. Your pension will be increased, as the bonus is accepted as salary for retirement purposes.

The Civil Service Commission has issued two memoranda on salaries for 1948-49. The first deals with new legislation and the general features of pay administration. It bears the title "Salaries and Increments of Employees Occupying Positions which are allocated under salary grades set forth in Section 40 of the Civil Service Law."

The second memorandum deals with the Emergency Compensation (Bonus) for the fiscal year just begun.

[Details of these memoranda appear on Pp. 2 and 1, respectively].

A third memorandum on hazardous pay will be distributed to the Hospitals, Schools and Institutions affected.

Copies of the first memorandum has been sent to all Chapters. Copies of the others will be sent as soon as received.

If the Association is successful in winning the De Marco case, a conversion adjustment of \$100 or more will be payable to employees whose positions were allocated to a higher grade as a result of the Salary Study.

Association Won Career Law

There was a time, not many years ago, when there were no annual increments. This Association was responsible for this gain, as for all other features of the Career Law.

The emergency (cost of living) adjustment was the result of long work and many conferences between the Association and the Administration. You would not have received as large, if indeed you would have received any, bonus but for the work of the Association. The emergency pay is accepted for pension purposes. The bonus applies to the entire base salary, including cost of maintenance paid by the employee.

Pay for overtime over 40 hours was won a year or two ago—that pay will be larger because the base on which it is calculated will include the bonus.

Few members have any realization of the hard work that makes these benefits possible. Few ever trouble to say "thank you" in the only way that thanks can properly be paid to the Association, namely, by being an active participating partner in the manifold activities of the Association.

What Association Members Can Do

There is something that every member can do to contribute to the common welfare of the Civil Service employees and the public service.

First, they can try to do their own job a bit better.

They can be a bit more mindful of the public they serve and of their fellow-employees, and can try to know and to understand them better.

They can be more active members of their local chapters and their regional conferences.

They can let the chapter officers know they are available for Association and committee work. They can supply some of the cooperative human spirit of understanding that holds any organization together and permits it to function effectively.

They can make it their business to be informed of Association policy and achievements.

They can know enough of Association finances to be able to explain what amount of money is needed to make the Association effective and they can help to get the needed money by additional membership and by voting for the necessary minimum dues.

Not every year can we expect to win so much. Now is the time to invest in your Association so that it can continue to go places and do things.

Appeal Is Argued in Reallocation Case

Special to The LEADER
 ALBANY, April 12—Decision by the Appellate Division, Third Department, is awaited in the appeal of the State from the final order of Supreme Court Justice Francis X. Brennan upholding the right of a State employee, whose position had been later reallocated upward, to gain the full retroactive benefit of April 1, 1947.

The case is that of Daniel DeMarco, Laboratory Worker in the Health Department, who, on behalf of himself and others similarly situated, protested the action of the State administration in withholding full pay benefit. The State holds that the law effectuating the new salary grades does not provide for reallocation benefits to be added to those gained by the employee from the old grades when the new by retroaction.

Clear Directive Cited
 John T. DeGraff, Counsel to the Civil Service Employees Association, argued before the Appellate Division for Mr. DeMarco, that the order of the court below should be affirmed because the law enacted to put a new salary plan into effect specifically provided that the benefits of upgrading be retroactive to April 1, 1947, if made on or after that date, but before the following October 1. He insisted that the law made it clear that there was no difference between allocations that became operative under the new plan, which was simply an enactment of the Salary Standardization Board's plan as far as it went, and those made administratively later on, to embody the later approved findings of the Board. The court below had held that the whole plan was one of unified standardization, which was exactly in line with Mr. DeGraff's argument.

The statute being argued was Chapter 360 of the Laws of 1947. DeGraff contended that all retroactive salaries from the old to the new plan were fully set forth in Section 6 of that law. The State, through Assistant Attorney General John Crary, relied on old sec-

tions of the Civil Service law, but Mr. DeGraff pointed out the particularized method and chronology as established in the 1947 law as implementing the new plan of standardization to the hilt, and exclusively.

The Crucial Point

The petitioner was a Laboratory Worker in Service 2, Grade 1b, under the old salary schedule. The new setup eliminated the different "services" and left only new grades. His position was allocated to Grade 2. The law made it effective April 1, 1947. On April 14, 1947, or only two weeks after the effective date of the first change, the Board moved the position into Grade 3. The whole case revolves about the legal effect of the reallocation. Subdivision 8 of Section 6 provides that any reallocations made by the Board on and after April 1, 1947 "shall become effective as of April first, nineteen hundred forty-seven."

On April 1, 1947, Mr. DeMarco's salary was made \$2,070, to conform to the allocation. What happened when the reallocation took place, to Grade 3? The State contends that nothing happened. The petitioner maintains that he became, in effect, allocated from Grade 2-1b to Grade 3, and that if nothing happened, it happened to the Grade 2 allocation, for he had become entitled, as of April 1, 1947, to jump from the \$1,500 base pay of Service 2, Grade 1-b, to Grade 3 money, \$2,180 for fourth year service.

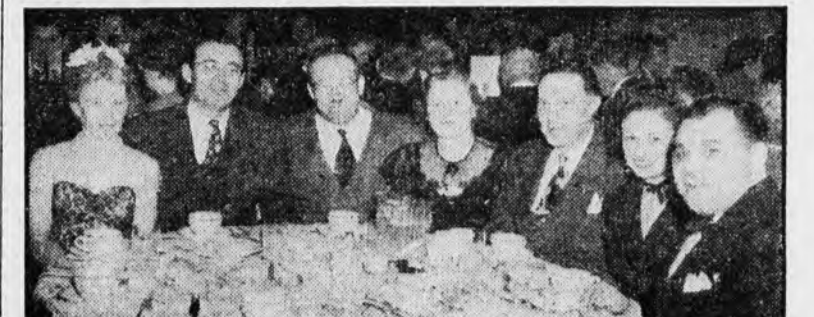
The conversion was in effect to incorporate bonus into base pay, so the real total jump would be from \$1,890 to \$2,180, bonus amounts incorporated in both. Without differentiation of base pay originally and base pay increased by the amount of the bonus, the difference appears much more substantial than the facts warrant.

Only questions of law are involved.

John E. Holt Harris, Jr., Assistant Counsel to the Association, was with Mr. DeGraff on the brief.



William McWilliams, Asst. Director of Budget; Mrs. McWilliams; John Burton, Budget Director; Mrs. Burton and J. Scott Craig, Assistant Budget Director.



Mrs. Philip Hagerty, Philip Musicus, Theodore Becker, Mrs. Harry G. Fox, Harry G. Fox, Association Treasurer; Mrs. Louis Liuzzi and Louis Liuzzi, all from Civil Service Dept. Chapter.

STATE AND COUNTY NEWS

Orange County Employees Give Officials a Lesson in Economics

Special to The LEADER
GOSHEN, April 12—An example of a carefully planned campaign for a pay raise by a group of county employees—an example that might well be followed by other local groups—has been the work of the Orange County Chapter, Civil Service Employees Association.

This chapter, campaigning for a cost-of-living pay increase, gave the local Board of Supervisors a lesson in elementary wage economics. The lesson was in the form of a letter from George Flach, Chapter President, outlining the factual basis for a sliding-scale increase in pay, resting solidly on the cost-of-living index.

Text of Letter

Because of the wide interest and long-range importance, of Mr. Flach's letter The LEADER prints it in full:

"To the Honorable Members of

the Board of Supervisors.
 "Gentlemen:
 "On October 7, 1947 the Orange County Civil Service Employees Association asked the Board of Supervisors to consider additional cost-of-living compensation for all county employees. The resolution was not reported out by the Rules Committee of the Board but the Chairman of the Rules Committee reported to the Board at its meeting December 5, 1947, that it was a consensus of opinion that "no increase can be granted at this time." At the same time, it was informally suggested to representatives of our Association that the plan had merit and it might well be introduced at a later date.

"Several months have passed since then and the cost of living has steadily gone up. The Employees Association is again about to respectfully petition the Board of Supervisors for favorable action. In the event that the members

of the Board did not fully understand the employees' request, we would like to review the proposed cost-of-living plan which is in effect with notable success in other counties.

"In establishing cost-of-living figures, the United States Bureau of Labor Statistics Index regards the period 1939-1940 as normal or equal to 100. The salaries of all county employees were adjusted as of January 1, 1947 and as of that date, the cost of living Index equalled 150. Since that time, there has been a steady increase in the cost of living and the County Employees feel it necessary to respectfully request Emergency Compensation to help meet same.

"Under the proposed plan, the amount of such compensation for each and every employee alike would be the number of points that cost of living Index stands above 150, multiplied by \$15. per point. A survey made by Barron Co., nationally known economists,

employed by one of the counties using this plan, established the value of each point as \$15.

Seek to Avoid Fluctuations
 "It is proposed that upward or downward revisions in the Cost-of-Living Pay be made on January 1st and July 1st of each year, based on United States Bureau of Labor Statistics Index. No adjustment would be made, however, unless the Index has increased or decreased by at least two points or fraction thereof.

"We wish to point out that generally the employees of the county feel the Salary Act which is now in effect, is eminently fair and has corrected many inequalities which existed before its adoption. We wish also to point out that it is the consensus of opinion that at the time of its adoption, it fairly and equitably took care of the cost of living as it existed at that time.

"We wish to emphasize that by the adoption of this proposed

cost-of-living plan, the Salary Act as now in effect, would remain unchanged. There is no position on the part of the county employees to suggest that the present Salary Act be overhauled or to recommend any whatsoever in the Act itself is merely a plan to take care of the fluctuations in the cost-of-living. Should the cost of living decrease, the additional remuneration would be eliminated. In connection, it has been suggested that to show that the cost-of-living plan is only temporary in nature, that a separate check be given to the employees each such time as the decrease eliminates the necessity thereof.

"We sincerely hope that the letter will give the members of the Board a clearer understanding of our proposed cost-of-living plan and we respectfully ask you give it your earnest consideration and approval when it is introduced."

Hazardous Pay Law Explained

Special to The LEADER
ALBANY, April 12—The repeal of the former hazardous and arduous pay law, as being too difficult to administer equitably, and the enactment of a new law, protecting such extra pay in described instances, and embodying it in base pay, have evoked an explanation from the State Department of Civil Service, for the guidance of departments and institutions. This explanation, written by Counsel Joseph Schechter, quotes the law verbatim, simplifies by explanation the requirements for being entitled to continue to receive the same amount, discusses

the amount, gives payroll procedure and cites examples.

The Text of the Law

Mr. Schechter abstracts and then quotes the law as follows:

"Chapter 596 of the Laws of 1948 repeals the provisions of Section 42 of the Civil Service Law, relating to the payment of additional compensation for hazardous or arduous employment, and provides that the additional compensation for hazardous or arduous employment earned in the fiscal year 1947-1948 by certain employees who meet the requirements set forth in Chapter 596 shall be added to the basic annual salaries of such employees. This law provides as follows:

"Subject to the limitations hereinafter provided, the additional compensation for hazardous or arduous duties earned by an officer or employee on his basic annual rate of compensation in his regular position or in a position having the same title during the fiscal year commencing April first, nineteen hundred forty-seven pursuant to the provisions of section forty-two of the civil service law prior to its amendment by this act, shall be added to and become a part of his basic annual rate of compensation on April first, nineteen hundred forty-eight, after the addition of the annual increment, if any, payable to such officer or employee pursuant to the provisions of article three of the civil service law. Such additional compensation shall be included in the basic annual rate of compensation, as hereinbefore provided, only in the event that such officer or

employee earned compensation for hazardous or arduous duties, pursuant to the provisions of section forty-two of the civil service law prior to its amendment by this act. (a) during any part of the period commencing January first, nineteen hundred forty-eight and ending March thirty-first, nineteen hundred forty-eight, and (b) amounting in the aggregate to fifty dollars or more during the fiscal year commencing April first, nineteen hundred forty-seven. For the purpose of computing increments after April first, nineteen hundred forty-eight, an officer or employee whose basic annual rate of compensation is increased pursuant to this section shall be credited with the number of years of service in the position he holds on April first, nineteen hundred forty-eight, which corresponds with such increased basic annual rate of compensation."

Who Benefits and How

Mr. Schechter's analysis of entitlement follows:

"Employees entitled to have the additional compensation for hazardous or arduous employment earned during the fiscal year 1947-1948 added to their basic annual salaries on April 1, 1948.

"In order for an employee to be entitled to have the additional compensation for hazardous or arduous employment earned by him during the fiscal year 1947-1948 added to his basic annual salary on April 1, 1948, the following requirements must be met:

"(1) He must have earned compensation for hazardous or arduous employment in his regular

position or in a position having the same title during any part of the period commencing January 1, 1948 and ending March 31, 1948; and (2) He must have earned compensation for hazardous or arduous employment on his basic annual salary amounting in the aggregate to \$50 or more during the fiscal year commencing April 1, 1947.

Examples Given

"Examples: (a) A stenographer or carpenter in a mental hygiene institution who worked occasional and voluntary overtime as an attendant in a disturbed ward during the fiscal year 1947-1948 and earned hazardous pay therefor is not eligible for the benefits of Chapter 596 because such employment was not in his regular position, nor was the hazardous pay earned on his basic annual salary.

"(b) An attendant in a mental hygiene institution who earned hazardous pay in excess of \$50 for employment in a disturbed ward from April 1, 1947 to December 31, 1947 and who did not earn any hazardous pay during the period from January 1, 1948 to March 31, 1948 because he did not work in a disturbed ward during such period of time, is not entitled to the benefits of Chapter 596."

"Amount of hazardous or arduous pay to be added to basic annual salary.

(1) Only the compensation for

hazardous or arduous employment earned by an employee on his annual salary (for a forty hour work week) during the fiscal year 1947-1948 in his regular position or in a position having the same title, shall be added to his annual salary on April 1, 1948.

"Example: Where a nurse T. B. hospital worked, during fiscal year 1947-1948, a 44 hour week and received 10 per cent additional compensation for arduous or hazardous employment, such employee is entitled to added to her basic annual salary on April 1, 1948 the hazardous pay she earned on her basic annual salary for the forty hour

(Continued on Page 7)

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7 Titles Reallocated; Upgrading Is Denied to 6

ALBANY, April 12—Listed below are the latest determinations made by the Salary Standardization Board and the resulting actions thereon by the Director of the Budget on titles under the jurisdiction of the Board. All reallocations shown are retroactive to April 1, 1947 in accordance with Chapter 360, Laws of 1947, says the Board's announcement. A stands for Approved, D for Disapproved.

Title	Pres. Alloca.	Sal. Bd. Alloca.	Act. of Bud. Dir.
Assistant Director of State Parks.....	G35	G39	A
Assistant Industrial Commissioner.....	G32	G34	A
Chief Accountant (Group of Classes)...	G37	G39	A
Chief Industrial Investigator.....	G25	G26	D
Director of Health Dept. Accounts.....	G37	G39	A
Director of Bedding Inspection.....	G33	G32	D
Dir. of Munic. Serv. (Civil Service)...	G32	G36	A
Director of Office Audit.....	G37	G39	A
Indus. Relations Investigator.....	G8	G9	A
Senior Indus. Rela. Investigator.....	G14	G16	D
Senior Industrial Investigator.....	G14	G16	D
Supervising Indus. Homework Inves...	G20	G21	D
Supervising Indus. Investigator.....	G20	G21	D

The pay of above grades:
 G8, \$2,280-\$2,880; G9, \$2,400-\$3,000; G14, \$3,000-\$3,660; G16, \$3,240-\$3,900; G20, \$3,720-\$4,620; G21, \$3,900-\$4,800; G25, \$4,620-\$5,720; G26, \$4,800-\$5,900; G32, \$6,000-\$7,375; G33, \$6,250-\$7,625; G34, \$6,500-\$8,000; G35, \$6,750-\$8,250; G36, \$7,000-\$8,500; G37, \$7,250-\$8,750; G39, \$7,750-\$9,250

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STATE AND COUNTY NEWS

Opportunity Exists For Fair Preference

By H. ELIOT KAPLAN

Executive Secretary, Civil Service Reform Association

DEMAND for more equitable treatment of veterans and non-veterans in civil service appointments and promotions has resulted in the passage by the State Legislature of a proposal to modify the veteran preference provision, which now accords absolute preference indefinitely for disabled veterans, and up to December 31, 1950 for non-disabled veterans. The proposal, sponsored by both veterans and non-veterans within and outside the civil service, and having the backing of leading civic organizations of the State, was introduced in the State Senate by Senator MacNeil Mitchell, of NYC. He expressed interest in protecting the right of all veterans while making it at least possible for non-veterans to compete successfully for public appointments and promotions.

Advocates of the Mitchell proposal point to the demoralization of the civil service resulting from the existing constitutional provision which gives disabled veterans prior preference in appointments and promotions over other veterans, and non-disabled veterans a secondary preference over non-veterans. It is claimed that the morale of the civil service, both State and municipal, has fallen to a low ebb because of the dissatisfaction and frustration engendered by what is claimed to be an unjust and poorly-thought-out preference law rushed through the 1945 legislative session.

Veterans Also Disappointed

The present law has been a disappointment to non-disabled veterans. Even the ranks of the disabled veterans have been jarred by inequities.

The veterans have only begun to realize the disadvantage under which they compete when a disabled veteran can jump them on a list every time the disabled veteran competes for promotion. One Fireman with a statistical turn of mind figured out that even as a veteran he "would be wearing a long beard" before he could aspire to a Fire Captain under the existing veteran preference law. He figured it out that under the Mitchell plan he'd have some fair chance before he has to retire. An enterprising veteran patrolman, who got on the force just before the present veteran preference law went into effect, figured his chances for promotion after seeing the new Sergeant's list, and found enough disabled vets ahead of him to keep him out of the running for at least three years. He became alarmed as to what his chances might be further up the ladder, and decided to go into private business. Just think where the civilian, particularly the chap who was kept out of the war against his will, comes off under the present arrangement.

Fire Lieutenant List

A glance at the NYC Fire Lieutenant's promotion list tells part of the story. One candidate who claimed to be suffering from hemorrhoids was jumped from over number 2,700 to number 315, skipping nearly 1,500 veterans on the way up. Another with a "slight limitation of the left knee joint" was jumped from about 2,650 to about 295. A third with "flat feet condition" jumped from 600 to 85, passing by hundreds of veterans.

Similarly, on the State Prison Guard list, a candidate suffering from a varicose vein was moved up from 3,500 to 129. A second one, with "psychoneurosis anxiety" jumped from 4,880 to 190. Who can compete against such overwhelming odds?

"Think what little chance even the non-disabled vet will have against these fellows later on for promotion," stated one veteran hopefully.

The Mitchell proposal would give a disabled veteran 10 points additional credit to his earned rating in entrance examination, provided he first receives a passing mark. In promotions he would receive only five additional points. The non-disabled veteran would receive 5 points added to his rating in original entrance examinations and half of that in promotions. In either case, disabled vet or non-disabled vet, the added credits would be granted in one appointment or promotion. Veterans who had and might hereafter receive a preference under the present law would still have another chance of preference by way of the new added credits under the Mitchell proposal.

Veterans State Views

It is reported from Albany that many veterans have written Senator William Condon and Assemblyman Bernard Austin, sponsors of preference extension bill, that they prefer the Mitchell plan over the Condon-Austin bill. They feel that the Condon-Austin proposal gives the non-disabled vets in the civil service nothing; they argue that, on the contrary, it subjects them after 1951 to futile competition with a host of disabled vets. They want the genuinely disabled veteran to get a substantial advantage, but they don't want to crowd themselves out of competition. They also feel that they should have some reasonable advantage over non-veterans in both appointments and promotions. The Condon-Austin bill, they claim, deprives them of any consideration in promotions. They claim they would be better off if none of the veterans had any preference in promotions than they would be under the Condon bill.

While most non-veterans are not over-enthusiastic about the Mitchell Bill—they think it goes too far in promotions—they naturally prefer the Mitchell Bill over the present law. They feel they would have at least a "smell in" for promotion under the Mitchell plan. They claim the adoption of the Mitchell bill might put an end once and for all over the wrangling over veteran preference amendments year after year, even if the Mitchell proposal is not ideal from their point of view. Veterans, on the other hand, like the Mitchell proposal because it strikes them as fair and equitable—about as good a proposal as any which could command general support. They assert that its adoption would minimize the criticism so often made against the present law, and put the veteran in a position where he could feel that everyone agreed that he was entitled to what the law sought to give him by way of civil service preference.

As one veteran leader put it: "We're just fed up being told we're getting away with it; we want it to be believed that we earned it. That's what I like about the Mitchell bill. No one can say it's not giving veterans a square deal without hurting the non-veterans too much."

GALA ASSN. BALL ON MAY 22

(Continued from Page 1)

will provide music for a night of dancing. Plenty of top-flight entertainment is promised, too. The Chiny Sisters will be on hand, Stubby Pastor will perform — and that's only the beginning.

Admission \$1.50 Plus Tax

Entrance charge is \$1.50, plus 50c Federal tax. Miss Macfarlane asked that all who plan to attend be reminded that the \$1.50 entrance charge, previously announced,

didn't include the tax, "and of course, we don't want to have to pay the taxes out of the building funds."

It is anticipated that a far larger number of employees and others will want to attend than can be accommodated by the Armory. "So," says Janet, "please make sure you get your tickets in advance."

A business meeting of Association executives will be held on the same day, a Saturday.

Preference Law And New Bills

(Continued from Page 1)

tion; also they have primary retention rights, without time limit, in case of layoffs.

Non-disabled—Until December 31, 1950, they are given preference, after disabled war veterans, if they pass the examination, in appointment, promotion, and possess secondary retention rights.

Mitchell Bill

Disabled—Without time limit, 10 extra percentage points are given to them in open-competitive (entrance appointment) examinations and five extra points in promotion examinations, provided they pass the examination without the aid of the extra points. Preference is limited to one examination from which appointment or promotion results.

Non-disabled—Without time limit, 5 extra points are given to them in open-competitive (entrance appointment) examinations and 2 1/2 extra points in promotion examinations, provided they pass the examination without the aid of the extra points. Preference is limited to one examination from which appointment or promotion results. The Legislature is authorized to provide retention preference for veterans of both classes. (Effective date, January 1, 1951)

Condon Bill

Disabled—No change in existing law.

Non-disabled—Until December 31, 1955, extends present preference only in open-competitive (entrance appointment) examinations and retention; abolishes all preference to non-disabled war veterans in promotion examinations. (Effective date, January 1, 1950.)

Procedure for Enactment

Both the Mitchell and the Condon bills were passed by the last session of the Legislature. Being proposed constitutional amendments, they do not go the Governor for action. They will be voted on by the next session of the Legislature. If either or both of them pass at that session, it or they will be voted on at a referendum at the polls in the general election in November, 1949.

Marcy State News

Ida Bonville, Stenographer at the Marcy State Hospital, was given a farewell party by a group of her friends at the Mel-Rose Inn, Stittville. Present were: Etta Stace, Dorris Blust, Mrs. Janet Boxall, Jeanie Newlands, Eleanor Soltys, Barbara Furnia, Delia Steifvater, Mrs. Helen Cole, Mrs. Hazel Williams and Mrs. Margaret Nero.

Miss Bonville was at Marcy State Hospital for five years. She expects to enter State service in Syracuse.

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A THOUGHT FOR THE WEEK

I pity the man overwhelmed with the weight of his own leisure. — *Voltaire.*

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TUESDAY, APRIL 13, 1948

Fire Chief Battle Won; Next Step, Fill Job Right

THE HIGHEST ranking and highest paid competitive position in all the world remains in the competitive class. Governor Thomas E. Dewey, in vetoing a bill that would have authorized the NYC Fire Commissioner to designate a Chief of Department, at \$11,500 a year, rendered a public service and followed the recommendation of President J. Edward Conway, of the State Civil Service Commission, and the alert and determined groups and individuals who besought him to veto a pernicious measure of even doubtful constitutionality. The position was placed in the competitive class years ago only after a hard fight by advocates of the Merit System. It was filled competitively on previous occasions. No good reason was shown — none could have been shown — why it shouldn't be filled the same way now. The eligible list exists. The promotion should be made from among the eligibles — all Deputy Chiefs — without delay.

Murphy Is Doing a Good Job

The responsibilities of the Fire Department are onerous. Protection of life, limb and property, both in fire prevention and fire fighting, requires leadership by a man specially trained in that work. The law requires his selection by competitive examination. Any compromise on any aspect of these requirements is unthinkable. In addition, the many and increasing duties fully justify having a uniformed commander whose work co-ordinates technology and policy. Those duties are being capably performed by Frank Murphy as Chief of Staff and Operations. Chief Murphy and the new Chief of Department, working side by side, can render a noteworthy co-operative service to the City.

The LEADER waged a campaign in favor or veto and ran a front-page editorial calling for such action.

Comment

Credit for Study

Editor, The LEADER:
John F. Toth in a letter to you discusses State In-Service Training proposals. He states that many employees are attending schools on their own and should be accorded special recognition in recruitment. I don't quite understand him. Doesn't he really mean many employees in NYC?
For many years, when employed at 80 Centre Street, I studied in the evening. I now have a field job, roaming from Peek-

skill to Montauk Point. I would like to study still more but find it impossible. I also find that numerous State employees would like to study on their own time, but find no facilities in places like Central Islip, Brentwood, Utica, Binghamton, etc.

I don't think we can accord special recognition to voluntary studies (other than what is normally accorded them), unless the opportunity is there for all.

IRVING MILLER
Examiner of Municipal Affairs



ALL the Democrats from N. Y. voted against the tax reduction bill, although throughout the country the Democrats split about fifty-fifty on overriding President Truman's veto. Looks like a pro-Truman New York delegation to the national Democratic convention. . . . U.S. going into the hazardous evaluation business too. Warren Irons, head of the U.S. Civil Service Retirement Division, asks permission be granted by Congress to the Commission to determine which occupations are hazardous, so age 50 retirement can be obtained by all such with 20 or more years' service, just as in FBI. Bill as originally drawn to include Treasury men is being broadened to include all who are engaged on hazardous tasks. . . . VA Administrator Carl Gray takes load of papers home each night. Part of his study of how many VA branch offices there should be. . . . One reason public employees are having a hard time making both ends meet: Bureau of Engraving, short of plate printers, isn't turning out paper money fast enough.

If Tom Dewey should fail to get the GOP Presidential nomination, his friends are advising him to leave the Governor's chair and seek a U. S. Senatorship where, with his colorful voice, investigative ability and personal prestige, he'll always be an important figure. It is argued that he can still be President in the future—he's more than 20 years younger than some candidates. Moreover, while Senator, they point out, he'll be able to devote himself to earning a good income as an attorney. . . . Here's the inside talk about the vacant New York County Surrogate post. Most likely Democratic candidates include Supreme Court Justice Dineen, who will not accept and probably can't get ALP endorsement; the only two Democratic candidates who can get that endorsement, Supreme Court Justice Jim McNally and Paul O'Dwyer, attorney brother of the Mayor. . . . Politicians are saying that in this GOP year, and with popular Tom Curran running as the GOP candidate, ALP support is absolutely necessary to any Democratic candidate who expects to have a chance.

Keep fit by swimming the year round, is the advice of Hilda G. Schwartz, Secretary of the Board of Estimate, who was a member of the women's varsity swimming team during her college days. . . . Deputy Fire Commissioner Nat Horwitz, Council Majority Leader Sharkey and Sidney W. Stern, legal expert of NYC Civil Service Commission, once took a Supreme Court Attendant examination, and all three got on the eligible list. Sharkey married Horwitz's stenographer. Both men worked in the Fire Department together.

MERIT WOMAN



Wilton Studio
RUBY M. JOLLIFFE

THE New York Times put it this way: "The hand that struck the match for more campfires than any other in the country will light no more for the present. Miss Ruby M. Jolliffe, since 1920 the Superintendent of Parks for Palisades Interstate Park, has resigned to teach in Florida."

The New York Herald Tribune devoted more space to Miss Jolliffe's retirement than it usually does to important national figures. Even in Philadelphia, newspapers talked about her retirement.

They Love Her

It's an indication of the affection and respect with which everyone, from fellow-employees to devotees of sport, regard jolly Miss Jolliffe. She is one of those persons who seem to know everything about the outdoors. The amazing thing about Ruby is that she knows so much about so many other things, too. For example, she's a linguist, and will teach languages at Miss Harris' Florida School in Miami. She is a storyteller and has held audiences enthralled with her legends of the forests. She is responsible for the idea of a ski slope in Bear Mountain. And today, after 28 years as a State employee, she still displays a keenness of intelligence and a drive usually associated with much younger women. She will be given at least two large parties in honor of her long service. And the Bear Mountain area will be a sadder place when she leaves for the South.

Her responsibilities to her fellow-employees have never been forgotten, and to the last, Ruby Jolliffe has been active in the work of The Civil Service Employees Association.

Holds Master's Degree

Miss Jolliffe is a native of Canada and her early schooling was in public and high schools in Ontario. She received her B.A. from the University of Toronto and her

Master's degree from Bryn Mawr. She later pursued her studies at the Institut St. Germain in Paris. Following that, she was engaged for several years in teaching as head of the Modern Language Department at the Centenary College Institute, New Jersey. She was Associate Professor of English and Modern Languages at Whitman College, Walla Walla, Wash. She went into YWCA work directing business girls' camps for several years during the summer months and in 1919 was appointed Camp Executive of the YWCA for the city of New York.

Headed Camp Department
In 1920, at the request of Miss Welch, who was then general manager of the Palisades Interstate Park Commission, Miss Jolliffe was released from the position of Camp Secretary for YWCA of New York and went with the Park Commission as head of the Camp Department. This department has grown under her leadership to 71 camps, with a daily population of over 600 youngsters. In those early days group camps were less well-organized, and she has been responsible for many improvements at that time. One of the early moves was the appointment of a health officer, and the outstanding record of those camps in being free from contagious and other diseases is a result of this move. Regular religious services, all creeds have been carried on the fieldstone community house in the camping areas.

Set Up Museums

In 1922 with the help of Benjamin T. B. Hyde, National Scout Executive, five regional museums were built throughout the Harriman Section of the Park. Miss Jolliffe employed and directed the staffs of these museums which now constitute a major part of the program of all camps during the summer.

She took a leading part in forming of the Bear Mountain Sports Association in 1922, has held the office of President continuously since it was formed. This Association is responsible for competitive meets of all types of sports held at Bear Mountain. In 1935, she was responsible for the construction in the Harriman Section, of several large community houses which are used by various camps for their indoor activities. The successful operation of the camps during the long years of the war was largely to Miss Jolliffe's untiring effort, and in retiring, she leaves a well organized department that furnishes recreation and told benefits to thousands of youngsters from the Metropolitan area.

In Florida she'll teach mornings. "And in the afternoon she smiles, I'll be able to get to my violin."

Also, she may find time to write a book about the imaginative Bear Mountain legends.

H. G. Porter First To Retire Under New Law

Special to The LEADER
WASHINGTON, April 12—H. G. Porter, chief, Office Service Division, U. S. Civil Service Commission, central office, is the first

employee of record to make application for voluntary retirement under the new retirement law. He will retire April 30 after 25 years in Federal branches.

How New Income Tax Law Benefits Public Employee Pensioners

Net Half-Pay Retirement Obtainable 3 to 4 Years Sooner—Further Reductions Necessary Before Governmental Pensioners Are Up to The Industrial Level.

By RALPH L. VAN NAME
Secretary, NYC Employees' Retirement System

Tens of thousands of pensioners in New York State and City are recipients of pensions which were fixed in a past when dollars bought much more. They are disappointed that the Legislature at Albany again failed to authorize an addition to their pensions to restore their little fixed pensions to their original buying power. Better news comes from Washington. There the modified Knutson tax bill was enacted. It increases the exemption from \$500 to \$600, grants an additional \$600 exemption upon attainment of age 65, and, by continuing the over-all 10 per cent. allowance for general deductions, has pro-

vided total exemption from further income taxation up to the following limits:

- (a) Up to \$2,666 per year, if a pensioner and his wife or other dependent have both attained age 65.
- (b) Up to \$2,000 per year, if only one has attained age 65.
- (c) Up to \$1,333, if single or widowed and attaining age 65.
- (d) Up to \$666, if single or widowed and not yet 65.

The Tax-freedom Train

Employees may now plan retirement free of tax before age 65, having in mind that contributions by them equal to one year's pension entitles them to tax freedom

one year sooner, contributions equal to two years' pension entitles them to tax freedom from age 63, etc.

The contributions of many members of the NYC Employees' Retirement System exceed four years' pension and release them from pension taxation even when retirement takes place as early as age 61.

A married pensioner, age 65, with \$2,666 income, now totally exempt, last year paid a tax close to \$300. To get the money to pay his tax, it was necessary for him to work three or four years longer than his successor will have to work for a \$2,370 pension which, free of tax, will net him just as much.

Police and Fire Examples

A married Patrolman or Fireman, retired after 20 years of service on a \$1,575 retirement allowance, both he and his wife still under 65, instead of paying about \$83 tax, will pay less than half that amount, his total exemption being increased \$200 and his rate

on the remainder being reduced 12.6 per cent.

The Federal Government, after allowing appreciably more before beginning to tax, instead of taking \$380 on the first \$2,000 taxable, will take \$332.

Retired teachers and all other pensioned former employees of the Federal, State and City governments and subdivisions should know, however, that the discrimination between them and industrial pensioners has not been reduced. Social Security pensioners, in addition to all the exemptions discussed above, receive total exemption on their Social Security pensions; Railroad pensioners continue to be totally exempt on their pensions, running up to \$1,440 and may, in addition, claim all of the above exemptions on other income.

Proposed Rider for Equality

The suggestion is being renewed to the Ways and Means Committee of the House and the Finance Committee of the Senate that it eliminate this long-standing injustice against governmental

employees and pensioners by attaching a rider to the tax bill which is expected to be reported in about two months. read substantially as follows: "Notwithstanding any provision or construction of this act or income tax law, the net pension income up to \$1,440 in any year of every retired governmental employee, whether Federal, State, municipal, or a political subdivision thereof, shall have exemption from income tax not less than that of any other retired employee."

Under such a bill, single or widowed pensioners, regardless of age, would be free of tax up to \$2,266 since they could claim the \$1,440 pensioner's exemption, general exemption and \$226 per cent over all.

Record Pressure Needed

More pressure on Senators and Representatives than pensioners ever before applied will be necessary if the further relief to which they are so justly entitled is to become a reality.

STATE AND COUNTY NEWS

What Happened to Albany Bills

Signed

CHAPTER 730

S.164. GREENBERG—Extends to Jan. 1, 1949, provisions for allowing under certain conditions, prior service credit for new members NYC employees' retirement system

CHAPTER 702

S.971. FINE—Provides if member of NYC retirement system re-enters city service after retirement, payment of pension only shall be suspended and forfeited during period, instead of that retirement allowance shall cease; allows member to continue payments during restoration to U. S., state or municipal service. Administrative Code, §B3-47.0.

CHAPTER 803

S.214. OLLIFFE—Requires police comr. to divide sergeants and patrolmen into three platoons with hours of duty of not more than eight consecutive hours during 24 hours; allows uniformed members after one year in police force, annual vacation of not less than 14 consecutive days. N. Y. City Com. Chap. 360 of 1911.

Vetoed

S. 7. WICKS—Empowers NYC transportation board to deduct from wages of employee subject to his authorization, for hospital, medical and surgical care and to permit to plan stipulated by him. Rapid Transit Law, §15-b new.

S.174. CONDON — Puts World War II veterans with honorably discharged veterans of Spanish-American war and World War I who are entitled to retire on pension from police force in certain counties adjoining NYC after reaching age 60 or after 20 years' service.

S.228. MILLS—Lets honorably discharged veterans who were residents of state at time of entry into U. S. military service, credit for all military service, in any pension fund of retirement system of

political subdivision of state, if contribution is made by employee entitled to benefits, unless provisions have otherwise been made for such payment. Milit. Law §246-b new.

S.1311. SCANLAN—Makes NYC transportation board for membership in city retirement fund to submit to board of estimate such data as to each member as board may require and members shall be classified in proper group. Administrative Code, §B3-4.1 new.

S.2394. QUINN — Provides detail by NYC fire comr. of member of fire dept. to act as chief of department shall not be deemed promotion. Administrative Code, §487-a 9.0.

Now Before Governor

SENATE

154. CONDON—Allows public officers and employees leave of absence with pay for not more than 15 days a year for training duty in reserve corps of which they are members and with a limit of pay for 30 days in any calendar year during military duty. Military Law, §43.

511. HAMMOND—Provides in determining rights of public employees to be absent from civil duties, that military duty for not more than thirty days in calendar year with N. Y. guard, national guard or naval militia or as member of reserve corps, shall be deemed ordered military duty even though orders are issued with consent of member. Military Law §43, 245.

588. CONDON — Provides that patrolmen in town police depts. in Westchester co. shall not be eligible to take promotion examinations until they become patrolmen of 1st grade; strikes out limitation on periods of time for prior service for appointment as chief, lieutenant and sergeant. Chap. 104 of 1936.

1244. DESMOND—Repeals obso-

Correction

The inadvertent transposition of several lines of type in The LEADER'S report last week on legislative bills resulted in abstracts of the amendment, introduced by Senator Mitchell, to the veteran preference provision of the State Constitution being erroneously included under the list of the bills vetoed. Proposed constitutional amendments do not go to the Governor for action, but to the next Legislature and, if then adopted, to referendum. The LEADER regrets the error.

[See Discussion of Veteran Preference, Page 1.]

lete provision relating to promotions in city police forces from eligible list. General City Law, §15-a repeal.

2188. ERWIN—Changes part of schedule of salary grades and compensation for certain positions in classified service of state civil service. Civil Service Law, §40.

2353. MANNING—Allows members of congress, and congressional employees who are legal residents of state, U. S. attorneys and assistants for districts in state, to be members of state employees' retirement system and receive credit for federal service. Civil Service Law, §52-c repeal; §52-c new.

2388. QUINN—Requires Triborough bridge and tunnel authority and NYC housing authority to contribute to pension or retirement system for benefit of employees absent on military duty. Military Law, §246.

ASSEMBLY

808. STUART—Provides that if leave of absence for public employees who are veterans of World War II on Memorial and Armistice

days, would endanger public safety or safety or health of persons cared for by state, employees shall pay on another day in lieu thereof entitled to leave of absence with of Public Officers Law, §63.

1083. LASHIN—Provides that hearings on charges for removal of veterans and volunteer firemen in civil service positions, shall not be conducted, nor penalty imposed, either by officer or body preferring charges or by their designated deputies or employees; hearing shall be conducted and determination made by proper civil service commission. Civil Service Law, §22.

1820. NOONAN—Revises generally provisions relating to state employees' retirement. Civil Service Law, amend generally; Chaps.

286, 380, 395, 416, 737, 764, 773, 835, 836 of 1947 repeal.

1865. FITZPATRICK — Allows correction dept. employees certain options for retirement benefits after 35 years' service and for annuities and death benefits to estates or beneficiaries.

2362. NOONAN—Continues to June 30, 1948, provision for insuring loans to members of state employees' retirement system, against death of members. Chap. 872 of 1946 (Civil Service Law, §61).

STATE ELIGIBLES

Supervising Labor Mediator, (Prom.), Mediation Board. (V.) Julius J. Mannor; (NV) Ernest Landue, Benjamin Roberts, Joseph English, Stephen Davis.

Shopping Guide

CHOCKY'S TYPEWRITER CO., 108 W. 25 St., N.Y.C., does exceptionally fine repair work on typewriters at low prices. Rentals by the month or for civil service exams are at your disposal at very nominal fees.

UNUSUAL VALUES in Swiss-movement ladies' and men's watches are available at Buchman Jewelry Co., 220 W. 42 St. near Broadway (Room 1907). A man's military styled watch with stainless steel case, sweep-second hand, screw-on back and luminous dial is \$18.15. A 7-Jewel lady's watch in rolled gold plate case is \$15.95. All prices include the Federal tax. Watches guaranteed for a year. Mail and phone orders accepted.

SOFA BOTTOMS..... \$12.00 Chair 5.50 Let us estimate on custom made slip covers. Springs retied, rewebbed, re-lined in your home. 2 year guarantee on work.

PAUL LO BIANCO

Call Dave at Nightingale 5-1106

LIQUIDATION SALE

Wholesaler going out of business offers high quality Swiss watches, watch bands, wedding and emblem rings at 25-50% below retail prices.

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B. ROBERTS

IN NYC 553 7th Ave. (40 St.) 2d fl. 50 W. 26th St. (Nr. 6th Av.) 2d fl. 2801 Bway. (Nr. 108th St.) 533 W. 207 St. (Nr. Sherman)

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\$11 95

Guaranteed money back in 3 days

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New Hazardous Pay Law Is Explained

(Continued from Page 4) (and not on the four or eight additional hours of employment per week).

(2) An employee worked, during the fiscal year 1947-1948, regularly forty hours a week in the position of laborer in a T. B. hospital. His position is an N. S. position (not allocated) and carried a basic per annum salary of \$1,200 together with \$120 for hazardous employment. In his N. S. position he was given emergency compensation of 30 per cent on \$1,200 and 40 per cent on \$120. The hazardous pay which he is entitled to have added to his basic annual salary on April 1, 1948 is \$120 (and not \$120 plus 30 per cent or \$156).

Further Clarification

The LEADER has received inquiries from State employees on why the computation of merger pay is made on basic annual salary for a 40-hour week, instead of for the total pay during the previous year. This is the reason (not contained in Mr. Schechter's analysis):

If the freeze of hazardous pay were not computed on a basic 40-hour week, the hazardous pay for overtime would be counted twice. Example: If a person got \$100 hazardous pay last year on a basic

40-hour week, he received \$120 in hazardous pay for working 48 hours. If the \$120, received for 48 hours of work, were added to his 1947 basic pay, commencing April 1, 1948 another 20 per cent would be added for overtime, thereby giving him \$144 for hazardous pay for 48 hours in 1948, instead of the \$120 actually received last year. The law consequently provides for adding, on April 1, 1948, the \$100 received last year on the basic 40-hour week; 20 per cent will be added to this for working 48 hours during the coming year, so that the employee will receive the same \$120 this year that he received for hazardous pay last year.

Grade, Increments and Bonus

Other questions from employees concerned piercing grade ceilings, increments and base for computation of bonus. The independent answers to these questions follow: Employees who are now receiving the maximum for their position will, nevertheless, have hazardous pay added to their basic salaries. They will continue at that rate—above the maximum, until promoted to a new position or re-allocated to a higher position.

Employees will receive their April 1, 1948 increment even

though the increment, plus the hazardous pay, brings them over the maximum of their grade. This is extremely important because it was the major point discussed at the meeting of institution representatives who specifically requested that the law be drawn in such a way that employees would not lose the increment they would otherwise receive on April 1, 1948.

Since the hazardous pay will become a part of basic compensation, the emergency bonus will be computed on the higher total, and overtime compensation in excess of 40 hours will also be computed on the higher total.

When the foregoing supplementary to questions are read together with Mr. Schechter's own explanation, the benefits to employees under the new law attain a more inclusive evaluation.

Payroll Procedure

On payroll procedure Mr. Schechter wrote:

"In view of the time needed to check carefully which employees are entitled, under Chapter 596, to the addition of hazardous pay (and the amount of such addition) and in order not to delay the payrolls for the first half of April, 1948, the addition of hazardous pay (where warranted under Chapter 596) to basic annual salaries on April 1, 1948 will not be incorporated in the regular salary check for the first half of April, 1948. Such addition will be made on the first or second half of the June payroll and when such addition is made, it will be necessary to submit supplemental payrolls to cover such additional pay retroactively to April 1, 1948."

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Veterans Wanted

One or more non-disabled veterans in Sanitation, Transportation, Education, Health, Courts and other departments, to join with the Police and Fire Departments in fighting to prevent unfair legislation seeking to deprive non-disabled veterans of well-earned preference in promotional examinations.

The purpose of this, is to formulate combined opposition to the proposed CONDON Constitutional Amendment giving to disabled veterans absolute preference, for all time, in promotional examinations.

Address:

COMMITTEE ON VETERANS PREFERENCE

Box A, THE LEADER, 97 Duane Street, New York 7, N. Y.

Bring Name, Address, Veterans Status, and Department in which employed

Schools Selected For Fireman Test

The Municipal Civil Service Commission will hold the written test for Fireman (F. D.) on Saturday, May 15...

Sanitation (B) Eligibles

The following is the second consecutive instalment of the list of Sanitation man, Class B, eligibles, begun in last week's issue of the LEADER.

- Disabled Vets L. J. Pisano, Ralph W. Manee, B. L. Madden... 651-700 Edmund Conway, F. Nicolosi...

Navy Yard Needs Helpers

Applications close tomorrow (Wednesday) for jobs in five Helper titles in the Naval Base Station, Brooklyn...

Exams for Permanent Public Jobs

NYC Open-competitive

1311. Medical Social Worker, Grade 2, \$3,170 to \$3,650. Fee, \$2. Vacancies: From time to time. Requirements: Must have baccalaureate degree...

CAREER GROUP TO MEET

There will be a meeting of the Federal Career Employees Association in the auditorium of the New York Regional Office of the Veterans Administration...

NYC Education

15-48 Teacher of Classes for Adults in English and Citizenship. Evening elementary school, \$6.20 per session (2 1/2 hours) during probationary period...

Where to for Tests

The following are the County and NYC government offices for Federal, State, and other jobs:

Promotion

1071. Associate Psychologist (Research), Department of Psychiatric Hospitals, Division of Laboratories and Research...

STATE Open-competitive

8070. Parole Officer, Division of Parole, Executive Department, \$3,170 total. Five annual increases of \$132. Fee, \$3. Openings: One in central office, 19 in NYC...

Promotion

5552. Medical Social Worker, Grade 2 (Prom.). Open only to employees of Department of Hospitals...

Promotion

5555. Claim Examiner (Torts), Grade 2 (Prom.). \$1,801 to \$2,400. Open to permanent employees of Board of Transportation...

Promotion

8071. Senior Social Worker, Department of Correction, \$3,450 total. Five annual increases of \$132. Fee, \$2. One vacancy at Elmira Reception Center...

Army Offers 51 Jobs

The Civilian Personnel Office has 51 positions available for immediate recruitment in the Marianas...

Civilians Away

The New York Port of Embarkation has 51 positions available for immediate recruitment in the Marianas...

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Promotion

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Exams for Permanent Public Jobs

7027. Principal Public Health Physician (Maternal and Child Health), Bureau of Maternal and Child Health, Department of Health...

Promotion

7028. Senior File Clerk, Albany Office, Department of Agriculture and Markets, \$2,346 total. Five annual increases of \$120. Fee, \$2.

Promotion

7029. Principal File Clerk, Central or Albany District Office, Division of Parole, Executive Department...

Promotion

7031. Assistant Gas Engineer, Department-wide, Department of Public Service, \$4,242 total. Five annual increases of \$180. Fee, \$3.

Promotion

7002. Associate Electric Engineer, Department-wide, Public Service Commission, \$6,790 total. Five annual salary increases of \$275. Fee, \$5.

Promotion

7014. Senior File Clerk, Bureau of Accounts (including Executive and Administrative Units) and the Revolving Fund Bureau...

Promotion

7015. Senior Account Clerk, Department of Commerce, \$2,488 total. Five annual increases of \$120. Fee, \$2.

Promotion

7003. Supervising Motor Vehicle License Examiner, Bureau of Motor Vehicles (District Offices), Department of Taxation and Finance...

Promotion

7016. Senior File Clerk, Albany Office, Department of Education, \$2,346 total. Five annual increases of \$120. Fee, \$2.

Promotion

7017. Principal File Clerk, Albany Office, Insurance Department, \$2,898 total. Five annual increases of \$120. Fee, \$2.

Promotion

7018. Principal Actuarial Clerk, New York Office, The State Insurance Fund, \$3,036 to \$3,714 total.

Promotion

7019. Principal Statistics Clerk, New York Office, The State Insurance Fund, \$3,036 to \$3,714 total.

Promotion

7020. Principal Clerk, Office of Erie County Treasurer, Erie County, \$2,300 to \$2,600 total.

Marshall Plan Jobs Are Now Available

(Continued from Page 1) Commission. However, it is known that the ECA is planning also to draw on the Federal government for some of its experts in purchasing and merchandising.

Applications Being Received

Applications already are being received, as the result of advance publicity given to early openings, including announcements in the Civil Service LEADER of where to apply.

Idea of Salaries

The minimum salaries for work in the United States under ECA would be equal to or better than those of the Federal government in its regular departments.

Overseas Jobs in 31 Titles

The Civilian Recruitment Office, Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City 1, New York, lists the following civilian positions being offered with the Signal Corps in the areas indicated.

Table listing 31 overseas job titles with corresponding salaries and duties, such as Electrical Draftsman (\$306.00), Teletype Operator (woman) (\$270.35), etc.

Exams for Public Jobs

\$2. One vacancy. Must be permanently employed in Erie County Treasurer's Office. Written, weight 4; Service record rating, weight 2; Seniority, weight 1; Training and experience, weight 3. (Closes Tuesday, April 20).

U.S.

2-1-3 (1948) Helper Electrician, Helper Machinist, Helper Painter, Helper Pipefitter, Helper Rigger; \$8.72, \$9.20, \$9.68.

U.S.

7019. Principal Statistics Clerk, New York Office, The State Insurance Fund, \$3,036 to \$3,714 total.

U.S.

7020. Principal Clerk, Office of Erie County Treasurer, Erie County, \$2,300 to \$2,600 total.

would be in grades with no less than the following minima: CAF-4, \$2,394; CAF-5, \$2,644.80; CAF-6, \$2,894.80; and so on to CAF-9, \$5,975. The salaries would increase annually, as in the normal Federal service...

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FEDERAL NEWS

House Group Debates Size of Postal Raise

Special to The LEADER
 WASHINGTON, April 12. — Postal employees seek to have the House Committee of Post Office and Civil Service go along with the Senate Committee on a permanent pay raise of \$800. The Senate Committee reported out Senator Raymond Baldwin's bill to that effect, and also another measure, which would provide graduated raises for other Federal workers, averaging \$650.

The House Committee meets again tomorrow. An effort was made by Representative Butler (R., Buffalo, N.Y.), to have the committee report out his bill for an \$800 permanent postal raise. Representative Ed Rees, Chairman of the House Committee, is trying to get his own bill out of committee for a \$468 increase for all Federal employees.

The Joint Conference of the N. Y. Federation of Post Office Clerks sent Presidents of member unions located in and near the metropolitan district as a delegation to fight for the "\$800 perma-

nent," which they did. Conference Vice-presidents in the delegation were Ephraim Handman, President of the N.Y. Federation of Post Office Clerks, and Morris Klein, President of the N.Y. Railway Mail Association. Others in the delegation included Irving Penchuck, Harry Cotler, Harold Nicholls and Arthur Verniero.

FOREIGN JOB BOOKLET

"Federal Jobs Outside the Continental United States" is the title of an informational booklet (Pamphlet 29) issued by the United States Civil Service Commission. It describes opportunities for employment in foreign areas and in the territories of the United States. It is published by the U. S. Civil Service Commission, Washington 25, D. C. Anyone desiring only to inspect the pamphlet may do so at the LEADER office, 97 Duane Street, Manhattan, two blocks north of City Hall Park and just west of Broadway.

UN Group Planned For Study of Jobs

Establishment of an International Civil Service Advisory Board for the United Nations organizations is being studied by a joint committee of members of the several UN agencies. Tentative plans call for the appointment of a nine-member board, the members of which will be drawn from the major geographical areas of the United Nations.

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FEDERAL NEWS

Pensions Earnable Under New Law

THE FOLLOWING TABLE ILLUSTRATES ANNUITIES COMPUTED UNDER THE BASIC FORMULA WHEN ALL PAYMENTS HAVE BEEN MADE

Highest 5-year average salary	Years of creditable service						
	5	10	15	20	25	30	35
\$ 1500	\$ 200	\$ 400	\$ 600	\$ 800	\$ 1000	\$ 1200	\$ 1200
2000	225	450	675	900	1125	1350	1575
2500	250	500	750	1000	1250	1500	1750
3500	300	600	900	1200	1500	1800	2100
4000	325	650	975	1300	1625	1950	2275
5000	375	750	1125	1500	1875	2250	2625
7500	563	1125	1688	2250	2813	3375	3938
10,000	750	1500	2250	3000	3750	4500	5250

The annual annuity is paid in 12 equal monthly installments computed to the nearest whole dollar; some of the above figures, therefore, are exact, while some are round figures close to the exact amount.

The table of benefits under the new U.S. retirement law, for highest five-year average salaries of \$1,500 to \$10,000 in eight steps, completes the publication of the U.S. Civil Service Commission's analysis of the law. The text was published in the March 16, 23 and 30 issues of The LEADER.

64th Annual Report Of Civil Service Board

The following is the third installment of the 64th annual report of the U. S. Civil Service Commission. Another installment will be published next week.

Setting forth the Factors to be taken into Consideration in Classifying Jobs

Any general revision of the Classification Act should contain a clear statement of policy by the Congress as to the factors which are to be taken into consideration in the classification of jobs.

Such a statement of policy should make it clear that classification actions are to be based solely on an analysis of the duties and responsibilities actually performed. It should be made perfectly clear that supervisors are not to be rewarded by having their positions placed in higher grades solely because of their ability to expand the size of the supervisory group for which they have responsibility.

Complete Revision of the Classification Act is Needed

The Commission does not believe that the Classification Act of 1923, as amended, can be brought up to date effectively by simply making further amendments to the Act.

It believes that the time has arrived for the Congress to adopt an entirely new Act, to incorporate in it the recommendations already discussed, and to incorporate those provisions which have worked out well in practice.

2. When Federal employees have violated the Hatch Act prohibiting political activity on their part, the

Civil Service Commission should be given discretion as to the nature of the penalty to be imposed.

If a State employee subject to the provisions of the Hatch Act is found to have violated that Act, the Civil Service Commission can decide whether or not the violation is of such a nature as to justify removal.

When a Federal employee is found by the Civil Service Commission to have violated the Hatch Act, the Commission is required by law to direct his removal. This means that minor and trivial offenses must be treated in identically the same manner as major offenses. This is clearly an unjustifiable approach to the handling of this difficult problem. The Commission again recommends, therefore, that the law be amended so as to give the Commission discretion in determining what type of penalty should be imposed.

(Continued Next Week)

Postal Clerk Officers Pledge Embargo on Promotions As Protest

The Officers of the New York Federation of Post Office Clerks at their annual installation, held in the Manhattan Center, took a pledge to forswear all opportunities to promotion for themselves or others in the postal service until a real merit system is installed.

Dissatisfaction with the postal promotional system has long constituted the outstanding grievance of postal clerks, said the Federation. Under the present rulings promotions to supervisory positions are not made as a result of qualifying competitive examinations and a true career system for postal personnel does not exist, it added.

Ephraim Handman, president of the New York Federation, announced that the action is based on a resolution of the national convention of last year, in which postal clerks representing every section of the United States went on record for the setting up of a true postal career system based on qualifying merit examinations. He added that the aid of all metropolitan area Congressmen will be sought to spearhead the effort through Congress.

The pledge reads: "I (name of officer) having been duly installed as an officer

of the New York Federation of Post Office Clerks, do hereby solemnly pledge that I will dedicate myself to the task of creating a true merit system for assignments and promotions in the postal service and, in order to ensure by devotion to this cause, I solemnly pledge that I will not use my office to secure promotion to a supervisory position either for myself or for any other postal employee, and I will not accept a position as a supervisor until such time as a merit system of promotion is established, which will be approved by the New York Federation of Post Office Clerks and the National Federation of Post Office Clerks."

List of Officers

The officers installed, besides President Handman were 1st Vice President, Otto Gottlieb; 2nd Vice President, Charles O. Maxwell; 3rd Vice President, Saul Lane; 4th

Vice President, Nathan Weisburd; 5th Vice President, Frank Grippo; Recording and Corresponding Secretary, Patrick J. Fitzgerald; Financial Secretary, Murray Cooper; Treasurer, William Ellenberg; Chairman, Ways and Means, Henry Berman, and Guard, Stanley Kaplan.

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NEW YORK CITY NEWS

Grover Whalen's Big Jubilee Is Picked Apart by Civic Groups Who Name Better Uses for Funds

The feasibility of holding the proposed Golden Jubilee in a year when municipal services are to be curtailed and employees refused a raise in pay came under stern attack last week.

The barrage, which began weeks ago as civil and employee organizations studied the implications of the projected celebration, reached its highest tempo as the time came for public hearings on the "austerity" budget.

Real Figures Demanded

The Citizens Union, a committee of which had met with Grover Whalen to discuss the Jubilee, expressed itself as highly displeased with newspaper stories — not given out by the CU—purporting to show that the civic group was in full consonance with the Whalen affair. On the contrary, the Citizens Union is dis-

satisfied with statements of expenditures and anticipated income, and feels that too many conflicting stories about these matters have already been given out. The CU has this week forwarded a letter to Mr. Whalen and to all members of the Board of Estimate, demanding an itemized statement of every cent already spent and to be spent on the Jubilee; together with a statement of anticipated revenues — and reasons why such revenues are anticipated. The Citizens Union made it clear that it would not accept general budget figures, but would require a detailed statement. It made clear, too, that any impression that it was "taken in tow" by Mr. Whalen is in contradiction to its objective approach.

In the meantime, it was learned that the United Parents Association was planning to bring up the Jubilee question at Board of Estimate hearings. The Parents group has consistently held that the City cannot spend money for a publicity celebration when civil service employees and teachers are underpaid, and when ordinary school needs — like soap for children — are not furnished.

The United Public Workers, CIO, last week also added its voice to the growing list of organizations opposing the Jubilee on practical grounds.

The best way that New York City could celebrate its Golden Anniversary would be to grant each of its employees a \$600 increase, Michael Garramone told

a large union rally last week. The rally then headed 1,000 employees from Astor Place to City Hall, where 2,000 of the public stopped to hear their arguments.

Mr. Garramone, District Secretary-Treasurer, called the 1948-49 budget a "poverty budget" and one in which the City officials evaded their responsibility to the employees.

"The City has \$117,000,000 which it could easily use for wage increases, in the Golden Jubilee Year, when \$600,000 has already been appropriated for that occasion," he said. "We think the best way this town could celebrate a Golden Jubilee would be for each municipal employee to receive a \$600 wage boost."

Meanwhile, it was learned that several members of the Board of Estimate look rather sourly at the whole Jubilee project and the storm of protest it has brought down on their heads. At a recent private meeting of the Board members, it is learned that the Jubilee received far from united support.

Borough President Cornelius Hall has written The LEADER that "our Committee raised many questions as to just how this money was to be returned to the City Treasury as it was the feeling of all the members of the Board of Estimate that no large sums of the taxpayers' money should be spent on this celebration but that Mr. Whalen and his committee should raise the money through contributions and otherwise from private business."

He added: "I wish to make it clear that I am not committed to any wild spending of City's funds." Mr. Hall's support of the project is not more than lukewarm.

Groups Oppose Jubilee

It is learned, too, that Comptroller Lazarus Joseph and Borough President Hugo Rogers, of Manhattan, have questioned aspects of the proposed celebration. There is little question that the whole project will come to public attention in a new light when the detailed figures of expenditures and anticipated income are made public.

Last week the N. Y. World-Telegram revealed that even business men were disturbed by the Jubilee. Letters sent to business firms by Mr. Whalen, requesting "voluntary contributions," were being met with the response that the money could be better spent for human relief. Also, some protested that Mr. Whalen's letter saying that "anything from \$5 up will be appreciated," sounded like begging.

It is known that several Borough Presidents are dismayed over the use of names which they submitted to Mr. Whalen and which they maintained they would not have given had they known that Mr. Whalen planned to use the names for soliciting contributions.

People around Mayor O'Dwyer were offended by the use of his name in the "begging" letter. It stated that "Mayor O'Dwyer joins me in requesting a generous contribution." One of the Mayor's associates stated that he was positive Mayor O'Dwyer could not

Dewey's Veto Keeps Fire Chief Job In Competitive Class

ALBANY, April 12—On the strength of a recommendation by President J. Edward Conway, of the State Civil Service Commission, and objections raised by civil service employee and reform groups, including the Civil Service Reform Association, as well as by individual citizens, Governor Dewey vetoed the bill that would have permitted the NYC Fire Commissioner to designate a Deputy Chief as Chief of Department. The position is in the competitive class now and a promotion eligible list to fill the vacancy was promulgated several months ago. Had the bill been enacted the list would have been rendered useless.

Constitutionality Questioned

The bill would have removed the Chief of Department position from the competitive class. Enactment had been requested by Mayor William O'Dwyer, of NYC, and Fire Commissioner Frank J. Quayle. They argued that the authority to designate the Chief of Department would be in line with the situation that obtains in the Police Department, where ranks above Captain are filled by designation.

President Conway registered opposition to taking out of the competitive class a position found practicable to be filled through competitive examination and saw no reason why a position that was filled competitively in the past couldn't be filled now in the same way. He also questioned the bill's constitutionality, since merit and fitness to fill the post was determined competitively in the past.

Dewey's Memorandum

The veto of the bill (Sen. Intr. 2394) was accompanied by the following memorandum from Governor Dewey:

"Concerning this measure, the President of the State Civil Service Commission has written as follows:

"This bill provides that the Fire Commissioner of New York City shall from time to time detail a Deputy Chief to act as Chief of the Department, with the title, while so acting, of Chief of the Department, and at his pleasure may revoke such detail at any time. This bill further provides that while so detailed, such Deputy Chief shall receive such salary as may be fixed by the Board of Estimate.

"Under the Rules and Regulations of the Municipal Civil Service Commission of the City of New York, the position of Chief of the Fire Department is in the competitive class (Rule X, Part 8, The Fire Service). It is our understanding that there is presently in existence a promotion eligible list for Chief of the Fire Department, and that an eligible who was appointed from such list has retired.

Conway Recommends Disapproval "This bill will, in effect, take out of the competitive class the position of Chief of the New York City Fire Department. Our Commission is opposed to the elimination from the competitive class of

a position which has been practicable to fill as a result of competitive examination. In the past, the position of Chief of the New York City Fire Department has been filled as a result of promotion examination and there is nothing to indicate why such procedure is not practicable at the present time. It should be noted that in most of the cities of this State, the position of Chief of the Fire Department is in the competitive class and such position is filled by competitive promotion examination.

"This bill will, in effect, destroy the constitutional validity, inasmuch as it is contrary to the merit and fitness provision of Article V, Section 6, of the New York Constitution.

"In view of the foregoing, I respectfully recommended that the bill be disapproved."

"The bill is disapproved."

NYC Eligible Lists

The NYC eligible lists as published in The LEADER are in prospective order of appointment. All veteran preference claims assumed allowed, as made; it is assumed that the candidate has passed or will pass any required qualifying test.

LEGAL NOTICE

At a Special Term Part II of City Court of the City of New York, in and for the County of New York, the courthouse, 52 Chambers Street, Borough of Manhattan, City of New York, on the 31st day of March, 1948.

PRESENT: Hon. Rocco A. Parello, Justice.

In the matter of the petition of MARGARET FRANKEL for an order directing her leave to assume the name MARGARET FRANKLIN.

Upon reading and filing the application of Margaret Frankel duly verified the 26th day of March, 1948, applying for leave to assume the name of Margaret Franklin in the place stead of her present name, and the Clerk being satisfied that there is no objection to the proposed change of name.

Now, on motion of Nordlinger, Bernan & Benetar, attorneys for the petitioner herein, it is hereby ORDERED that said Margaret Frankel be and she hereby is authorized to assume the name of Margaret Franklin in the place and stead of her present name on the 10 day of May, 1948, upon complying with the terms of this order and the provisions of Article 8 of the Civil Rights Law, to wit: that petitioner cause this order and the papers in which it is granted to be filed with the Clerk of this Court within ten days of the date hereof and that a copy of order be published within ten days of the entry hereof in Civil Service Law a newspaper published in the County of New York, and that within forty days after the making of this order, petitioner file an affidavit of the proof of the publication of said order with the Clerk of the City of New York, County of New York; and that after said requirements are complied with, said petitioner Margaret Frankel shall on and after the 10th, 1948 be known by the name MARGARET FRANKLIN and by no other name.

MAJHER, MERI GEFERT, also known as MARY GEFERT and MERI GEFERT. — Citation. — P 3238, 1947. The People of the State of New York, by the grace of God free and independent, to Anna Rimarcik, Joseph G. Giffert, Paul Giffert, Anna Whitte, Mary Rondzik, Andrej Giffert and Thomas Majher, if living, husband John Giffert, brother, if living, of the late Meri Giffert and Meri Giffert, whose whereabouts residences are unknown and unascertainable after due diligence, and if dead, said Thomas Majher's and John Giffert's heirs, next of kin, executors, administrators, distributees and successors in interest, whose names and addresses are unknown after due diligence, the said Meri Giffert and heirs at law of Meri Giffert and her, also known as Mary Giffert and Giffert, deceased, send greeting:

Whereas, George Sabo and John Dwyer who respectively reside at Passaic, New Jersey, Valley, N. Y., and 54 Spring Street, Clifton, New Jersey, have applied to the Surrogate's Court of the County of New York to have a certain instrument in writing, bearing date 16, 1940, relating to both as the sonal property, duly proved as the will and testament of Meri Giffert and also known as Mary Giffert and Meri Giffert, deceased, who was at the time of her death a resident of 437 East Street, the County of New York;

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 14th day of May, at 10 o'clock and nine hundred and forty-eight, at the past ten o'clock in the forenoon of the day, why the said will and testament should not be admitted to probate as will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of said County of New York, James A. T. affixed. Witness, Honorable James A. Surrogate of our said County of New York, at said county, the 5th day of April, in the year of our Lord one thousand nine hundred and forty-eight. (L.S.)

GEORGE LOESCH, Clerk of the Surrogate's Court

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NEW YORK CITY NEWS

AFL Council Suggests A Method of Financing \$600 Raise

The method that should be followed for financing salary increases for NYC employees is to include a lump-sum appropriation in the 1948-9 budget, so that the balances of the current budget, underestimated revenue and unanticipated revenue would be sufficient to enable the raises to be included in the July payroll. Full utilization of all taxing powers would make up the difference required for seeing the raises through the fiscal year.

That is the argument of the AFL District Council of the American Federation of State, County and Municipal Employees, prepared for submission to the Board of Estimate at the public hearing for City employees, on Wednesday, April 14. The argument was embodied in a statement by Henry Feinstein, president of the District Council, in support of a request for a \$600 raise and inclusion of the bonus in permanent pay.

and the Mayor's Special Committee on Salaries, consisting of Budget Director Thomas Patterson and Commissioner William Reid of the Board of Transportation, is favorable and that they realize the need for granting general increases.

Ignored the Most Important
"The executive budget practically ignores the most important problem now facing the City—the wholly inadequate wages being paid the City's employees in the face of constantly increasing living costs and shrinkage of the consumer dollar.

"That this problem must be solved here and now is evidenced by the fact that all employee groups are appealing to the Board of Estimate for aid in their struggle to survive.

"During the war years, City employees took it on the chin cheerfully, believing that sooner or later the war would end and the normal balance between salary and living costs would be restored. This has not been the case and from the end of hostilities until the present the situation has grown steadily worse.

A Desperate Situation
"It is true that some attempt was made to alleviate the condition after Mayor O'Dwyer took office. But the cost-of-living bonuses were outstripped by mounting living costs, until at present failure to include bonuses as part of the salary would further impair the morale of employees already on the verge of economic collapse as a result of insufficient incomes. These bonuses offer absolutely no security to the employee and, so long as there is the least uncertainty as to their permanence, the City employee remains tortured by fear and insecurity.

"Such bonuses, together with pay raises heretofore established, still leave the wage earner far behind in the struggle to live. Many employees are striving to eke out a bare existence for themselves and their families by working nights, Sundays and holidays in outside employment. Not a pretty picture for the nation's greatest city.

"The situation with respect to the need for a general wage increase over and above cost-of-living bonuses is more desperate at this moment than it has been at any time throughout this era of

soaring living costs and inadequate pay.

"Only last week the President's Council of Economic Advisors declared that consumer purchasing power today is less than it has been at any time since 1942, asserting that climbing prices in the first three months of 1948 had reduced per capita dollar income far below that of 1947.

Can't Make Both Ends Meet
"In December 1947, the Bureau of Labor Statistics showed that a family of four in the City of New York found its food cost alone up anywhere from \$880 to \$1,100.

"How can the City employee make both ends meet as he struggles to maintain his family and himself on a decent standard of living?

"The crisis engendered by inadequate salaries is paramount so far as the budget is concerned and that failure to solve the problem here and now will bring ignominy upon the City and those who administer its affairs.

"We request, therefore, that your board recommend a general increase of \$600 per annum for all city employees and that you remove all uncertainty as to the cost-of-living bonuses by making them a permanent part of salary before increases are awarded.

"It is imperative that such wage adjustments be made in this budget before it is submitted to the City Council for passage.

"We believe that such action will meet with the approval of all the people of the City. There is ample evidence to support this contention. The press has been outspoken and united in behalf of better wages for City employees, the civic bodies, including the Citizens Budget Commission, have asked better treatment of City employees, and the interests of the general public are in no way served by underpaid, fear-wracked workers.

Sees Willingness to Comply
"Refusal at Albany of the Mayor's financing requests to the Legislature eliminates neither the need nor the justice of the employees' request for higher wages. The Mayor clearly recognized the need in his message to Albany when he sought funds for salary adjustments. And he has further admitted that a pay increase is justified by increasing living costs.

"Make no mistake, increased

Letter to Mayor William O'Dwyer

(Continued from Page 1)

pay raises and yet not diminish City services, I would be inclined to go along with you on retaining the 5c subway fare. But I'll take the word of your associates that that isn't enough hidden cash in the till. You can't get very much more in taxes out of real estate or other sources because we've about reached our limit. And the boys in Albany did a job on your "package."

Only Possible Way Left

So the only possible way left to get substantial increase in revenue is to raise the subway fare. The people understand the spot you're in, and I'm sure that they're sympathetic. Therefore, my advice is that you make a decision that will be understood by everybody interested in the City's welfare. The public employees will be with you. The top men in government—maybe not the politicians but the thinkers—will be with you. Those who want proper municipal services will be with you. And the general population can't be against you, because today everybody understands that the cost of everything is up—and you can't expect the subway fare to be immune from economics.

I'm aware you're sensitive to the political repercussions of raising the fare. I think the smart way to look at it is this: Your action will take the issue out of politics once and for all. The City's citizens will see your act as one of courage.

It solves a lot of problems, Mr. Mayor. You ought to do it immediately.

Sincerely,
Jerry Finkelstein,
Publisher, Civil Service LEADER.

Full Taxing Recommended

On the subject of the method of financing, Mr. Feinstein said: "As to the means by which the increase is to be effectuated now, it can be provided by designation of lump sum appropriations before the budget goes to the City Council. These appropriations would be based on anticipated revenue and could be distributed July 15.

"The executive budget can be changed to effectuate these raises and additional money raised for the purpose. Of course there is no inexhaustible fund on which to draw, but financing of such increases should offer no great problem, providing the City closely examines all possible means of financing them and makes use of its taxing powers as granted by the State."

Supports Argument for Raise

The statement presented a detailed argument on behalf of increased pay and stressed the plight of the employees who are waging "a struggle to survive." The fact that many employees must work at outside jobs, after City hours, to keep their families supplied with the barest essentials, was stressed.

"Mayor O'Dwyer's return to the City," said Mr. Feinstein, "indicates that something will be done about boosting City salaries, and we know that the attitude of the members of the Board of Estimate

Protest Day Is April 14

The Board of Estimate will hold a public hearing for NYC employees on the 1948-49 executive budget, on Wednesday, April 14, in the Board of Estimate chamber, City Hall, at 10:30 a.m. The hearings on the budget be-

gan on Monday when civic organizations, citizens, taxpayers and departments with the exception of the Department of Education and the Board of Higher Education, and Libraries, were heard.

Today's schedule (Tuesday) was: civic organizations, citizens and taxpayers, the Department of Education and the Board of Higher Education, and Libraries.

On Wednesday, City employees and all departments will be heard. Hilda G. Schwartz, Secretary Board of Estimate, made the announcement.

pay for City employees is the prime necessity of the hour. In the budget as it now stands the matter has been treated as non-essential. Surely, this Board will not allow such a condition to stand uncorrected.

"Here, then, is the chief problem concerned with the present Budget activity. Certainly the City can solve it. Already it seeks to solve problems outside its own sphere of action through its Division of Labor Relations, which sits in on labor problems of private industry, helping to settle disputes in which pay raises are a dominant factor.

"We leave the matter in your hands, confident that honor and justice will guide your decisions. We know you want to grant these increases and we are confident you will act in accordance with the need. We are confident also that the Mayor's return to the City indicates that something will be done to remedy the situation."

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NEW YORK CITY NEWS

TWU Meeting Demands Raise; CIO Parent Body Rallies to Support Key Answers Given For NYC Exams

The Transport Workers Union, Local 100, CIO, held a membership meeting at Manhattan Center at which it launched its "Spring offensive in the show-down fight with the city administration" for a 30-cents-an-hour pay increase for transit employees.

In a Fighting Mood President Austin Hogan, of Local 100, said: "Our men are in a fighting mood and we are serving notice on The Mayor and the Board of Transportation that the transit workers of this city, who have not received a wage rise in nearly two years, are not going to take it any longer. Our patience has

been strained to the breaking point.

"There is no easy way to get the money, so we'll have to take it the hard way."

Mr. Hogan predicted that the wage drive would be "an all out fight with no holds barred." He added that the people of the City "recognize and appreciate the indispensable and vital service performed by transit workers."

Industrial Support Welcomed Recalling the aid given to the union by the New York CIO Industrial Council in the successful 1946 wage fight, when Transportation raises totalled \$18,500,000, Mr. Hogan said he "welcomed the support of the Council and its 600,000 members affiliated to the 32 international unions they represent, as a necessary prerequisite for victory in our wage fight."

"These unions stood by us in the past," he declared, "and they'll help us again."

\$200,000 Funds Sought A steering committee was appointed, consisting of Michael J. Quill, international President; Douglas L. MacMahon, international Secretary-treasurer; John Santo, international Director of Organization, and Austin Hogan, President of Local 100. They addressed the meeting together with Harry Sacher, counsel to the TWU.

The committee was "empowered and charged with the responsibility of directing, leading and

coordinating the activities and strategy of Local 100 until our objectives are achieved."

A fund of \$100,000, to be raised by voluntary contributions of \$5 from each member on the public and private lines was proposed. An equal amount from the International is sought.

The campaign over pay on privately-owned bus lines is to be financed from these amounts also. The TWU will demonstrate at City Hall on April 15, when the Board of Estimate holds a public hearing on the 1948-49 executive budget.

A joint statement, signed by International President Michael J. Quill and Local President Hogan denied that Local 100 would withdraw from the CIO Council. The statement declared: "No such recommendations were or will be made. The resignation of Mr. Quill from the presidency of the CIO Council will not affect the status of Local 100 within the Council. TWU is, and will remain, an affiliate of the New York CIO Council."

Methods Mentioned The membership meeting ratified the wage strategy proposed by the Local Executive Board. Mass meetings, demonstrations, picket lines, newspaper ads and radio time are planned.

The Local 100 Board also hit back at a spokesman from the office of Mayor O'Dwyer who ad-

vised civil service workers to "tighten their belts."

"This cynical 'let-'em-eat-cake' attitude is not acceptable," a Board statement said, "to the 35,000 loyal employees who run New York City's subway and surface transportation."

6-point Plan The New York Industrial Council's Executive Board adopted a six-point program to mobilize CIO support behind the transit wage fight:

- 1. A pledge by all unions of support, unity and solidarity in the fight.
2. A wide public campaign, including the distribution of millions of pieces of literature, newspaper ads and radio programs.
3. Formation, through Council initiative, of a city-wide citizens committee in support of TWU wage demands.
4. A house-to-house canvass in support of the fight, together with solicitation of aid from all community and neighborhood organizations.
5. The establishment of a central CIO wage campaign fund to finance the activities.
6. The calling of a Special City-wide CIO Shop Stewards Confer-

ences before the end of April, dedicated to the CIO's wage drive.

The Industrial Council immediately sent the letter to Comptroller Joseph asking for a meeting in seeing that the budget recognizes the pressing need for increases for employees of the Board of Transportation and other city employees," the letter read.

The CIO action followed a previous statement of policy by the Industrial Council, in which called on officials of the city government for "prompt action to meet the just demands of transit employees for an end to their intolerably low wages."

"Cruel and Unreasonable" The Council declared that "it is cruel and unreasonable to expect these workers to feed and clothe their children on the substandard wages paid them."

The statement showed that transit workers in New York receive 15 to 25 cents an hour less than workers in all other major cities doing similar work.

"As working people," the Council stated, "we recognize the simple justice of the TWU demand that transport wages be increased 30 cents an hour. We vigorously condemn the shameful practice of the City in subjecting transit operating and office employees to desperate struggle for existence on substandard wages."

The Board of Estimate meeting on Wednesday, when city employees will be heard, will be addressed by TWU speakers, among others.

tions and two open-competitions follow:

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

Last date for filing protests with NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., Monday, April 19.

Study Aid Offered

The Municipal Reference Library has put together study material for the forthcoming NYC examination for Title Examiner, Grade 3, Department of Welfare. The examination is scheduled for June 16. Applications closed March.

The Library has a complete collection of previous examination question papers and answers which are also consultable for study. Candidates preparing for this examination may take advantage of the Library's facilities between 9 a.m. and 5 p.m. on week days and 9 a.m. to 1 p.m. on Saturdays.

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Hope For Those Who Are Bald The Renucel* method of Scalp treatments brings new life to dormant hair cells. Notarized Pictures showing remarkable progress in less than three months will encourage you. Beauty Service for the ladies also. 7 West 44th St., N.Y.C., Room 400. Tel.: MU. 7-3315. *Reg. Miss and Mrs. MILDRED KANE B.A. Ind. Inst. Spell. Arith. Eng. Sp. Fr. Alg. Bio. Sciences PL. 7-4985. DON'T DENY YOURSELF any longer, one moment could destroy your beautiful hair that took years to build; come in and get yourself beautified. Come once and you'll bring others. Hamilton Beauty Shop (formerly Sue & Lil) 549 92 St., (nr. Ft. Hamilton, Bklyn., N.Y.) SH. 5-6339 DOROTHY E. KANE SCHOOL. Individual instruction only. Gregg, Pitman. Machine shorthand, bookkeeping, typing, etc. 23 West 47 St. PL. 7-4985.

LEGAL NOTICE BAR, JEAN EUGENE HENRI.—The People of the State of New York, by the grace of God free and independent, Claude Bar, Collector of Internal Revenue, State Tax Commission, Helene Crosner, Stephen F. Spiegel, Garnet Gardiner De Stackelberg; Banque Franco-Chinoise Four Le Commerce Et L'Industrie, being the persons interested in the estate of Jean Eugene Henri Bar, deceased, who at the time of his death was a French national domiciled in the Republic of France, and was late of the French Concession of Shanghai, Republic of China, send greetings: Whereas, Irving Trust Company, a New York corporation, with its principal office at No. One Wall Street, Manhattan, New York, has lately applied to the Surrogate's Court of the County of New York to have its account of proceedings as an ancillary administrator of the goods, chattels and credits of Jean Eugene Henri Bar, deceased, judicially settled and for instructions of the surrogate; therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 14th day of May, 1948, at half-past ten o'clock in the forenoon of that day why, 1. The account of proceedings of said Irving Trust Company as such ancillary administrator of the goods, chattels and credits of Jean Eugene Henri Bar should not be judicially settled, 2. Said ancillary administrator should not receive the instructions of the court as to what action, if any, it is required to take upon the policies of insurance referred to in the petition, 3. The surrogate should not instruct the ancillary administrator as to the action which it is to take in respect to the property in the free zone and 4. The court should not take proof of the services rendered by counsel to the ancillary administrator and direct payment thereof in an amount not to exceed the sum of \$5,000, and disbursements as may be fixed by the court. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable James A. Dehanty, a Surrogate of our said county, at the County of New York, the 5th day of April, in the year of our Lord one thousand nine hundred and forty-eight. (L.S.) GEORGE LOESCH, Clerk of the Surrogate's Court.

LEGAL NOTICE CITATION The People of the State of New York by the grace of God, free and independent, to JOHN MCCARTHY, ELLEN MCCARTHY, CONSUL GENERAL OF IRELAND, and to MICHAEL J. O'GORMAN, the deceased husband of MARGARET MCCARTHY, deceased, whose Post-Office address is unknown, and cannot, after diligent inquiry, be ascertained by the petitioner herein, living and if dead, to the executors, administrators, distributees and assigns of MICHAEL J. O'GORMAN, deceased, whose names and Post-Office addresses are unknown and cannot, after diligent inquiry, be ascertained by the petitioner herein, being the persons interested in the estate next of kin or otherwise in the estate of MARGARET MCCARTHY, deceased, who at the time of her death was a resident of 170 East 95th Street, New York City. Send Greeting: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: To you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, in the County of New York, on the 21st day of May, 1948, at half-past ten o'clock in the forenoon of that day, why the account of the said Public Administrator of the County of New York, as administrator of said goods, chattels and credits of said deceased, should not be judicially settled. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (SEAL) Witness, Honorable WILLIAM T. COLLINS, a Surrogate of our said County of the County of New York, the 1st day of April, in the year of our Lord one thousand nine hundred and forty-eight. GEORGE LOESCH, Clerk of the Surrogate's Court.

NEW YORK CITY NEWS

FIRE LINES

AMENDMENT TO OFFICIAL ACTION GUIDE:

Members are advised that sections 38-38 of the Official Action Guide has been further amended by changing the last three lines to read, "—, and Members of the Department Band or Glee Club who have been ordered for duty (not including practice) with the Band or Glee Club." . . .

Under the Helmet

Commanding Officers of Units having empty All-Service Cannisters in their possession have been ordered to return them without unnecessary delay, by special messenger to the Department of Purchase Storehouse in Long Island City.

Anniversary Masses were held Thursday and Friday in memory of Fireman Thomas F. Shortell, formerly of H & L 157, who was killed in action while serving in the Marine Corps Reserve at two Jima; and Fireman George Nigro, formerly of Engine Co. 229, who was killed in action while serving as a Staff Sergeant with the army in the European Theater. Mass for Fireman Shortell was celebrated in St. Jerome's R. C. Church and for Fireman Nigro in St. Cecilia's R.C. Church, both in Brooklyn.

The April issue of WNYF Maga-

zine, delayed by labor trouble, has finally gone to press.

Good-looking New Trucks

Those new aerial trucks now in service in H&L 24 and H&L 110, are schnazzy looking jobs. The tillerman finally gets a break with that streamlined enclosure and cushioned seat, and best of all something solid underfoot to help keep out the wintry blasts while driving. The only bad feature seems to be the aerial ladder, which takes more than one man to set up and operate.

Fire in the freighter *Minute Man*, anchored off Bedloes Island, again emphasized the need for better means of transporting men to such fires. Returning from the ship, members of 10 Engine and 15 Truck, crowded into a small Police launch, were almost dumped by the choppy waters.

Fireman Mark Wohlfeld, hero of the March of Death, took himself a bride on the fourth anniversary of his escape from a Japanese prison camp at Mindanao. The couple clipped on a Bermuda honeymoon.

Coming Events

Tuesday, April 20. Regular monthly meeting of the St. George Association at the Tough Club, 8 p.m.

All 1,081 Eligibles to Be Promoted To Sanitation Man, Class C

All Sanitation Man, Class C, eligibles can look forward to job offers before the expiration of the list by operation of the four-year limitation, in the opinion of the Department of Sanitation. There are 475 vacancies. The list, just published, contains 1,081 names. As soon as the list is ready for action, when veteran preference claims are cleared, promotions from Class B to Class C will be made. It is expected that Sanitation Commissioner William J. Powell will then ask Budget Director Thomas J. Patterson for permission to fill vacancies. The jobs are filled now, in a practical sense, but the men in them are Class B men serving in Class C provisionally. Provisionals will have to give way to permanent promotees as soon as the list is made ready for promotions, i. e., promulgated.

All Promotions At Once

Ordinarily, when there are provisionals in jobs, and an eligible list and still in the working in the lower title. The provisional promotee would lose out for a while, to be picked up again, now for permanent promotion, when and if he is reached for certification.

Under a plan of making all the promotions at once, all the provisionals who are eligibles would stay right where they are, but with permanent status in the title. All the provisionals who did not "make" the promotion list would lose out on promotion in either case, explained City Superintendent Charles J. Labdon.

Prospective Appointment Order

The LEADER publishes exclusively the list of eligibles in the prospective order of appointment. The list as published by the NYC Civil Service Commission gives the names in the order of final percentages in the examination, but veteran preference changes this radically. The list number that an eligible gets from the Commission is therefore on the basis of standing by percentage score, which is not the standing in order of prospective appointment. The LEADER rearranges the list itself, giving preference its full weight, on the assumption that all preference claims are granted as made.

The list consists of 186 disabled veteran claimants, non-disabled veteran claimants and non-veterans.

Commissioner Powell is eager to make the promotions as soon as

possible. The department believes that enough additional provision will be made in the budget for 1949-50 to come close to using up the list by June 30, 1950, so the prospect of any one having to wait four years would be negligible. The request for 500 additional Class C positions, in the 1948-9 departmental estimate, is reported denied in the executive budget, as well as the request for 1,500 more Sanitation Men, Class B.

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Open May 1st

Reservations now being taken. Write for literature, or phone Mt. Pocono 4526.

TIOGA HOUSE

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Frederick's North View HOUSE AND LAKE

East Stroudsburg, R.D. 1

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ALL SPORTS. One of the finest swimming pools in the Poconos. Recreation privileges, square dancing, fresh farm products, rooms heated. High elevation, rates \$35 to \$50 including meals. Ideal honeymoon retreat, lower Spring rates. Bklt. C. O. S. Fredericks, St'dsb'g 2034J-2

MARTINVILLE LAKE COTTAGE CANADENSIS, PA.—SKYTOP ROAD THE SCENIC PLACE OF THE POCONOS Now open. Ideal for honeymooners and vacationists. Sports. Rate \$3 Per Day. Coffee Shop. Tele.: Cresco 4921. Evelyn Martin, Mgr.

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New York State

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Amusement

By J. RICHARD BURSTIN



PAUL JEROME, drama fugitive clown of the circus, at Madison Square Garden.

THE CIRCUS—THE BIG SHOW, for kids young and old, came to the Madison Square Garden last week.

For the 1948 edition Ringling Brothers' Barnum and Bailey Circus has packed this extravaganza with color, novelty and new thrills, but the top-notch is still the trapeze artists, the Alzanas, a holdover from last year. Special mention must be given to Harold Alzana's rope skipping both forward and backward on the high wire.

Best of the new editions is the somersault act performed by Ugos, and let's not forget the Corral of Beauties who participate in a cloud swing festival called The Monte Carlo Aerial Ballet.

And of course the clowns, headed by dead pan Emmet Kelly and Paul Jerome, do their stuff. Without them there never is a circus.

With business continuing at a lively pace for the first two weeks of its showing, the management of Loew's Criterion Theatre has announced the holdover for the Edward G. Robinson-Burt Lancaster starrer, "All My Sons," which will begin the third week of its indefinite run.

Meadow Lake Offers Year-Round Homes

White Meadow Lake, a vacation and year-round residential community near Rockaway, N. J., has announced the opening of Section Two for prospective home owners. Section One is almost completely sold with the purchase of estates by more than 500 families.

Details may be obtained from National House and Farms Association, 230 W. 41st St., New York 18, N. Y., or by phoning CHickering 4-2810. A model home exhibit near Times Square contains a bird's-eye map of the property and a model home erected on the premises. An illustrated booklet is supplied.

DANCE EVERY WED. FRI., SAT. —TWO ORCHESTRAS— Rhumba & American For Folks Over 25 No Jitterbugs Adm. Wed., 71c — Fri., 83c Sat. \$1.04

STARDUST BALLROOM 1930 BOSTON ROAD at Tremont Ave. and 177 St., Bronx Use this ad for free admission

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Ringling Bros AND BARNUM & BAILEY CIRCUS

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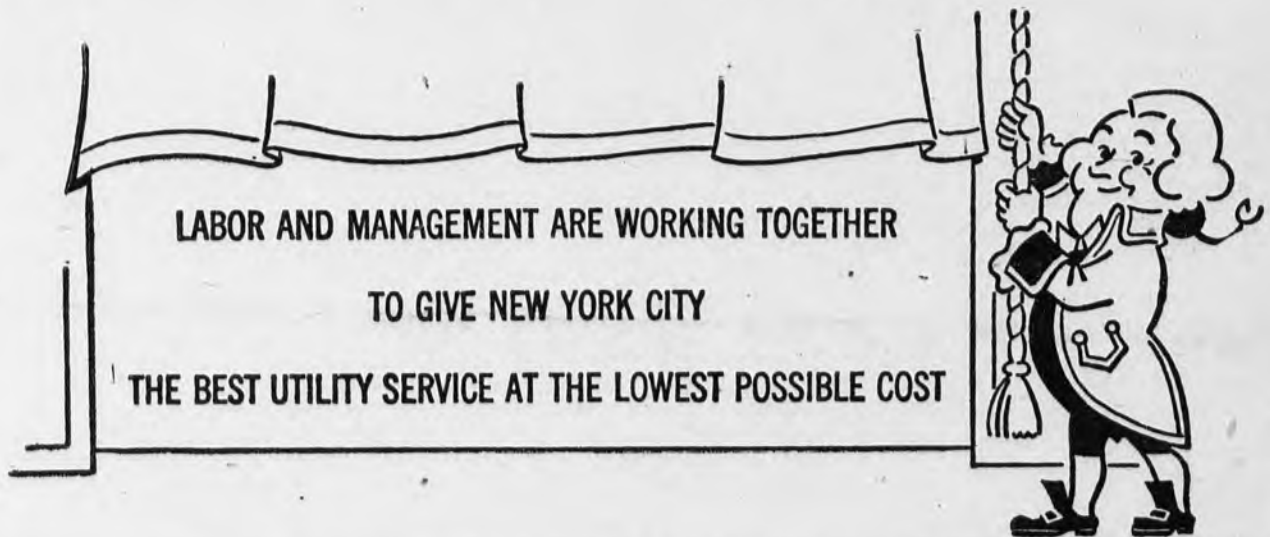
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