Civil Service

America's Largest Weekly for Public Employees

Vol. XI-No. 34

Tuesday, May 2, 1950

Price Five Cents

Requirements in NYC Exam for Social Investigator

See Page 14

STATE OPENS PHONE GIRL JOBS; GOOD CONDITIONS; APPLY

Urgent: Last Opportunity for Local Employees to Get Benefits of Unemployment Insurance

DON'T REPEAT THIS

Two Powerful Democratic Negatives

THE DEMOCRATIC nomination for Governor will be deter-mined not only by the affirmative factors—who is for whom—but by two powerful negatives within the

party—two decisive vetoes.

The two go by the names of
William O'Dwyer and James A. Farley. (Continued on Page 6)

urgent reminder!

ing which any city, county or other unit of local government

ALBANY, May 1-This is an unemployment insurance coverage to its employees in the beneger to its employees in the beneing which any city, county or
other unit of local government
can file notice of its desire to
come under the laws extending

fit payments can be made to its

employees.
Protection for Local Workers Under Chapter 844, Laws 1948, as a result of a bill sponsored by the Civil Service Employees As-(Continued on Page 2) State is seeking telephone operators with at least six months' experience. Applications will be accepted up to May 5 for a written examination which will be con-ducted by the State Department of Civil Service on June 10. Starting salary is \$1,840, or (Continued on Page 12)

Auto License **Examiner Test** Opens May 8

Motor Vehicle License Examiner applications will be received by the State beginning Monday, May 8. Do not attempt to apply before then, warned William L. Bransford, Director of Examinations, State Civil Service Department.

The blanks will be obtainable in person in NYC only at the office of the Motor Vehicle Bureau on the ground floor of the State Office Building, 80 Centre Street. Do not apply in person at the NYC

(Continued on Page 12)

NYC Civil Service Cases Under Inquiry Total

Commissioner James H. Sheil's inquiry into the operations of the NYC Civil Service Commission was ascertained by The LEADER, which learned that about 200 dis-

of Investigation qualification cases are being stud-lames H. Sheil's ied. These involve principally failure to disqualify candidates on

Commissioner Esther Bromley, (Continued on Page 16)

Unemployment Interviewer

Employees Fight

WASHINGTON, May 1 in the number of days of annual leave allowed to Federal employees is believed dead for this session of Congress, the rider on the general appropriations bill to prevent the accumulation of annual leave from one year to another is to come up for action soon. The rider is part of the bill being dis-cussed, piece by piece, in the House of Representatives, and is expected to be reached in a week

Employees' organizations making a strong fight against any curtailment of Federal leave, Why Rider Is Dangerous

The White House is said to be

though a proposed flat reduction reducing or limiting present Federal leaves, such as was proposed by Senator Paul Douglas. The survival of the leave-reducing rider would make it necessary for President Truman to veto the appropriations bill, if the rider remains attached, to prevent such reduction. No such veto could be expected.

Annual leave is the employee's vacation and amounts to 26 days a year. An employee who does not use up his annual leave during the calendar year may accumulate up to 60 days of annual leave, and thus, with the current year have a full 90-days.

Exam to Open on May Applications in the exam to fill until closing time applications Service Department, State Office State jobs as Unemployment Interviewer and Assistant Claims representative at the State Civil (Continued on Page 12)

terviewer and Assistant Claims Examiner, Division of Placement and Unemployment Insurance, Department of Labor, will open on Monday, May 8 and close on Friday, May 26.

The written test will be held on

Saturday, June 24.

Do not attempt to apply for these jobs until May 8. Then and

Senate Group **Excludes** Existing Pension Systems

WASHINGTON, May 1 -Senate Finance Committee sub-mitted its report on the proposed expansion of the Social Security System, eliminating the possible inclusion of State and local employees now members of their own

Thus the opposition waged by The Civil Service Employees Asso-ciation of New York State, the Uniformed Fire Officers Associa-tion, the Uniformed Ffremen's Association, the Patrolmen's Benev-olent Association, the Sanitation Men's Local 111-A of the Building Service Employees, the Joint Committee of Teachers Organizations and other NYC groups against

such inclusion proved effective. Chairman Walter F. George (D. Ga.) gave assurances that the en-

tire bill would be thoroughly debated on the Senate floor.

The House passed the bill, H.R. 6000, permitting the optional inclusion of State and local government employees now covered by their covers of the state their own systems, if two-thirds of the members of any system voted affirmatively. The Senate change permits those State and local employees who are not cov-ered by their own pension system to come under the Social Security

How to Apply Under State's

ALBANY, May 1—Two types of application blanks will be obtainby members of the State Employees Rtirement System who desire to benefit by the liberalized

age-55 pension plan. Form A will apply to those now

under the normal age-60 retirement plan.
Form B will apply to those un-

der the old age-55 plan.

The blanks will be obtainable at the personnel offices of the (Continued on Page 2)

Firemen Open Money-Saving Buying

The Uniformed Firemen's Asso- | items run from 10 to 40 per cent ciation last week agreed to open its low-cost merchandise plan to members of the NYC Police Force.

Under this plan, firemen have saved huge sums on purchases involving nearly every item except food. The savings on individual

It is also known that the UFA has under consideration a proposal to sell uniforms to patrolmen at lower cost than is now available.
Through its ties with a leading manufacturer, the UFA sells fire(Continued on Page 13)

A ROUNDUP of the Governor's final action on legislation affecting State and local employees appears on Page 6.

First Order of Business:

I N the recent sordid page 1 stories, of impersonation in NYC civil service tests lightly treated by the Municipal Civil Service Commission, no one has accused that agency of corruption or criminal intent. But the evidence mounts

that of laxity, even stupidity, there has been plenty.

Personnel practices constitute one of the foundations

(Continued on Page 8)

Exam Study Books

Study books for Social Lovesti-gator, Employment Interviewer, Practical Nurse, Motor Vehicle Li-cense Examiner and other popular See advertisement p. 15.

What Employees Must Do To Get New Age-55 Benefit

When departments. niled in they must be mailed to the New York State Employees

Retirement System, 256 Washington Avenue, Albany 1, N. Y.

The responsibility for seeing that the filled-in blanks are so mailed, and in time, rests with the employee himself. The deadline for present members is Dec-ember 31, 1950. Newcomers into service with the State or any subdivision that is a party to the State Retirement System is one one year after they become members of the System.

Association Accomplishment

The new law, which was the No. 1 legislative objective of The Civil Service Employees Association, provides increased pension benefits plus the optional retire-ment at age 55. Compulsory retirement age remains 70. Additional contributions required of the employee-member toward his annuity account to bring it up to probable parity with the pen-sion pact are expected to average about 50 per cent; hence for a present normal rate of 5 per cent of salary, the new basis would require 7½ per cent. That holds

for future payments.

As to past years of service, the employee-member may decide for himself whether or not to bring his account up to maximum for a probable annuity benefit equal to the assured pension benefit. The increase in the pension benefit is about 17 per cent, because half-pay retirement is made possible after 30 years of service, instead of after 35 years. Longer or shorter periods of memberservice produce greater or lesser guard for attachment to power of canal reports to facilitate procabsolute fractions of pay, but all mowers that prevents serious in-

Attractive Benefit

There has been an age-55 law on the statute books for years, but the entire cost beyond that of the normal age-60 plan was borne by the employee. The switch from the old to the new is an attractive benefit indeed. Payments made by the employee under the old age-55 plan in excess of the new rates may be oredited him under the new plan, to make up arrears, or the excess of such payments over arrears withdrawn or devoted to the pur-chase of additional annuity.

Thrift Encouraged

The new plan encourages the employee-members to bring their annuity accounts up to full value, so that the benefits the member buys for himself will equal those provided by the State. Only in that way is the gap between employer-paid pension and an employee-paid smaller annuity account closed. Only by closing the gap does half pay result after

Board, has announced two awards

and Certificate of Merit

developed a cable

JOHN H. DWYER of Hornell, employed in the Department of

30 years. What the employer pays de-

pends on the best consecutive five years of salary. What the employee pays depends on his salary during all the years of member - service, including the worst years. Since beginning salaries were much lower than the "final average" salary that deter-mines pensions, the worst and the best years are averaged for the annuity, instead of only the best five years. The employee's re-sponsibility is to proteot himself as much as the employer pro-tects him and that he does by paying off annuity arrears in a

lump sum or installments.
Others Who May Benefit
Not only State employees are affected. Employees of cities, towns and other political divisions may change over, if already in the State Retirement System. They include State Police, State Park Police, municipal policemen and firemen and others under special pension plans who are members of the State Retirement System.

Chapter Activities

Public Service, Albany

THE ANNUAL dinner and meeting of the Public Service Department, Albany chapter, will be held Tuesday, May 16 at the Aurania

The results of the election of officers will be announced. The slate of officers selected by the nominating committee is as fol-

For president, Horatio O. Baker For vice-president, Margaret A. Mahoney

For secretary, Marjorie G. Madi-

For assistant secretary, Dorothea R. Olmsted

For treasurer, Edward J. Brady The Ballot, which also provides a space for other nominations, must be delivered to Joseph M. Hammes or Veronica Hager, Board of Canvassers, before 4 P.M. on Tuesday, May 16.

Dinner reservations close by May 12. Tickets may be purchased from the social committee which is composed of Peg Vinett, chairman; Molly Buckley, Mary Bul-man, Walter Taylor and James Maynes

Speakers at the dinner will be Benjamin F. Feinberg, Chairman of the Public Service Commission. and John E. Holt-Harris, Jr., associate counsel of The Civil Service Employees Association.

Division of Parole

THE ALBANY CHAPTER of the

Division of Parole held its quarter-ly meeting at the Association Headquarters and elected officers. William J. Baker was elected president; Robert A. Liscom, vice-president; Frank C. Edwards, sec-retary, and Lillian Meyers, treas-

The members also elected the following to represent them in the executive council: John P. Halligan, supervisory; James W. Wood, parole officer, and William Madigan, clerical.

At the first meeting of the ex-ecutive council the president, with the consent of the council, ap-pointed the following committees for the year ending April 1951:

Membership: Helene M. Leahey, chairman; Joan Haggerty, Walter Milos, Julie O'Brien.

Publicity: Harry Haines, chairman; Eileen F. Bardack.
Recreation Room: Hazel De-

laney, chairman; Eleanor Reed, Margaret Haggerty. Recreation: James Quinn, chair-man; Vincent P. Kelly, Jane Glen-

Free Notary Service

Notary service is available free of charge at the office of the Civil Service Leader, 97 Duane Street, New York City (directly across the street from the Civil Service Commission).

ning, Eileen Nolan, Jeanne Frank, Auditing: Vivian Weissblum, chairman; William J. Madigan, Harold V. Canavan.

Goodwill Shopping: Lillian Meyers, Marjorie Froehlich, Ruth Downes, Gloria Daring.

Legislative: John T. Slattery, chairman: William E. Flanigan, Norbert V. Woods.

The executive council also outlined social plans for the year. A picnic will be held in June.

Armory Employees Capitol District

The meeting of the Capitol District Armory employees held at the Cohoes armory was well at-tended. Due to the illness of the president, Willard Landsberg, vice-president William A. Armstrong presided. The secretary-treasurer, Milton Nethaway, resigned and John Witbeck of Troy was elected. The speakers were William

Predenrich of Albany and Joseph Midlebrook of the Adjutant Gen-eral's office. The next meeting will be held at the Ticonderoga armory July 8 at 2:30 P.M. A chicken dinner will be served.

Health Dept.

James E. Christian Memorial Chapter, Albany At a meeting of the chapter the

following officers were elected to serve for the coming year: President, Dr. William Siegal; vice-president, Ellen M. McManus; secretary, Mrs. Mary T. Carlson; treasurer, George G. Fisher; delegates, Clifford, Hodge, and David gates. Clifford Hodge and David Zaron; alternate delegates, Helen McGraw and Mrs. Ann Williams. The executive council of the chapter is composed of William Byron, Charlotte M. Clapper, Charles R. Cox, Roy Cramer and Dr. James J. Quinlivan.

N. Y. STATE EXAMS

COURSE Consecutive Term by the Pohs Method

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ployees the past three years. This law provides that public employees who lose their jobs shall be en-titled to unemployment insurance benefits on the same basis as private employees. Efforts to extend coverage to per diem employees and those who have been em-ployed for less than one year were defeated by the Governor's veto of the Halpern-Knauf Bill which passed both Houses in the

1950 session of the Legislature. Effect on Local Government

Under this law, local govern-mental units stand a minimum of expense in extending coverage to their employees. These bodies do not spend any money in advance, make no contributions to the Unemployment Insurance Fund. They reimburse the Fund only for benefits actually paid out to former employees. They are billed at appropriate intervals for the expended moneys by the Division of Placement and Unemployment Insurance, the guardian of the Fund

Each city, county, or other unit of local government should elect to come under the provi-sions of this law. Election is simple. The local governing body or officer files an application to elect coverage with the Industrial Commissioner, State of New York, Governor Alfred E. Smith State Office Building, Albany 1, N. Y.

To make its employees engit for benefits in the new benefit year beginning June 5, 1950, the local governmental unit must file its application not later than the last day of the current benefit year, Sunday, June 4, 1950. To make doubly sure all applications should be filed by Friday, June 2,

New Season

SAVE 33 1/3 %

Association Board To Meet in Albany

Two More Win Merit Awards

ALBANY, May 1 - Henry A. | jury to workers from flying pieces Cohen, chairman of the New York of spring when the high tension coil springs break. The cable is

State Employees' Merit Award threaded through the 17" spring

Board, has announced two awards in such a way that no matter to State employees for ideas sub-mitted through the Suggestion fragments are restrained from

scattering

ALBANY, May 1-A meeting of the Board of Directors, Civil Service Employees Association, has been scheduled for Thursday, May 4, in the Wellington Hotel,

\$25 and Certificate of Merit

ROLAND B. JUENGER, Chief Canal Lock Operator at Water-ford, sugested revisions of format

Mount Morris

AT THE ANNUAL meeting of the Mount Morris chapter held recently, the following officers were elected to serve for the com-ing year: President, Joseph Mauro; vice-president, Laurette Mauro; vice-president, Laurette Schwier; secretary, Betty J. Mc-Caughey; treasurer, Charles Cottone; delegate, Elmer Pfeil.

Westfield State Farms

THE WESTFIELD State Farm chapter, Civil Service Employees Association, will have its annual dinner on Saturday, May 6, at Keller's, in Mount Kisco.

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Members of the newly-appointed Appeals Board of the State Classification and Compensation Division, final court of appeal for dissatisfied State workers, hold their first meeting at Albany. Left to right are Henry J. McFarand, Civil Service; Harlow Andrews, DPUI; Everett N. Mulvey, Division of the Budget; Chairman Raymond W. Houston, Social Welfare Department; Louis A. Liuzzi, Jr., Executive Secretary, Civil Service; and William E .Tinney, Conservation Department.



At a recent dinner of the Brooklyn State Hospital chapter of The Civil Service Employees Association were (from left) Miss K. Collins, Dr. D. Whitehead, Joseph McGerrian, Arnold Moses, James McGerrian, C. Murphy and Miss M. Garfinkle. Mr. Moses is chapter president.

DPUI Research Committees Compiling Data to Combat Proposed Downgradings

set up last week in DPUI offices throughout the State. At the request of the Civil Service Employees Association, these committees are gathering material to be presented at two hearings dealing with the proposed downgrading of unemployment insurance claims examiners. The hearings will be held Tuesday, May 9, in Albany, and Wednesday, May 10, in New York City. J. Earl Kelly, Director of Classification and Compensa-tion, will sit at both hearings.

The Assocation has sent information sheets to all DPUI offices, with the request that these be returned when filled out to the organization's headquarters.

Information Wanted

Information requested includes title, functions and daties what level of education is required for the job, what specialized knowledge is needed, past experience, responsibility. This information is requested in the greatest

tion headquarters will form the 847-\$4,572). basis for one attack upon the proposed downgrading. The Association's experts are studying other data, also, and are amassing a \$3,864) strong case to offset the suggested \$3,726). wage cuts,

Proposed Cut a Surprise

The proposal to cut the claims examiners was unforseen. It came after employment interviewers in the Division of Placement and Unemployment Insurance had asked to be upgraded to the point held the examinters. The Classification and Compensation Board agreed to upgrade the interviewers, but at the same time held the examiners were earning too much, and so should be downgraded.

The Proposals

The Board's proposals were: 1. Reallocate Employment Inter-iewer from Grade 9 (\$2,760-3,450) to Grade 11 (\$3,036viewer \$3,726).

Material coming into Associa- (\$3,451-\$4,176) to Grade 17 (\$3,-

3. Reallocate Assistant Unem-Insurance Claims Examiner from Grade 12 (\$3,174-\$3,864) to Grade 11 (\$3,030-

4. Reallocate Senior Unemployment Insurance Claims Examiner from Grade 18 (\$3,978-\$4,803) to Grade 17 (\$3,847-\$4,572)

5. Continue Payroll Examiner in Grade 11 (\$3,036-\$3,726).

Interviewers' Grades The Interviewers and Senior Interviewers in the employment service are trying to have their grades established at the levels originally requested, G-14 and G-18, respectively. They were recommended by the Board for upgrading from G-11 to G-13, for the Interviewers, and G-14 to G-19, for the Senior Interviewers. The Civil Service Employees Association, which helped achieve the progress so far made for the interviewers, will present argu-3.726). ments at the hearings in favor of including the additional step of ment Interviewer from Grade 14 upgrading for both titles.

Herkimer Employees Ask Local Civil Service Probe

HERKIMER, May 1—The Herk- Association for review and possition in the local law creating the position in the Police Department, Employees Association, meeting in special session in the firemen's rooms decided to seek a full in-vestigation of civil service prac-tices in the Village of Ilion. Pres-

ident Albert J. Petrie presided. Charles R. Culyer, Association field representative, discussed the civil service situation in Ilion. He said several members of the chapter had been affected by action

of the Ilion Village Board. The result of the special meet-ing was a decision to obtain full information about the Ilion trans-actions and report these to the draw up a resolution rescinding information about the Ilion trans-

Eligible List Scrapped

The most recent case in which the Village Board figured, was the scrapping of a civil service eligi-bility list for the position of ser-geant in the Ilion Police Depart-

George Long, now a patrolman, was the lone man to be placed on the list. At the April 4th meeting of the board, it was voted to vacate the sergeant's list and, at the same time, Village Attorney

of Albert E. Loefler, former village Sanitation Department employee, who sought reinstatement to his position as foreman. Loe-fler's petition was denied by Supreme Court Justice Malpass, Syracuse. His right to be trans-ferred to a comparable position for which he is fitted in the event of a vacancy was upheld in that ruling. Loefler has indicated he will ultimately seek reinstatement.

Nominating Report

In other action at the meeting, the Chapter received a report of the nominating committee of officers to be voted upon at the September meeting. Nominated were: President, John Mackesey, Herkimer; 1st vice president, Mrs. Frances Warren, Herkimer; 2nd vice president, Ralph Thomes, Mohawk; secretary, Mary Kuzen-ich, Herkimer, and treasurer, Mrs.

The Public **Employee**

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

THE DPUI MESS

IN MY LIFETIME, I have a good deal to do with ques-tions of classifications and salary determinations. I have found it difficult to talk or write about classification or compensation problems without becoming technical and unclear.

I hate, beyond anything else to be vague, obscure verbose or circuitous, but I shall probably be all of these in the few sentences I wish to write about the issues at stake in the salary appeals in the DPUI.

(1) First and most important, I don't think it fair to downgrade any position not under appeal without a hearing and merely by hearsay and inference. I think every employee is entitled to notice and to a hearing before his small salary

(2) I don't think it is proper to inject into a hearing positions not directly related to the appeal and not definitely included in the notice of the hearing.

(3) I think it manifestly unfair to turn upside down any or every argument for a higher salary for certain positions so as to make the argument appear to advocate a lower salary for other positions.

(4) While every employee has a right and often a duty to claim a higher salary for his position, he has no moral or legal right to advocate a reduction of salary for other positions. He must be "aggrieved" before he can appeal.

(5) I think it is not proper to lower the salary of any position until a broad study and review of related positions shows you are not doing more harm than good. You disturb the relationship of many jobs when you degrade any one job.

(6) I think you lose far more than you gain in reduc-ing any salaries. You lose morale that it has taken years of fair dealing to build up. You lose the confidence of a multitude of employees who cannot but ask "When will my turn come?"

(7) You increase the tendency of the best employees to get out of the State Service to private employment where such things are less likely to happen. You lose far more in dollars and cents by disrupting a service that pays out millions of tax dollars, and where the overburdened staff are distinguished for unselfish service beyond the strict specifications of the job. You can pay too much for your whistle. You can lose much in making a small saving.

(8) You cannot easily compare and put on a parity jobs that are essentially different. To help an unemployed man get a job is of course immensely important. We do not and never will pay enough to persons who do a good job.

To determine that a man out of work is entitled to a certain stipend for a certain period is something quite different. The person who does this needs to be a guardian of the state treasury, a legal expert, a skilled inquisitor and above all beyond suspicion or reproach as a servant of the State. You cannot fairly compare the two any more than you can compare sleeping pills and the atomic bomb. The best you can do is to compare each with certain other similar jobs. You can compare the first with other employment jobs and the second with other legal and fiscal jobs. Parity may be a problem of administration. It has little or no validity as a matter of classification or compensation.

I am confident that the step which should first be taken is to undo the snarl that never should have been tied. The injection of an un-pertinent matter into an appeal for higher pay was a serious precedural error that should be corrected.

Erie Employees Vage Lag

BUFFALO, May 1 - A request for correction of "pay inequalities" in the County Highway Department and County Home and Infirmary was made today by Nicholas J. Giannelli, President of Erie Chapter of the Civil Service Employees Association.

His plea was made at a hear-ing before the Supervisors Finance Committee. No action was taken

by the committee Erie County Highway Department scales for positions paid on an hourly and per diem basis "lag behind wage rates in comparable other counties of the State," Mr. Giannelli contended. He recommended a ten cent an hour increase. The present scale General foreman, \$1.15 to \$1.25 per hour; laborer, \$.77 to \$.87

motor equipment operator, \$.93

to \$1.05 and mechanic, \$1.10 to

The position of laborer at the Home & Infirmary pays a flat salary of \$2,000 while ward attend-ants receive only \$1,900 and orderlies receive \$1,900 to start and a maximum of \$2,000, Mr. Gian-nelli pointed out.

"We feel this is an injustice because orderlies and ward attendants perform additional work, come into contact with patients. become subject to the danger of infectious diseases and in some instances physical harm," Mr.

Giannelli said. Erie chapter recommends that orderlies be paid a flat \$2,100 salary and that ward attendants be increased to \$2,000. The group also proposes that the present salary of pharmacist, \$2,400 to \$2,700 be advised. \$2,700, be adjusted to a flat \$3,000.

Associates Honor Breitel

Supreme Court Justice Charles
D. Breitel, who recently resigned to the Governor; Herman T.
Stichman, Commissioner of Houssilver service by a group of forL. Goldstein; C. Chester Du Mond. mer State associates at the State Office Building, 80 Centra Street.

Industrial Commissioner Edward made the presentation. Among those present were Law- of Commerce,

ing; Attorney-General Nathaniel L. Goldstein; C. Chester Du Mond, Commissioner of Agriculture and Markets; Robert T. Lansdale, Commissioner of Social Welfare; and Harold Keller, Commissioner

Ina Cray, Herkimer.

John J. Graves, a member of
the Association's membership committee, reported on membership activities during Mr. Culyer's visit to the county.

Oneida Group Gets Charter **In Association**

UTICA, May 1-Approximately 100 members and guests attended the presentation of a charter to Oneida chapter by J. Allyn Stearns, 3rd vice president, Civil Service Employees Association, at a charter dinner held in the Hotel Utica.

In presenting the charter Mr. Stearns pointed out the import-ance and the responsibilities of public employment and of the right of the public employee to be paid in accordance with these responsibilities, as is done in pri-vate enterprise. He stressed also the need for cooperation by public officials with the employee or-ganizations' if the greatest gain to the public service is to result from the entrance of the powerful Civil Service Employees Association into Oneida County.

Much Is Expected

"In view of the splendid attendance by public officials at this dinner, we look to this new chapter to become one of our best working units," said Mr. Stearns in presenting the charter.

Chapter President Herman L.

Stevens, who presided, accepted the charter.

Mayor Boyd C. Golder of Utica, welcomed the guests. Grace was said by Father Leo Mock. Talks were given by Charles R. Culyer, Association field representative and Irving Cohen, Association statistician.. F. Harold Martin introduced the guests, including County Welfare Commissioner George T. Williams, County Treasurer Johnson, the County Clerk, the Sheriff and the Mayor of Boonville, among others.

Seated at the head table in addition to the speakers were First Vice President Marie Wengert, Treasurer Ruth Riley, Secretary Winifred Phalen and Delegate Fred H. Koenig of the chapter.

12 'Graduate In First State Study Course

ALBANY, May 1 statewide in-service training pro-gram for New York State Civil Service employees was successfully terminated last week. The course, concerned with "fundamentals of supervision," was given over a period of ten months to twelve Senior Apprentice Train-ing Representatives in the State Labor Department's Apprenticeship Council.

The following were awarded

certificates:

fields.

Charles Meislin, Albany; James R. Egan, Albany; Frank J. Citro, Utica; Edward McLaughlin, NYC; Thomas W. Crocell, Buffalo; Bernard J. Lyons, Al-bany; Robert R. Woods, Roches-E. Lewis, Albany; Henry James E. Cooke, Syracuse; Raymond C. Youmans, Binghamton; Eugene Sullivan, NYC; Victor J. Booth, NYC.

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ing place of social workers, sociol-ogists and persons in kindred

Dr. David M. Schneider, chair-

man of the Capital District Con-

Activities of Assn. Chapters

Manhattan State

CONGRATULATIONS to Patrick Carney, who placed first in the entire State on a recent civil

Tony Kilcoyne and Joe Shanahan have returned from Hudson River State Hospital, where they attended the nutrition school. The school has been highly praised by all the kitchen employees who attended the courses.

Heartfelt sympathy is extended

to the family of the late Patrick

Della and Matty Ryan, both quite sick for awhile, are back on the job. Gladys McCoy is still in sick bay.

Volunteers for the social affair, for the benefit of the employees who lost their possessions in the recent Female Home fire include Mr. and Mrs. Andy Canfield, Mr. and Mrs. Dennis O'Shea, Mrs. Mae Traynor and Elizabeth McSweeney. Many more volunteers are needed. Call Mr. Wallace c/f Elec-

The delay by the Classification and Compensation Board in rendering a decision on Mechanics and Maintenance Men appeals is causing a heavy loss of morale. How about that, Mr. Kelly?

The membership committee has been very active and successful,

Binghamton

BINGHAMTON chapter celerates the 40th anniversary of The Civil Service Employees Associa-tion on Saturday, May 13. The program: good food, floor show, community sing, dancing. Place: Elk's Roof Garden, Binghamton, Y. Time: Dinner at 6:30 P.M., dancing from 9 till 1. No long speeches. All this costs only \$1.50. Reservations are limited, and chapter secretary Florence Drew asks all who want reservations to write in at once. Mrs. Drew's dress is 18 Riverside Street, Bing-

State Training-School

GALA open house program is scheduled to be held at the New York State Training School for Boys, at State School, N. Y., on Wednesday, May 10. Time is 1 to 5 p.m., and 6 to 8 p.m. All invited.

Armory Employees

HUDSON VALLEY Armory Employees chapter will hold its an-nual installation of officers and dinner at the Evergreen Inn, on Route 9-W, a half mile north of Kingston, at 8 P.M., Thursday, May 11. Robert B. Minerly is pres-ident of the group.

Unondaga

THE STATE, City and County Divisions of the Civil Service Em-ployees Association in Onondaga will hold a joint 40th anniversary dinner at the Onondaga Hotel on Saturday, May 20, at 6:30 p.m. Doris LeFever is co-chairman for the State Division, Vernon Tapper co-chairman for the County Divi-

Brooklyn State

A STUDENT PROJECT consisting of an all-patient variety show was put on under the guidance of Miss E. Couch of the Recreation Department. The show was enjoyed by all. .

Open house was held for recruit ment of student nurses from dif-ferent high schools by the School of Nursing. On the committee were Mrs. Lida C. MacDonald, chair-man, J. Lord, P. Frost, C. Stracher, Mr. R .Behan, Mr. Sloane and Mr. Peterson.

Open house was also held to educate the community on what State hospitals are doing to help mental patients.

Looking very well after their trip to Florida are Mr. and Mrs.

Arnold Moses is president of the Brooklyn State Hospital chapter, Philip Mastridge, vice-president; James M. Dart, treasurer, and Katherine I. Collins, secretary.

Clinton County

CHARLES R. CULYER, field representative of The Civil Service Employees Association, recently visited Clinton chapter, conferring with Mrs. Ethel Payette, president, and Mrs. Frances Sweeney, vice-president, on chapter activities. Plans for the meeting on May 23 were completed and will be announced later.

Mr. Culyer also interviewed Edgar Penfield, Secretary of the Clinton County Civil Service Commission, on the proposed reclassification of clerical titles in the county service. Mr. Penfield stated that the preliminary work has been completed on this action.

The age-55 retirement bill for civil employees was also discussed.

Sing Sing

SING SING news as relayed by Charlie Lamb:

Congratulations to the following employees who completed 20 years or more of service this month.
Sergeant C. Bosenbark, Sergeant
J. Nolan, B. Clark, R. Folts, R.
Golway, J. McGrane. . . .
Engineer Lucius Smith is con-

valescing at his home after a ma-

jor operation....
Charlie Alberda was really stomping at the recent Sing Sing Officers' Legion dance....
Chapter membership drive in

full swing.

Lawrence Hollister, Field Representative of CSEA, will be at the Prison on May 4 and 5. A special meeting will be held in conjunction with his visit. . . . Bill Donnelly, Bill Strieder,

Bill Donnelly, Bill Strieder, Larry Matteson, Frank Puglia and Gus Westphal are treking east-ward in search of those "finny door mats

They finally paroled Martin Nes tor from Ossining Hospital to his

The flower fund needs to be replenished, so contact the follow-ing with your contribution: Sergeants Werben, O'Brien, Lieuten-ant McCormack, Jim Reddy. . . .

Notice quite a few members sun-

Country Club on Spring St. . . Drop a line to Lou Gates, who has left the Veteran's Hospital after a long confinement, care of General Delivery. Warrington,

ning themselves at Grossman's

Jerry Coveney and Charlie Frazier are donating a little some-thing to the general fund at Ossining Hospital. . .

Westfield chapter, CSEA, is having their annual dinner on May 6th at Kellers in Mt. Kisco. Let's give them a hand by attending... Hoot Miller doing a fine job po-licing Keeley Square. . . .

Sam De Dio the busiest organization man we ever met.

Sorry to hear about John Cur-

tin's son being hurt.... Understand Gene Murphy and Jim Fitzpatrick are going in for wrestling in a big way with none other than Charlie Morgan as their manager. . . . Sergeant Algers must have other

reasons than illness at Ossining

Ray Brook

ANNUAL meeting of the Ray Brook chapter will take place Wednesday, May 10 at the Institution. The nomination committee is headed by Buster Babbie and includes Helen Babbie, John Bala, Betty Biber, Catherine Brizitis, Vera Feddick, George Ganos, Sam Garan, Arthur MacMullen, Leon-Martin, Nina Perry, Harry Sullivan, Harry Sweeney and Bill Wigger, It will name chapter candidates for the coming year. Election of officers will take place May 25 and 26.

The new officers will take office at the close of the chapter's an-nual dinner-dance to be held Saturday, June 10.

The dinner-dance committee consists of Max Hathaway, Edward Attridge, Al Bersch, Bill Wig-ger, Annabel Gauthier, Nina and Roy Perry.

The chapter will again sponsor a membership soft ball team, with Al Helak as manager and Vincent Grieco as captain. The team will again join the Northern New York league.

Promotion Eligible Lists Issued

PERSONNEL ADMINISTRATOR (Prom.) Department of Public Works Disabled Veteran

1. Grady, J., Albany83066 Non-Veteran 2. Phillippsen, M., Albany ...82654 SENIOR PERSONNEL ADMINISTRATOR (Prom.)

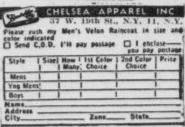
Workmen's Compensation Board, Department of Labor Weiss, L., Bronx SENIOR PERSONNEL

ADMINISTRATOR, State Insurance Fund

1. Podeswa, H., Bronx81468



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ference of The Civil Service Employees Association, who holds an executive position in the State Department of Social Welfare, Albany, is the author of an article on this hearty haven in the April on this beauty haven in the April issue of The Social Work Journal. He stresses the appeal of Summerbrook for those who have "a slight touch of the utopian and a

Summerbrook a Haven

For Social Science Group

penchant for triendship." He pays tribute to the imaginaand loftiness of Prestonia in the State, is in view.

Summerbrook, in Kenne Valley, 6 miles from Lake Placid, is execting one of its most successful easons this summer as a sylvan endezvous, rest center and meetern of special workers sociols.

Mann who, beginning in 1896, maintained Summerbrook in the pattern of the Brook Farm of Nathaniel Hawthorne, Theodore Parker and others.

The Summerbrook of today represents a considerable denormal content of the summerbrook of today represents a considerable denormal content of the summerbrook in the pattern of the Brook Farm of Nathaniel Hawthorne, Theodore Parker and others.

represents a considerable departure from the former pattern, Dr. Schneider relates. Its members and guests come only in the summer season.

A co-operative membership organization maintains Summer-brook on a democratic basis, Dr. Schneider reports, with excellent housing accommodations amid a panorama of primeval beauty. The estate, which Prestonia Mann deeded to the group, is 2,000 feet above sea level and comprises 30 acres which include a tennis court and many beautiful shade trees. Mount Marcy, highest peak

WHAT EMPLOYEES SHOULD KNOW

WHEN COMPETITIVE TEST IS NEEDED FOR 'NON-COMPETITIVE' JOB

of the civil service commission, the job automatically falls in the com-petitive class. If you are properly appointed to a competitive class job, you can be fairly certain that your appointment will stnd up. But you can't always be sure that your appointment to an exempt job (without examination) or to a non-competitive job (with only a qualifying examination) will be

This is so because your civil ser-vice commission, although acting in good faith, has some limitations on its powers to classify jobs out-side the competitive class. It cannot except a job from competitive examination when it is possible to hold a test for such job on a com-

Stott Elected Credit Union **VicePresident**

BINGHAMTON, May 1-At the recent annual meeting of Southern Tier chapter of the New York State Credit Union League, Clar-ence W. F. Stott was elected vice-president. Mr. Stott is the chairman of the Central New York Conference and executive secretary of the Binghamton chapter of the Civil Service Employees Associa-tion. He represented the Bingham-ton District New York State Employees Federal Credit Union at

this meeting.

Jackson P. Goss of the Ozalid
Division of the General Aniline
and Film Corporation was reelected president of this credit union group for his fourth term. Other officers elected are: Oscar R. Seidenberg, of Binghamton Gas Works Federal Credit Union, executive secretary and Albert Schreiber of the Triple Cities Traction Com-pany, secretary. Harry Doi of the Scintilla Corporation credit union at Sidney was reelected to the board of directors for a two year term. New directors elected were: Francis Weaver of the Elmira Reformatory employees credit union and Henry R. Graham, Jr., of the Broome County teachers' credit union

AndreweN. Wehmeyer, field rep resentative of the New York State Credit Union League, spoke on "Operations of the Treasurer's Office" and described loan and share insurance and life insurance pro-grams offered by the Credit Union National Association's mutual in-surance plan.

Drive for New Union Plans for the Southern Tier credit unions for the coming year include a drive for new unions and an industrial night to be held in Elmira in the fall. The first such program was held in Binghamton a few weeks ago. An annual report containing a summary an annual convention heard and members were remind-ed of a convention to be held this year in June.

The meeting was followed by a general social hour. Mr. Stott led in community singing.

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By THEODORE SECKER

IT IS A general rule that if a job is not in the exempt class, non-competitive class or labor class (in cities) by special action self without any status, if the job is labor class (in cities) by special action self without any status, if the job is laborated in the competitive positive in the competitive positive basis. So if you happen to get an appointment to a non-competitive job (without competitive examination) you may find your-self without any status, if the job is possible in the competitive positive basis. So if you happen to get an appointment to a non-competitive job (without competitive examination) you may find your-self without any status, if the job is not in the exempt class, non-competitive positive basis. self without any status, if the job really should have been classified as competitive (for which com-petitive examination is needed).

Case of the Special Policeman

An example of what could happen was given by the Supreme Court in Monroe County recently, when a former special police officer in the Town of Gates sought reinstatement to that job. The job had been classified in the non-competitive class, it being osten-sibly temporary in nature and the appointment being "at the pleasure of the town board." The duties of the job were like those of a policeman in the City of Rochester, said the employee involved. He had been appointed in 1945 without competitive examination. He was reappointed in 1946 and in 1947, but not in 1948. As an exempt volunteer fireman, he con-tended that he could not be thus removed from his job.

What's Special About A Special Policeman?

The Court reviewed the facts and came to the following conclu-

1. The employee had never taken

competitive test.

2. The review of his application, submitted with his nomination for the non-competitive job, even if considered an examination, was

not a competitive examination.

3. There was nothing special in the duties of a special Police Officer which made it impractiable to

test for it on a competitive basis.
4. Inasmuch as it was practicable to test for policemen in other towns in Monroe County, it was practicable to test for special Police Officer in the Town of Gates.

5. It has been found practicable to test for police officer jobs in other civil divisions of the State on a competitive basis,

6. The petitioner's original ap-pointment without competitive examination was improper, because the State Constitution requires competitive examination wherever practicable.

practicable.
7. The fact that petitioner was twice re-appointed to the "noncompetitive" position without examination does not give him any greater rights to the job.

Vamp Status No Aid
8. Petitioner's status as an exempt volunteer fireman does not give him any special protection, inasmuch as he held the position in violation of the State Constitution.

In view of these findings, the Court denied reinstatement to the former special police officer. (Ver Weire v. Finch, December 27,

500 Ex-U. S. Workers Get State Rent Jobs

Only 500 of the more than 800 persons who worked for the Federal rent control offices throughout New York State were rehired by the new State Rent Adminis-tration. NYC formerly had 153 employees in its rent control office.
Only three of these were given jobs in the State system—Beatrice Schainswit, Tobias Weiss and Joseph Goldberg.

Advanced training of the new

The ex-Federal workers have been hired temporarily at the same salaries and titles which they had, pending reclassification, Jo-seph D. McGoldrick, the new Rent Administrator, announced. The Classification and Compensation Board, under the direction of J. Earl Kelly, and representatives of

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Final Record of Dewey's Action On Major Civil Service Measures

-Drafted by the Civil Service Employees Association and introduced at its request

Sponsored by the Association and drafted in co-operation with others

(A)-Approved after conference with administration and supported by Association

(E)-Endorsed and supported by the Association

ENACTED

RETIREMENT AT AGE 55 (S-A)

Senate 20, 1804, Halpern. Assembly 111, 2154. Rabin,

Authorizes every member of system, until December 31, 1950, to elect retirement at age 55 with additional cost divided between employer and member. Under present law entire cost is borne by member. Employer credits pension 1/120 of final average salary instead of 1/140 for all years of service to age 55. Open to members over 55. Passed with administration support, Governor's sig-

COMMITTEE TO STUDY PROBLEMS OF THE

Senate Res. 58, Desmond.

Adopted by both Houses. No executive action required.
Continues the committee now in existence to study
the problems of the aging. The Association has been working with the committee with respect to the prob-lems of retired public employees. A committee report will be issued on or before March 31, 1950.

WITHDRAWAL OF CONTRIBUTIONS AFTER AGE 60

Senate 1667, 1781, Erwin,

Assembly 1975, 2071, Noonan,

Provides that member over age 60 may elect to withdraw accumulated contributions instead of receiving retirement allowance if such allowance would not exceed \$180 per year. Under present law such member cannot withdraw unless he became a member before 1943 and is forced to take miniscule retirement allowance.

DISABILITY BENEFICIARY—INCREASED EARNINGS

Senate 1668, 1782, Erwin. Assembly 1974, 2070, Noonan.

Provides that disability beneficiary of Employees Re-tirement System shall not have allowance reduced unless he is gainfully employed in occupation paying more than difference between final salary and retirement allow-ance. Defines final salary as maximum which would have been received by member in position from which he was retired. Present law allows earning based on final average salary rather than new proposed maximum.

PERMANENT INSURANCE OF LOANS (A)

Senate 1671, 1785, Erwin. Assembly 1972, 2068, Noonan.

Provides for permanent insurance of loans in retirement system. Up to now this benefit has been on a year-

ADDITIONAL EARNINGS — RETIRED MEMBERS OF STATE HOSPITAL SYSTEM (A)
Senate 219, 219, Scanlan.
Assembly 158, 158, Stuart.

Signed

Permits retired member of State Hospital System to receive retirement allowance and earn up to \$750 in public employment if retirement allowance does not exceed

INCREMENT CREDIT—TEMPORARY AND PRO-VISIONAL SERVICE (D). Senate 630, 638, Erwin, Assembly 765, 765, Wilcox.

Extends provisions of present "Lupton Law" to April 1, 1951. Provides that increment credit earned for service as temporary or provisional employees shall be retained after permanent appointment to same or similar position.

REVOLVING FUND-PUBLIC SERVICE COMMISSION

Senate 413, 413, Anderson. Assembly 628, 628, Fitzpatrick.

employees of Revolving Fund of the Public Service Commission under Feld-Hamilton Law.

FOR BLIND (A). Now law.

Senate 1215, 1262. Budget. Assembly 1514, 1556. Budget.

Increases minimum and maximum salaries and increments for faculty members of State School for Blind.

SALARY SCHEDULES AND GRADES—STATE COLLEGES, STATIONS & INSTITUTES (A), Now law.

Senate 1216, 1263. Budget Assembly 1515, 1557. Budget.

Repeals separate salary plans now in effect at Cornell and various state colleges, experiment stations and institutes, incorporates all into master salary plan for all such institutions, generally retains present salaries, freezes into base salaries present emergency bonus, re-tains objectionable discretionary increment features, appropriates funds for small increases necessary to convert present salaries to new grades.

BONUS FREEZE—LEGISLATIVE AND JUDICIAL EMPLOYEES (D). Now law.

Senate 1202, 1249. Budget. Senate 1206, 1253. Budget. Assembly 1501, 1543. Budget. Assembly 1505, 1547. Budget.

Many inquiries have been received from legislative and judiciary employees questioning whether or not for-mer emergency bonus is now incorporated into base pay. mer emergency bonus is now incorporated into base pay. Such bonus is now a part of base pay. The departmental employees have the Feld-Hamilton schedules which were amended to reflect the freeze. There are no such schedules for legislative and judiciary employees and therefore no "base pay" as such. Therefore the line items in the budget for legislative and judiciary employees are enacted each year in amounts which are the aggregate of former pay plus former emergency compensation. of former pay plus former emergency compensation.

RECLASSIFICATION & REALLOCATIONS-TUBERCULOSIS SERVICE (S). Now law.

Senate 1210, 1257. Budget. Assembly 1509, 1551, Budget,

Provides increased salaries upon assignment to work with "tuberculosis service" in state institutions. Makes provisions for transfer to and from such service.

PERSONNEL RELATIONS MACHINERY TO DEAL WITH AND SETTLE PERSONNEL PROBLEMS IN PUBLIC EMPLOYMENT (D)

The Governor has issued an executive order after long negotiations with Association conferees. The order is admittedly a compromise of a very difficult problem. The Association believes that time and experience will dictate necessary modifications and that a suitable plan will be expected into law as every acceptance. will be enacted into law as soon as possible.

REMOVALS—5 YEAR LIMITATION (D). Senate 1672, 1786, Erwin . Assembly 654, 2230. Mitchell.

Makes same provisions as (56) above except for 5 year time limit.

COMMISSION TO RECODIFY CIVIL SERVICE LAW

Senate 113, 113, Halpern, Assembly 110, 110, Pretter.

Creates temporary Commission to recodify Civil Service Law without substantive change exclusive of retirement provisions.

NEW SECTION 31.

Senate 2199, Mitchell. Assembly 2563, McNamara.

The Governor's Committee on Veteran Preference The Governor's Committee on Veteran Preference has introduced this bill to implement the amendment. A full explanation will be issued separately. With respect to the present legislative preference in retention, the committee took no action beyond recommending that the matter be studied under the commission to be created under (59) above. Is effective January 1, 1951, same date as which Mitchell-VanDuzer amendment replaces present constitutional provisions.

VETERANS PREFERENCE—PHYSICAL EXAMINATION (D-E).

Senate 2198, Mitchell. Assembly 2562, McNamara,

Signed

cent" physical examination for the purpose of claiming preference. Several court decisions have added different standards and confusion. This bill provides that a veteran must have (a) a permanent stabilized disability to which the Veterans Administration has certified or (b) a temporary disability of 10% or over certified to by the Veterans Administration within a year prior to the time when the veteran claims his preference.

VETOED

EXEMPT RETIREMENT BENEFITS FROM ESTATE

Senate 854, 474, O'Connor. Assembly 1027, 3417, Bowe.

Exempts all retirement benefits from New York State inheritance and estate taxes. Under court decision sec-tion 249 K-K of Tax Law is now applicable to such benefits.

TRANSFERS BETWEEN SYSTEMS (A)

Senate 1669, 1783, Erwin.

Assembly 1970, 2066, Noonan,

Permits members of employees retirement system who are teachers in institutions transferred to education department to elect to remain in employees system or to transfer to teachers system before July 1, 1950.

DEATH BENEFIT—RETIRED MEMBERS RE--ENTER-ING SERVICE (A)

Senate 1670, 1784, Erwin. Assembly 1971, 2067, Noonan.

Allows retired member who re-enters service all ser-vice credit whether acquired before or after re-entry into service, for determining ordinary death benefit.

RETIRED EMPLOYEES—UNEMPLOYMENT INSURANCE (D)

Senate 2423, 2633, Halpern.

Vetoed

Removes prohibition in present law which now prevents retired employees from claiming unemployment insurance benefits,

APPEALS—POWER TO REINSTATE (D)

Senate 436, 437, Manning. Assembly 265, 265, Lupton.

Empowers Civil Service Commission after hearing appeal, to order reinstatement of dismissed employee to job from which dismissed. Under present law, commission can only provide for transfer of employee or preferred

RIGHT TO HEARING AND COUNSEL UPON REMOVAL (D). Vetoed.

Senate 2331, 2541, Dalessandro, Assembly 1687, 1733 Foy.

Vetoed

Provides that all employees in the competitive class shall have the right to a hearing when charges are preferred; they shall also have the right to counsel at such hearings and may summon witnesses to attend. Only veterans and exempt firemen have the right to hearing under present law.

MERIT AWARD BOARD-POLITICAL SUBDIVISION (D)

Senate 710, 719, Halpern. Assembly 1226 1243, Savarese.

Permits political subdivisions to create Merit Award Boards similar to present State Board and to pay awards.

REMOVAL-MENTAL HYGIENE-NON-COMPETITIVES (D)

Senate 1422, 1505, Hughes. Assembly 152, 1250, VanDuzer.

Restores to incumbents of non-competitive positions in Mental Hygiene right to written charges on dismissal and extends protection of 2? (2) of Civil Service Law to

EXTENDED UNEMPLOYMENT INSURANCE (D)

Senate 1540, 1663, Halpern. Assembly 1204, 1221, Knauf.

Amends present law to broaden unemployment insurance coverage for public employees by extending such coverage to per diem employees and those employed less than one year.

OVERTIME PAY AT TIME-AND-A-HALF TO CITY EMPLOYEES (D)

Senate 249, 249, Campbell. Assembly 30, 30, Bennison.

Vetoed

No criterion has been set in the law to define a "re- to their employees. This is a "permissive" bill.

(Continued from Page 1)
No man whom the two oppose can have the nomination. And if can have the nomination. And if either one opposes a prospective nominee, his chance of winning the nomination is seriously jeopardized. This is true no matter how strong the support of the candidate may be in other quarters throughout the State.

O'D Doesn't Seek It
O'Dwyer is on record as not himself desiring the gubernatorial nomination. Sentiment in political

nomination. Sentiment in political quarters is inclined to accept at full value the Mayor's disclaimer. Nevertheless, his position gives him full control of the NYC Democratic leadership through patronage, personal influence, and his
proven appeal as a vote-getter. No
NYC political leader would dare
risk a withdrawal of O'Dwyer
patronage by running counter to
O'Dwyer's wishes anent the nomination. And no candidate for Governor will be nominated without

The evidence grows that Jim ernor will be nominated without

DON'T REPEAT THIS

the support of the City's leaders. Farley will actively seek the nomi-Since major Democratic support comes from NYC, there has to be more than acceptance of a candi-writers concede him no chance at more than acceptance of a candidate. There has to be enthusiastic desire among the clubhouse boys and the big wheels to work powerfully for his election. And they must not feel "negatives" dragging down their efforts.

It is thus seen that O'Dwyer, through a secretive power and

winning the nomination. The pres-ent party leadership—Fitzpatrick, Flynn, the O'Connells—don't want Farley. Nevertheless, with all these

BURTON NAMED VICE PRES. ALBANY, May 1-John E. Bur-ton, former State Budget Director,

has been named a vice president of Cornell University. He will be in charge of business activities for The evidence grows that Jim the institution.

cede that Farley cannot get labor wrong.

and the liberals. They're going to fight hard for the nomination. But if the surface indications stand up, and Farley can't have

the nomination, he'll nevertheless exercise a strong negative power. This will be doubly true if he himself decides against seeking the nomination. As this column has pointed out, perhaps Farley con-trols few convention votes, but he exerts a psychological impact updrawbacks, and with the improbability that he could win much from labor, Big Jim's friends are going to try to put him in. The sturdiness of the drive is indicated, by a letter which one of Farley's associates, Allan Gordon, wrote associates, Allan Gordon, wrote associates, recently. It would recently is associated to be associ sturdiness of the drive is indicated by a letter which one of Farley's associates, Allan Gordon, wrote this column recently. It would seem that the Farley supporters will try to go directly to the people over the heads of the political leaders; they will try to build a case for Farley as an original New Dealer; and they will try to prove the strong affect of his personality on the voters. Nor do they concept that Farley cannot get labor.

NYC Chapter Hears Plea For More Liberal Pensions

live, even though one has a long live, even though one has a long service record, were deplored by Edith Chapman, chairman of the pension committee of the NYC chapter of The Civil Service Employees Association, at the monthly meeting held in Willy's Restaurant, William Street, NYC. Miss Chapman, of Social Welfare, said that efforts should be made to improve the benefits under the

LEGAL NOTICE

CITATION.—The People of the State of New York, By the Grace of God. Free and Independent, To RACHEL CHONKIEWICZ born PEARLMAN, MEIER CHONKIEWICZ born PEARLMAN, MEIER CHONKIEWICZ and GOLDA CHONKIEWICZ, all of Stawiski, ZiemisLomza, Poland, if Rving and any and all legal representatives, heirs at law, next of kin and distributees of the above named RACHEL CHONKIEWICZ born PEARLMAN, MEIER CHONKIEWICZ, MENDEL CHONKIEWICZ and GOLDA CHONKIEWICZ, if such persons be deceased; being the persons interested as creditors, legates, devisees, beneficiaries, distributees, or otherwise, in the estate of MAX PEARLMAN, deceased, who at the time of his death was a resident of the County of New York, State of New York; SEND GREETING:

Upon the petition of KARL C. BRETT, as Executor of PHILIP PEARLMAN, deceased, residing at 221 East Penn Street, Long Beach, L. I., New York, You and each of you are, hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, en the 19th day of May, 1950, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of said KARL C. BRETT, as Executor of PHILIP PEARLMAN, deceased should not be fixed in the sum of \$350.00; and why the Court should not determine that RACHEL CHONKIEWICZ bern PEARLMAN and her husband, MEIER CHONKIEWICZ, all predeceased MAX PEARLMAN, the above named decedent, without lawful issue surviving.

In TESTIMONY WHEREOF, we have caused the seal of the Surrogate's

MAN, the above named decedent, without lawful issue surviving.

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, at the County of New York, the 5th day of April, in the year of our Lord one thousand nine hundred and fifty.

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

Clerk of the Surrogate's Court.

WILSON, MARY E.—CITATION.—P. 138.
1050.—The People of the State of New York. By the Grace of God Free and Independent, To EDWARD WILSON, the alleged husband of Mary E. Wilson, deceased, if living, and if dead to his next of kin, heirs at law and distributees, whose names and places of residence are unknown, and if he died eubsequent to the decedent herefat, to his executors, administrators, legatees, devisees, assignees, and successors in interest, whose names and places of residence are unknown and cannot be ascertained by the potitioner herein, the next of kin and heirs at law of MARY E. WILSON, deceased, send greeting:

WHEREAS, PHILIP GIORDANO, who resides at 274 West 19th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated November 26, 1949, relating to both real and personal property, duly proved as the last will and testament of MARY E. WILSON, deceased, who was at the time of her death a resident of 274 West 19th Street, the County of New York.

THEREFORE, you and each of you are

the time of her death a resident of 274
West 19th Street, the County of New
York,
THEREFORE, you and each of you are
eited 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 25th day of May, one thousand nine hundred and fifty, at half-past
ten o'clock in the foremon of that day,
why the said will and testament should
not be admitted to probate as a will of
real and personnal property.

IN TESTIMONY WHEREOF, we have
caused the seal of the Surrogate's
Court of the said County of New
York to be hereunto affixed
WITNESS, Honorable George
[Seal.] Frankenthaler, Surrogate of our
said County of New York, at
said county, the 19th day of
April in the year of our Lord
one thousand nine hundred and
fifty.
PHILIP A DONAHUE.

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

Clerk of the Surrogate's Court.

P. 1033, 1050.—CITATION.—The People of the State of New York, By the Grace of Cod Free and Independent, To Mae Lanigan D'Keelle, Robert Borough, Public Administrator of the County of New York, the most of kin and heirs at law of Margaret K. Noland, deceased, send greeting:

WHEREAS, Dorothy K. Connolly, who issides at 838 Riverside Drive, the City of New York, has lately applied to the Surrogate's Court of our County of New York he have a certain instrument in writing selating to both real and personal property, duly proved as the last will and testament of Margaret M. Noland, deceased, who was at the time of her death a resident of 175 West 73rd Street, the County of New York.

THEREFORE, you and each of you are sited 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, at the Hall of Records in the County of New York, at the Hall of Records in the County of New York, at the Hall of Records in the foresaon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York, at and County of New York, and and county, the 6th day of April in the year of our Lord one thousand nine hundred and fifty.

PHILIP A. DONAHUB.

Pension systems that do not af-ford sufficient income on which to tem so that salary earned will not tem so that salary earned will not be such a handleapping factor to so many because of low pay. "The present basis is all right

for those earning \$8,000 a year or more," she said, "but isn't much good for those receiving \$4,000 or

Bendet Named for President A proposal for changing the law

is to be submitted at the next meeting. If approved by the chap-ter, the draft will be sent to the executive committee of the Asso-ciation itself for action.

The next chapter meeting will be held on May 18 when an election of officers will be held. The nominating committee, of which Frank Newman was chairman, submitted the following slate:

For president, Sol Bendet of the Insurance Department.
For ist vice-president, Al Corum

For 2d vice-president, Carl Mul-ler of DPUI.

For 3d vice-president, Max Lieberman of Taxation and Finance. For treasurer, Joseph J. Byrnes

of Public Works. For financial secretary, John Woods of the Motor Vehicle Bu-

For corresponding secretary, Mrs. Elvira Hart of the Division

of Housing. For recording secretary, Mrs. Margaret Shields of Standards

and Appeals. were no independent There

nominations.

Henry Shemin suggested that the Association investigate whether any attempt is being made by the Workmen's Compensation Board to fill high-paying positions non-competitively. He said there were plenty of present State employees who could fill jobs necessitated by the new disability law and that either promotion exams should be held or transfers authorized.

The paid membership of the chapter, as reported by Mrs. Marie Lauro, financial secretary, is 3,207, or about the same as at this time last year, despite the separate chapters formed meanwhile from among the NYC chapter membership.

Mr. Bendet, chairman of the grievance committee, reported the case of a veteran who'd been skipped on an eligible list, but who, through the committee's ef-forts, has been promised the next vacancy, retroactive to February

1, 1950. "Meanwhile he's still on the State payroll," commented Mr. Bendet. Hearing Reporters Discussed

The grading of Hearing Reporters was discussed. They get paid by attorneys for transcripts. The higher grade offered them wouldn't even nearly make up the dif-ference involved if they didn't get extra money for transcripts, 80 further negotiations were advocated.

The possibility of a change in annuity values under the Retire-ment System, because of increased longevity, was broached by John D. Byrne, co-representative of the Insurance Department on the chapter executive committee with Mr. Bendet, who represents the department statewide on the Association board of directors.

Marie S. Doyle was welcomed back, pressure of duties having prevented attendance at some meetings. Mr. Muller also was welcomed back. There's been considerable illness in his family.

President Michael J. Porta occupied the chair. He had declined an offer of renomination for a

an offer of renomination for

Berinstein Presents Award to M. M. Kaplan

Commissioner Benjamin B. Berinstein of the State Tax Department, on behalf of the State Merit Award Board, presented to Tax Collector Maurice M. Kaplan \$35 and a Certificate of Merit for his suggestion on the simplifying of suggestion on the simplifying of the wording of assessment notices. The presentation was made in the office of the State Tax Depart-ment, 80 Centre Street, NYC.

ENGINEERS HEAR PARKE The Municipal Engineers of NYC heard Russell V. Parke, Chief of the Paint Section, Department of Public Works, discuss the paint-ing of bridges, public buildings and other structures.

Civil Service Operations Explained in State Report

sion. Leading off with a section on

civil service as it was 50 years ago, the report points to the growth of the State's public service. In 1900 there were 9,375 positions under the jurisdiction of the State Commission. Now the number is 85,769, of which 66,861 are employees of State departments. There are also 243,028

ments. There are also 243,028 public employees indirectly under the Commission's control.

A full-page chart, part of a selection titled "This Is Where the Money Goes," shows how the Department's budget allotment of \$1,775,422 for 1949-50 was spent. Examination fees collected from candidates during the year amounted to \$115,653.

More Than One-Third Vets

Of the 6,517 permanent ap-pointments made as a result of competitive examinations, 36.6 per cent went to veterans. During the year 11,821 claims for veterans' preference were filed. Develop-ment of procedures to carry out laws enacted to implement the Mitchell Amendment to the State Constitution which, instead of giving absolute preference to veterans, allows extra points to be added to examination scores, is listed in the report as one of the major projects for the current

Complete Exam List

In 1949, according to the report, the Examinations Division issued a complete schedule of examina-

ALBANY, May 1 — An elabor- tions to be held throughout the service administration in New operating agencies would have involved in 1949, titled "Ac- formation in advance about opcording to Merit and Fitness," portunities for entering governwas issued last week by the New York State Civil Service Commissional Commission of the first time, examinations were completed as a service of less than three months from the examination date.

Activities in the field of job classification included completion of classification projects involving time, examinations were completed as a service of less than three months from the examination date.

Activities in the field of job classification projects involving time, examinations were completed as a service of less than three months from the examination date. portunities for entering govern-ment service. Also for the first time, examinations were completed and lists of successful can-

Old-Age Diseases To Be Studied By State and U. S.

The 80-bed Marine Hospital in Buffalo is being turned over by the Federal Government for a joint study of the diseases of old age. The study will be made by New York State, the U. S. Public Health Service, the University of Buffalo and the medical pro-fession in the Buffalo area.

Governor Thomas E. Dewey made the announcement at the annual meeting of the Hebrew Immigrant Aid Society at the Hotel Astor, NYC.

The hospital will be used for treating the chronically ill. Cancer diabetes, alcoholism rheuman

cer, diabetes, alcoholism, rheuma-tism, blood pressure and heart allments are among the afflictions that will be studied.

The Governor stressed the importance of the undertaking inview of the increasing number and percentage of persons of old age, the culminative effect of improved living standards, medical progress and curative drugs. "We want these added years

that science has given to our lives," said the Governor, "to be happy, healthy and fruitful. We want them to be worth living."

work had been accomplished pre-viously, maintenance resurveys of viously, maintenance resurveys of 4,110 jobs in six Mental Hygiene institutions, classification of 5,065 new positions, determination of 1,143 petitions for reclassification, and elimination of 45 titles which were found to be obsolete.

The fourth annual Statewide salary survey, comparing salaries of 61,640 employees in 230 leading private agencies with State salary survey.

of 61,640 employees in 230 leading private agencies with State sal-aries for similar jobs was com-pleted by the Personnel Research Division, and wage information on 350,000 jobs was collected from the Federal government and seven other states. A single salary schedule for all institutions com-prising the State University was constructed at the request of the Director of the Budget, including a detailed cost study for conversion to the new schedule.

Classification Plans

Adoption of classification plans in Canandaigua, Middletown, Norwich, Oneonta and Utica, with specifications for each kind of work in the city's civil service, is reported by the Municipal Service Division. Classification plans were complete and submitted to local officials for approval in Auburn, Dunkirk, Gloversville, Og-densburg and Poughkeepsie.

PURCHASING AGENT LIST

The State Civil Service Department expects to establish the Pur-chasing Agent eligible list in July. The exam was held on March 4.



Suggested by...



Glovomatic—The wonder car cleaner will clean your car to a luster, in minutes, without water. It's new, It's really sensational. Glovomatic is a scientifically developed electrified shearling mitt, that is usable on both sides, fits any hand, and lasts indefinitely because it is washable. Glovomatic can be used on the highest pelished surface without fear, because it is unscratchable. Each mitt is 6" x 8" and fits well because it has a knitted elastic wristlet. I saw many unsolicited testimenials of highest praise from all parts of the United States and abroad. Housewives have found it best and easiest to clean, dust, wax and polish furniture, venetian blinds, windows, floors and walls. Glovomatic should make a wonderful Mother's day gift. The price is only \$1.00 postpaid. Also available in colors at \$1.25. Buy 2, 1 for the car and one for home. Send check, cash or money order to Glovomatic, 3B—319 West 29 St., New York 1, N. Y.—Alice

Ruptured? Not until I visited the Watkins Company at 130 West 42 St. and saw by actual demonstration, the advantages of the New Air-Fie Truss, did I realize that the ruptured could attain a maximum of comfort and relief. The New Air-Fie Truss has no rubber pads, metal pads, sponge pads, springs, balls, leg straps, or bulbs, and is 50solutely non-slip. It is air cooled, washable and weighs only 2 ounces. Prices range from \$7.50 up. I have been assured by the management that a perfect fit is guaranteed or no sale. You are invited for a free demonstration without obligation to buy.—John

Kinky or over wavy bair can be permanently straightened in one treatment, inexpensively and in full privacy. I have seen men, women and children made gleefully happy. Jaffry's are the originators of The Straight-Nee' method which leaves the hair soft, manageable and beautiful. Wash it as often as you wish, for it is unconditionally guaranteed. I suggest that you call Jaffry's (Juison 6-9818) for an appointment. They are located at 717—7th Ave. near 48th Bt.—Alice.

Reaches and ants quickly disappear after the first spraying of Exre Reach and Ant Killer. If you will use Exre according to directions, you will be amassed at its lasting effect. Exre is so powerful, that a spraying is only required once a month. I have used Exre and most whole-eartiry recommend it. It is inexpensive because of its long lanting qualities, Send \$1.00 testay to Acete Chemical Co. Ime., \$2 Beaver St., New York S. N. Y. You will receive Exrepostpaid or C.O.D. plus postage.—Alice

postpaid or C.O.D. plus postage.—Ance Sanders Recording Studies, have as I see, every modern facility to expertly record anything whether it be strictly professional or a message to a loved one. Their prices are moderate. They specialize in making copies of your wire, tape or phonograph records on unbreakable metal discs. In New York they have studies at 187 West 48 84, (Pl 7-2865) and 1103 Sixth Ave., near 42 84, (Br 9-2623). In Brooklys at 20 Flatbush Ave. (Tr. 5-3282). Call at any of the conveniently located studies. Mr. Sanders will gladly let you hear some of the recordings absolutely free.—John



Town Decorators are closing out the balance of their 1949 slip cover patterns.
They are really gorgeous. I was astonished
to find that in most cases the reductions
in price average about 50%. Slip covers
custom made for sofa and 2 chairs cost as
little as from \$37.50 up. Reupholstering is
also expertly done at low prices. If you
will call Fordham 5-7955 any day, evonings or Sunday, a representative will
come to see you at your convenience, with
samples and gladly give you as estimate,
without obligation.—Alice.

A Home Turkish Bath. It seems that wonders will never cease. The Perspirator is a practical and convenient outfit that can be set up in 30 seconds, right in your own home. It is pleasant and simple to use and cost practically nothing to operate. It is portable and light in weight. You may use any of the numerous fine oils in the vaporizor. The outfit complete only \$19.95 and will be sent on a 10 day trial if you wish. Send postcard for complete details, or esend check or money order to Gerdon Brethers, 664 Grand St., Brooklyn 11. M. Y. You can have it send C.O.D. plus charges if can have it send C.O.D. plus charges if Send for Free Booklet.



I own a pair of "Nite-Vue" amber glasses. What a picasure it is to drive at night without that dangerous, accident-causing GLARET I also find that they cut television glare, and sharpen contrast. For outdoor activities well, just forget about sun head-aches. It is amaxing, because they don't dim or darken vision, in fact all objects become clearer and stand out in sharp contrast. The price is only \$2.95 and when you send your check or money order, mention if you wish the "Clip as" style for your precent glasses. The Mallierd Company, Dept. ICS—204 East Sist St., New York 25, N. Y. Each pair of glasses will be sent postpaid and fully guaranteed.—John

The alphabetical roster of names of eligibles for Assistant Interviewer, DPUI, Department of Labor, is open for public inspec-tion at The LEADER office, 97 names of eligibles for Assistant Interviewer, DPUI, Department of Labor, is open for public inspection at The LEADER office, 97 Duane Street, west of Broadway.

Parking Eye is a chrome plated twin for that brings front and rear curb view. I recommend it highly, Only postpaid. Send check or M. O. to Duane Street, west of Broadway.





Send fur Free Booklet.

Major League Suppliers have just made available to Civil Service Leader re a ders. through their mail order division, the opportunity of owning a major league cap and T shirt, with official insigmia of any one of the 18 major league baseball clubs. The caps sell for only \$2.96 each (mention head size) and the T shirt for men and women \$1.39.—Boy's and Girl's \$1.39 each. (Mention small, medium or large.) I have examined this merchandise and find them not only well made and durable, but priced far below the actual value of major league replica. Send cheek er menny order to Major League Suppliers —Dept. 1CS. Box 1. Prince Sta., M. Y. 12. Your cap, T shirt or both will be mailed postpaid immediately—John



Civil Service

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

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TUESDAY, MAY 2, 1950

Needed: A Survey Of NYC Civil Service

(Continued from Page 1)

of good government operation. There is need for a thorough look-in upon all phases of the City's civil service and personnel setup. Sooner or later, the long-delayed career-salary plan will become reality. But high priority should be given to a simultaneous study, preferably to be undertaken immediately, covering every other phase of personnel practices. Such a survey would be particularly appropriate now, with the State recodifying its civil service law. NYC has a deep stake in that law, and its voice should be heard.

In nearly every area involving personnel, the City is weak. Let us look at some of these areas:

RECRUITING: The basis of a good civil service is recruiting. If you don't get the proper people to take your civil service examinations, that original weakness will show itself clearly in the quality of municipal work performed. The Municipal Civil Service Commission just doesn't know how to recruit people. It demonstrates little ingenuity, beyond sending out routine application notices. This newspaper has once before shown some of the many avenues available for an enterprising agency to recruit the people needed. Essentially, in good recruiting, you go after the man you want; you don't wait in the hope that he may come to you. The lack of qualified candidates in some City tests is notorious. If an additional appropriation is needed for this purpose, it should be provided. But imagination is the primary

EXAMINATIONS: Incredible as it seems, the City performs practically no research to find the best testing methods. The civil service examiners are harried, hurried, overworked, and underpaid. There are fewer examiners in the Municipal Commission than in the State Civil Service Commission, and the City men have more than twice the load to carry. Some of the best examiners have left for other jobs, and it may be taken for granted that the superior remaining ones will leave as opportunity arises. In general (with certain fine exceptions), NYC tests are mediocre. Yet the whole civil service system can fall down if the examinations aren't designed to locate the most capable people. Advance planning, research, testing of tests, use of newer testing techniques, learning from other jurisdictions-in all of these the Municipal Civil Service Commission is remiss.

IN-SERVICE TRAINING: An enterprising Civil Service Commission ought to be spearheading a campaign for comprehensive in-service training. Both in private industry and in governmental entities, such training of employees "pays off" in better service and in higher morale. The City once tried a primitive program, but let it wither away and die. There are some departmental training programs, but on a haphazard basis. New York State's recently-introduced training program is producing excellent results. An appropriation for this purpose, with a competent man to head a training program, is an obvious need.

PROMOTIONS: There are too many dead-end jobs in the City, too many cases of promotions based not on ability but on how little the City has to pay to promote a man, too much out-of-title work. A career plan would have as one of its basic features the establishment of proper promotion lines.

UNIFORMITY OF RULES: Working conditions, leave, vacation time, absence arrangements, lateness practices, vary from agency to agency. A uniform personnel policy, to be administered by a personnel division within the Civil Service Commission, is necessary to end the present confusion. There should be closer liaison between Civil Service Commission and personnel heads in departments. And personnel chiefs should know personnel. No established personnel officer titles exist in the City service. In some agencies the work is performed by clerks.

LABOR RELATIONS: With a work-force greater than that of any government entity except that of the Federal government, the City has no labor relations program. Too much depends on whim, on personal contact, on pressure, on political touch-and-go. A modern labor relation policy is a vital requirement, with the fullest rights and protections accorded municipal employees, so that they can deal with the employer on a basis of dignity and equality. Where such a relationship exists, whether in government or private COMMENT

Debate: Was Reform Association Right Or Wrong in Seeking Veto of Removal Bill?

Defends Its Stand

Editor, The LEADER:

On the theory that a slam is better than no notice at all, thanks for your editorial in this week's

Of course you know why, when the Governor asked our views on the Foy removal bill, we asked him the Foy removal bill, we asked him to veto it—not because it would have granted a hearing before a removal could be made, but because it would have given the right to a court trial on both the law and the facts under what used to be called a "writ of certiorari."

The protection which such a right gives the ampleyer is illusory.

right gives the employee is illusory on two counts: first, because in the majority of cases brought by employees who already have this right, the courts have sided with the department and against the employee; and second, because few employees can afford to fight a removal case through the courts. The great advantage to an employee in such a law is its nuisance value; the fact that a department head will think three times (instead of only once or twice, as now) before he files removal charges against an empoyal charges against a empoyal charges against an empoyal charges against an empoyal charges against a empoyal charges against a emp moval charges against an em-ployee, if he knows he has to jusployee, if he knows he has to justify his action before a court. Since he doesn't have to pay the employee out of his own pocket, he will usually put up with him rather than go through all the red tape and publicity. (But of course you know all this already—and so do the chylicarrice lawyers)

do the civil service lawyers.)
And of course we all know, too, that nothing has contributed more to the negative attitude which many ordinary citizens and many legislators have regarding civil service laws than the real or fancied difficulty there is in getting rid of unsatisfactory employees who have committed no major crime. I really feel that from the long-term point of view, one is do-ing a disservice to the merit system and to public employees generally in encouraging their will-ingness to make it more difficult to get rid of the inefficient and unneeded. The NFFE (National Federation of Federal Employees) this and has acted on this knowledge in refusing to encour-age the hedging-about of remov-carefully weighed, we can find no

organizations would be wise to follow their lead.

HELEN C. DRUMMOND Assistant Director Civil Service Reform Assn.

An Opposite Point of View

Editor, The LEADER: Assembly Int. 1687 was drafted by The Civil Service Employees Association and introduced at its

request. Surprisingly few people interest-

ed in State government, including the competitive class employees themselves, realize that only veterans and exempt volunteer firemen are now entitled to a hearing in removal proceedings. The competitive class employee who does not have the status of veteran or volunteer fireman has only the right to written charges and the right to make a written answer within a reasonable time. As a practical matter, the Civil Service Commission often grants a hear-ing at the request of the employee involved, even though he has no legal right to such hearing. Unfortunately, there have been cases where a request for a hearing has been denied and some of those cases were those where, in our opinion, a sharp question of fact existed.

In any matter as serious as a charge which could result in re-moval from the State service, it appears to us that common justice requires that a hearing be held at which a full record can be made and necessary testimony taken.

In the same vein, the employee In the same vein, the employee at such hearing should have right to counsel and the right to produce witnesses to testify in his behalf. It seems to us that only through the medium of a hearing can a satisfactory record be made a decent decision, based on

all the facts, reached.

It may be argued that to extend such rights would result in an increased, administrative burden on the various Civil Service commissions. In view of the fact that many hearings are now held on a discretionary basis, and when the issues involved and the con-

als with more restrictions. I be- merit in a denial of these rights lieve other civil service employee based on the reasoning that more work would result.

The principal inhibition against unjustified dismissals now in the law arises from the fact that the appointing officer must reduce his charges to writing.

We feel that, if the additional requirement for a hearing be allowed, the number of unfounded and biased charges would be held to an absolute minimum.

JOHN E. HOLT-HARRIS JR., Associate Counsel, The Civil Service Employees

Senator Defends **Employee Protection**

Editor, The LEADER:

Association

Even though Assemblyman Edward T. Galloway and I have each year for the past several years introduced measures seeking a proper hearing for public employees facing dismissal, and even though these bills met with no success, we were delighted during the 1950 legislative session to lend support to Assemblyman Foy's bill and to assist in sending it to the Gover-

While we were acquainted with the objections stated in the memo of the Civil Service Reform Association upon which the Governor based his veto message of April 10, 1950, and attempted to meet it by limiting a full statutory hear-ing to non-veteran employees with 10 years of satisfactory service in the competitive class, we agreed with Assemblyman Foy that all employees regardless of service should be given a statutory hear-ing. It is needless for me to add that we disagree in all respects with the Reform Association memo.

The "ten years of satisfactory service" was suggested to overcome the Civil Service Reform Association's objection that it would be so difficult for a department head to remove employees who are incompetent or delinquent as to deter him from making any remov-als at all," the theory being that a man with at least ten years of satisfactory service would have by that time proven that he was neither incompetent nor delinquent.

SIDNEY A. FINE Senator, State of New York

Bear Mountain Chapter Hears Talk by Kaplan

By NAOMI SCOTT

"The average State employee doesn't yet realize all the benefits which are his under the new Retirement System," Deputy Comp-troller H. Eliot Kaplan told an audience of more than 150 at the Palisades Interstate Park Commission chapter's annual banquet at Bear Mountain Inn.

Mr. Kaplan, whom Governor Thomas E. Dewey appointed to ad-minister the New York State Retirement System, outlined the nev age-55 plan, emphasizing the high rates of accident insurance and death benefits which are paid to members and beneficiaries. He also described the loan provisions which allow a member to borrow as much as 50 per cent of the money he has put into the system.

Retiring Members Honored Your retirement system is more economical than any insurance company in the world," added Mr. Kaplan. "Although it will cost the State \$63,000,000 annually, each taxpayer will pay less than one per cent of his total tax."

Three retiring members of the Park Commission were honored at the banquet — Lieut. John Drew, Lieut, Harry Denham and Samuel Bailey. They received tributes of praise and gifts from their fellowworkers. A surprise gift was also anything from his account in The presented to Mr. and Mrs. Angelo Dime.

J. Donato, in honor of their recent marriage, Mr. Donato is president of the Interstate Park Commission chapter of The Civil Service Employees Association and was toastmaster.

Kenneth A. Morgan, general manager of the Palisades Inter-state Park Commission, Chief Au-gust Laverty of the Park Police, and Thomas McGovern, vice-pres-Kenneth ident of the chapter, were among

Pressman Sets Record As Bank Depositor

Believed to be the holder of one of the oldest continuously active accounts in any savings bank in the New York area, Thomas S. Rowlett, 83, of Manhasset, caused history to repeat itself recently.

In 1887, he deposited \$75 in The Dime Savings Bank of Brooklyn. Exactly 63 years later to the day, he deposited another \$75.

In the intervening 63 years he

made periodic deposits in his savings account by mail from various sections of the United States where he was employed as a news-paper pressman. During the 63 years he had never withdrawn

industry, work performance always gains through stabilized

conditions and heightened security-feelings in the employees. Wage structure, hours of work, overtime, increments, service ratings, appeal procedures, civil service public relations, employee incentives, the element of the Budget Director's responsibility for personnel actions, the proper place of supervisory functions, the use and misuse of merit system fundamentals-all these aspects of the personnel picture need study and the City's approach to them needs reorientation. On few of these matters has there been any evidence of an approach that could be characterized as imagination.

There will be more comment in future issues.

NYC School To Be Held in Trump Project

The first kindergarten and lower grade classes ever conducted by the Board of Education in privately-owned housing develop-ments are to be installed soon by Fred C. Trump, Brooklyn builder.

150 pupils will be accomodated at Shore Haven, 21st Avenue and 21st Drive, beginning in Septem-ber. Beach Haven at Brighton, at Ocean Parkway and Belt Parkway, will service 200 pupils beginning next February.

Maximilian Moss, president of the Board of Education, compli-mented Mr. Trump for his "vision and understanding" in providing space in his two developments for younger pupils who otherwise would be obliged to travel long distances to reach the nearest regular schools.

Other features of Beach Haven, a development for 1,860 families that is now renting, are a courtesy car to the beach for those who would rather ride than walk the short distance; ocean bathing and ocean breezes at moderate-priced rentals; building on only 20 per cent of the area while the rest is given over to parks, a shopping center, nearby schools and places of worship, etc.

Beach Haven at Brighton, which has efficiency apartments, $3\frac{1}{2}$ room apartments and $4\frac{1}{2}$ -room
apartments from \$70, is 37 minutes from Manhattan. Four beautifully furnished model apart-ments are open daily from 9 a.m. to 9 p.m. The development is reached by the BMT Brighton line from Ocean Parkway Station, and on the BMT Culver line from Van Siclen Avenue Station.

STATE ELIGIBLE LISTS

	Open-Competitive	12.	Schoonover, John85700		Wassaic State School	109.	Victory, J., Bklyn8059	4 . 242	Murphy K. Trov	87596
	UPERVISING ATTENDANT.	13.	Grant, John	1	Non-Disabled Veterans Lorenz, Helen87132	110.	Demartino, P., Woodsde 8059	2 243.	Kennedy, V., Schtdy 8	87584
	Institutions, Department of Mental Hygiene	15.	Redmond, Wesley84432	2.	Oddey, David85405	112.	Roy, J., Albany 8033	9 245.	Fowler, M., Renslaer,	87400
PS.Cto	Binghamton State Hospital	17.	Steckerider, Edward84432 Soszka, Stanley83966	4.	Mongon, Frederick83600 Kearsey, Charles81100	114.	Thompson, C., Troy8025	0 247.	Ryan, T., Pkeepsie	87327
1.	Non-Disabled Veteran Lord, Leon84300	18.	Redmond, Lucille 83900 Stoetzer, George 83900	5.	Bodley, Paul78300 Non-Veterans	115.	Elterman, W., Bklyn8019 Kent, E., Albany8009	2 248.	Clapper, J., Nassau 8	87319
	Non-Veterans Reilly, Gerald89566	20.	Accardy, James83532	6.	Davis, Madalyn89183	117.	McIntyre, J., Rochstr., 8001	7 250.	Kitay, W., Bronx	87190
3.	Smith, Florabel89500	21.	Florio, Stephanie83266 Seaborn, Gladys82247	8.	Tellerday, Alice87131 Jakway, Martha87066	118.	Verderber, E., Ridgewd. 7996 Rickert, S., Rensler 7983	7 251. 5 252.	Wind, A., Attica	$\frac{37183}{87163}$
5.			Bell, Elouise81554 Florio, Florence81345		Dempsey, Pearl86472 Innocent, Nellie85066	120.	Donlon, W., Cohoes 7973	9 253.	Martin G., Buffalo 8	87100
6.	Vandusen, Bessie 86900 Dougherty, Harry 86632	27,	Rochester State Hospital	11.	West, Ethel84200	122.	Franken, R., Bklyn7972	6 255.	Dubois, K., Albany 8	86981
8.	Bingham, Clifford86200	1.	Non-Veterans Bement, Martin89632	12.	Moyer, Blanche81135 Willowbrook State School		Schroeder, C., Rensier. 7969 Hall, C., Nassau 7959			
10.	McHugh, Patrick85732 Walters, Albert85666	2.	Burns, Rachel86766	1	Non-Veteran Setaro, Dominic90003	125	Chadwick T Rochstr 7941	258	Fisher G Gloversyle 5	86827
	Bklyn State Hospital Non-Veterans	4.	Zugelder, Gerald86632 Brown, John86600		Promotions	127.	Glinert, I., Corona7879	7 260.	Levy, J., NYC	86772
	Kilroy, Patrick91300	5. 6.	Cunningham, L.,86066 Bolan, Francis85506		SENIOR CLERK (Prom.)		Wetzel, N., Rome7874 Smith, R., Troy7869			
4.	Posner, Sylvia81822 Buffalo · State Hospital		Rockland State Hospital		nterdepartment & Intradepart- ental State Departments and		Crum, A., Bklyn7867 Devine, E., NYC7867			
1.	Non-Veterans Campbell, Clair87700	1.	Non-Disabled Veterans Werley, Douglas 88732		nstitutions (held Nov. 1, 1949). Disabled Veterans	132.	Brannigan, J., Woodsde. 7859	2 265.	Norris, M., Watervit 8	86660
2.	Loughren, William86766 Newland, Fred86500	2.	Donovan, William87215 Day, Gerard87166	1	. Haggerty, G., Albany 85594	134.	Zetsche, P., NYC7855 Linton, E., NYC7849	4 267.	Shmaefsky, D., Bklyn 8	86584
	Sims, Walter84492		Keeshan, William84684	3	2. Swim, J., Albany 84311 3. Dooley, J., Menands 83884		Harrigan, J., Troy 7846. Shufon, B., Troy 7836.			
100	Central Islip Non-Disabled Veterans		Non-Veterans Williams, John90632	4	Keegan, J., Bklyn83294 Edwards, F., Renslaer. 82844	137.	Robbins, F., Albany 7833 Laufer, M., Bronx 7824	5 270.	Irwon, E., Buffalo 8	86536
	Murphy, Ignatius88432 Ende, Edward84732		Murphy, Kathleen89766 Miller, Sarah89124	6	. Young, I., Bronx81394	139.	Preziosi, A., Bronx 7823	3 272.	Zucker, P., Bklyn 8	86497
3.	Bihl, Frederick83832	8.	Cornish, George88832 Oakley, Evelyn88466	. 8	J. Diina, T., Buffalo80437 B. Burger, L., Albany79873		Lubrano, J., Bklyn 7817. Beare, E., Troy			
	Moloney, Denis88966	10.	Wetmore, Katharine88466	10	 McKenna, J., Cohoes 79535 O'Brien, J., Watervit 79496 		McNulty, H., NYC7806 Ridsdale, E., Oxbow7801		Humes, M., Troy8 Simon, S., Albany8	
6.	Kowalczyk, L	12.	Lynn, Rebecca88184 Mullen, Mary87940	11	Gypson, K., Albany 79412 Heffler, D., Bronx 78619	144.	Collison, J., Troy 7793	5 277.	Miller, K., Albany 8	86285
7.	Tice, Catherine86366 Pilkington, M86332	13.	Shepard, Patricia87932	13	B. Loft, A., Schtdy 78590		Deschamps, L., Cohoes .7763 Fennelly, J., Troy7757		Weeks, M., Albany 8	
9.	Hugo, Mary85866	15.	Fox, Elsie	14	Johnson, C., NYC77735 Mascolo, A., Bklyn77465		Gerling, R., Rochstr7719 Smith, R., Albany7691			
11.	Barry, Maurice85832 Boylan, Eleanor85674	17.	Greenwood, Grace86982		Non-Disabled Veterans J. Quirk, R., Albany 82553	149	Schultz, A., Bklyn 7681 Degen, W., Troy 7659	1 282.	Everingham, B., Delmr. 8	86163
12.	Eadon, George84207 Creedmoor State Hospital		Levine, David86966 Burch, Emily86832	17	Thomson, D.: Albany91640	151.	Desanges, J., Bklyn7659	284.	Lowenbraun, R., Bklyn. 8	86038
	Disabled Veterans Sottong, Edward84332	20.	Hennings, Nathalie86332	19	Browne, R., Bklyn91639 Simon, J., Albany90740	152. 153.	Chambers, J., Watervit. 7641: White, W.,7611:	285.	Booth, M., Albany	36017 36011
	Kosick, Theodore83900	22.	Eyans, Helen85632	20	O'Brien, J., Auburn89766 Miller, A., Albany89577	100	Non-Veterans Smith, M., Napanoch .9781	287.	Wilber, E., Albany 8	85996
3.		24.	Lebeau, Clarence85632 Merrigan, Kathleen85323	22	Myers, H., Watervit89400 B. Meyerberg, R., Bklyn88918	155.	Seitz, G., S. Ozone Pk . 9498 Constantinoff, E., NYC . 9498	289.	Owens, E., Albany 8	85839
4.	Non-Veterans Guarisco, Lawrence 86466		Crego, Norine84832 McMullen, Mary84666	24	Grosvenor, G., Catskill. 88834	157.	Allen, E., Bklyn94720	291.	Ruther, M., Bklyn 8	85796
5.	Vivian, John86124 Pressell, Frank83910	27.	McLeod, Florence84600	26	6. Murphy, G., Grt Kills88792 6. Seim, E., Albany88508		Johnson, F., Delmar9455 McKune, J., Bklyn9433			
7.	Woessner, Ruth83746	29.	Roach, Stanley82777	28	7. Becker, R., Albany88490 3. Mattock, A., Watervit88135		Schwartz, K., Woodsde. 9429; Stewart, P., Albany 9415			
8.	Strong, Muriel82188 Gowanda State Homeopathic		St. Lawrence State Hospital Non-Veterans	29	O. Ormsby, T., Albany 87794 O. Cernauskas, V., Bklyn .87695	162	Varian J. Delmar 9332	296.	Mahoney, J., LI City8	85693
1.	Non-Disabled Veteran Hussey, Clifford85432		Robertson, George87966 O'Brien, Mary86466	-31	. Rosenthal, P., Bklyn87681 2. Carr, J., Albany87283	164.	Beames, R., Albany8235	3 298.	Bremer, F., Albany 8	85649
2.	Byers, Robert83966 Non-Veterans	3.	Uhlig, Catherine 86440 Webb, James 85232	33	3. Glauber, J., NYC87251	166.	Meyrowitz, P., Bronx 92070 Digiovanni, J., Astoria 92000	3 300.	Bowdy, D., Cohoes8	85624
	Ferro, Vito	7.	Utica State Hospital	35	Ginsburg, M., Bronx 86760 Kutzuk, W., NYC 86692	167.	Schramm, J., NYC 9199- Lancaster, T., Albany 9161		Mann, H., Schodack 8 Leifer, E., Albany 8	
5.	Smith, Warren85732	1.	Non-Disabled Vetrean Wimple, George85566	36	5. Dugan, M., Corona, 86592 7. Coffin, S., NYC 86496	169.		3 303.	Joseph, A., NYC 8	85595
7.	Herrington, Edward85132 Armbrust, Charles84400	100	Non-Veterans Olejni, Stanley 85566	38	Biglow, A., Albany 86192 Biglow, A., Albany 86157	171.	Cockcroft, E., Delmar 9156 Cox, J., Bklyn 9132	4 305.	Connell, G., Troy 8	85581
8.	Wehling, Bernice 83731 Harlem Valley State Hospital	3,	Spencer, Alyce81766 Jarris, Florence81600	40	O'Connell, W., Bronx 86144 Barnes, H., Albany 86076	173.	Koltko, L., Cohoes9130	7 307.	Fink, A., Albany8	85512
1.	Non-Disabled Veteran Madden, Walter 88400	4.	Willard State Hospital	42	2. Engelman, W., Troy 85963	175.	Lederman, B., NYC9084 Emmert, J., Albany9076	309.	Browne, T., Albany 8	85421
	Non-Veteran Parsons, Evelyn88024	1.	Disabled Veteran Nealon, Louis86200	44	B. McGowan, J., Flushing .85907 L. Johnson, J., Elmira 85894	176.	Silverman, J., Albany9068 Hurley, T., Albany9061	3 310. 1 311.	Mack, E., Waterford 8 Peirson, V., Ellenville 8	35409 35398
3.	White, Rose87942		Adams, Peter86632 Bedford, Arthur85466	45	5. Lynch, W., Kings Pk85864 5. Durrant, T., Cohoes85707	178.	Bowman, G., Renslaer. 9060; Weinshenker, A., NYC .9057;	3 312.	Geisel, A., Albany8	85364
	Wittemund, Elizabeth87566 Lennon, Allan84728	4.	Traphagen, Milton84966	47	7. Sweet, G., Albany85503 3. Nottke, H., Albany85371	180.	Muhlstock, H., NYC9057 Fatica, J., Albany9051	1 314.	Juber, M., Albany8	85321
6.	Masseo, Elena		Non-Veterans Vannostrand, F 87666	49	Morgan, F., Castleto n. 85094	182.	Hager, E., Albany 9024	316.	Hartigan, M., Watervit 8	85246
	Hudson River State Hospital Ciancio, Jack83966		Northrup, Freda86300 Farrell, Maxine85900	51	D. Tanenbaum, M., Bklyn .85021 I. Macaluso, J., Bklyn84996	184.	Crossett, A.,9024 Gimson, H., Albany9014	4 318.	Finegold, A., Bklyn 8	85205
2.	Eckert, Robert83494 O'Connell, Bernard84966		Rourke, Lawrence85866 McDonald, Thomas85766	53	 Dennin, W., Albany84972 Weidler, M., NYC84971 	185. 186.	Mance, J., Albany9010 Trulan, E., Albany9010	7 319. 8 320.	Hammill, M., Troy 8 Levine, A., Bklyn 8	352 00 352 00
4.	Killian, Alfred83400	10.	Keenan, Anna85642 McGuire, Emma85440	54	f. Farrell, J., Albany 84704 5. Taylor, H., Troy 84650	187.	Hausmann, D., Troy 9005. Johnson, M., Buffalo 8999	2 321.	Barrett, G., Maspeth 8	85163
6.	Robinson, Kennth85866 Trainer, Charles85766	12.	Donniez, Alphonse84800	56	6. Holtz, M., Bklyn 84590 7. Smith, A., Queens Vlg. 84552	189.	Feldman, R., NYC8992 Mahar, B., Albany8986	323.	Holian, M., Bklyn 8	85072
7.	Jackson, Catherine84008 Pottenburgh, Telen81615		Guilfoos, Burgess81966 Reich, Ethel81888	58	8. Dvorkin, A., Bronx84471	191.	Markowitz, L., Bklyn 8986	4 325.	Mackenzie, J., Albany .8	85048
	Kings Park State Hospital Non-Veterans		Craig Colony Non-Veteran	60	Devlin, R., Tonawanda 84357 D. Rofman, S., Albany84218	193.	Canton, E., Watervit8960 Fletcher, R., Troy8953	9 327.	Cave, L., Bklyn 8	84998
	Nelson, William88766 Melvin, Gerald86366	1.	McCarthy, Claudia85792 Letchworth Village	62	1. Hart, W., Troy 84119 2. Hopkins, R., Buffalo 84094		Maize, D., Bronx8950 Schauman, S., Bklyn8941			
3.	McMullan, Daniel 86066		Non-Disabled Veteran	63	3. Schmidt, A., Woodhyn. 84071 4. McPartland, St. Albns 84035	196.		1 330.	Gadsby, L., NYC8	84935
5.	Allen, Thomas85966 Kelly, Dominick85600	1	Gardner, Martha 85466 Non-Veterans	6.5	5. Daley, F., Albany 84015 6. Farmer, R., Watervit 83990	198.	Smith, E., Albany 8929	2 332.	Kelly, M., Watervliet 8	84892
6.	Ryan, John85566 McErlean, James85434		Kent, Lillian91242 Grant, Hugh88974	67	7. Karseboom, W., Bklyn .83885	199. 200.	Doran, H., Albany8920	1 334.	Goldstein, M., Bklyn 8	84875
8.	Mullan, Bernard81632 Palmer, Emma81610	4.	Rose, Stanley88332 Wurreschke, F88253	65	8. Nichols, F., Albany83737 9. Daly, W., Watervlt83692	202.	Dralle, D., Watervliet. 8915 Simpson, J., Watervlt. 8914	1 336.	Cox. L. Rome	84821
	Manhattan State Hospital Non-Disabled Veteran	6.	Roche, David87966 Easlon, Ann86856	70	0. Smith, F., Albany 83672 1. Nelson, N., Troy 83612	203.	Rein, E., Albany 8911 Aceste, A., Bklyn 8910	9 337.	Deyo, H., Renslaer 8	34794 84793
	Carney, Patrick83232	8.	Smith, Joan86732	72	2. Danzig, A., Troy83587 3. Cohen L., NYC83410	205.	Cavin, S., Cohoes8909 Armstrong W., Altamt 8900	4 339.	Hesch, D., Albany 8 Miller, G., NYC 8	8477784771
	Joseph, Samuel84468 White, Alexander82397	10.		74	4. Bass, D., Bronx83352	207	Ridsdale, C., Delmar 8896 Smith, J., Rensselaer 8894	6 341.	Allen, E., Albany	84752
4.	Non-Veterans Donlan, Josephine 87783	12.		76	6. McCarthy, J., Bklyn 83290	209.	Beemer, H., N. Baltimre 8892	4 343.	Fidler, S., NYC 8	84734
	Reilly, Dorothy87618 Johnson, Dorothy85664		Niblet, Margaret84532 Newark State School	71	8. Dooley, R., Albany83046	211.	Robinson, M., N. Paltz . 8885	7 345.	Phillippsen, J., Albany . 8	84710 84707
7.	Blyden, Esmeralda85486 Wells, Louis84764		Non-Disabled Veteran Schanz, Edward83906	75	9. Derusso, A., Albany 82994 0. Swetz, M., Albany 82796	212.	Young, M., Albany8882 Rubenstein, F., Albany 8881	8 346. 9 347.	Hough, K., Albany 8 Myers, R., Voorhesvle	84692 84692
9.	Allen, Jennie84415		Non-Veterans	8	 Sloan, E., Troy 82358 Nowicki, M. ,uBafflo 82335 	214.	Kartman, D., Bklyn 8877	9 348.	Weinberg, L., Bklyn8	84690 84689
	Marcy State Hospital Non-Veterans	3.	Lane, Mary	83	3. Kiernan, J., Albany82306	216.	Nolan, M., Ballston 8874 Weissman, G., Bklyn 8872	1 350.	Butler, B., Bronx	84673
2.	Guild, Bimer	5.	Manley, Leona87349 Hammond, Alice87008	85	5. Loomis, P., Staten Isl. 82070	218.	Trumbull, B., Elmhurst, 8869	4 352.	Johnson, E., NYC	84654
	Middletown State Hospital Non-Disabled Veteran	6.	Condit, Francis 86966 Ross, Peter 85874	8	6. Wheeler, E., Albany 82039 7. Parker, C., Albany 82010	220.	Hoffman, R., Bklyn8859	9 354.	Ausubel, F., Bklyn!	84594
1.	Smith, Frank88132 Non-Veterans		Klahn, Edward	88	8. Warden, S., Bronx 81808 9. Walsh, E., LI City 81692	221.	Perlmutter, W., Bklyn .8854 Sudmann, A., Bklyn8849	1 355. 7 356.	Whitaker, F., Albany Bottenstein, A., Bronx	84578 84572
	Martin, Joseph 88000		Non-Disabled Veterans	90	0. Pekins, F., Salem81644 1. Trussell, O., Slingrind 81503	223.	Krebs, C., Ebenezer 8839	5 357.	Tracey, E., Albany 8	84542
4.	Gunderson, Arthur87692 Gifford, Nina86532	2.	MacLaughlin, James 86906 Anderson, Allan 85500	92	2. Krais, H., W. Babylon.81452	225.	Busch, M., Albany8835	9 359.	Thompson, D., Albany .	84515
	Shumake, Joseph 85166 Carey, Fred 84400	4.	Toher, James83815 MacLaughlin, C83635	94	3. McPherson, M., Buffalo. 81392 4. Morris, A., Melrose 81296	227.	O'Brien, J., Nassau 8834	5 361	Forkin, J., NYC	84489
	Pilgrim State Hospital Non-Disabled Veteran		Simser, Mildred82106 Non-Veterans	96	5. McGinley, E., Bklyn 81275 6. Yarbrough, W., Albany . 81266	229.	Cobbs, L., NYC 8831	3 363	Thompson, K., Albany .!	
1.	Walters, Alfred85000 Non-Veterans		Parker, Lysle86277 Moore, Ila85966	91	 Brennan, W., Green Isl. 81124 McCarthy, E., Troy 81092 	230,	Smith, E., NYC 8830 Crowley, A., Buffalo 8824	8 364. 4 365.	Rupp, D., Dayton	84463 84431
	MacDonald, Murdock89100	8.	Doty, Estella85766	95	9. Foxman, M., NYC 81052 0. Gawrich, C., Albany 81039	232.	Schweigert, E. Grenbsh 8824	1 366.	Cortright, M., Kinderhk	84413
4.	Stcker, John 88966 Arthur, Carroll 87600	10.	Leitz, Pauline85742 Mahoney, Helena84866	101	 Adams, W., W. Albany. 80994 	234.	Lorum, H., NYC 8810	1 368.	Riche, L., Troy	84383
6.	Vesely, Margaret86766	12.	Larrabee, John84642 Massett, Carl83908	103	2. Savino, M., Elmira80892 3. Blake, M., Bklyn80868	236.	Hyatt, M., NYC 8802	0 370	. Foy, A., Troy	84302
7.			Passer, Clarence 83240 Syracuse State School	10	4. Harris, J., NYC 80794 5. Murray, E., Albany 80783	238.	Rinaldi, K., Albany 8778	7 372	Pringle, W., Auburn	84243
	Plage, Marian85866 Burnes, Helen85832	1	Non-Veterans Slauson, Ruth		 Spensley, G., Albany 80735 O'Connor, L., Troy 80696 					
	Maly Elizabeth 85766	0	Jackson Helen 82474	108	R Edgley T. Albany 80696	241	Honan, M., Troy 8761	1.1	Continued on Page 10)	

STATE ELIGIBLE LISTS

	(Continued from Page 9)	410.	Hart, H., Nassau 83585
375	Murray, M., Troy84191	411.	Pomidoro, M., Bklyn 83581
	Spitz, M., Albany84170		Madigan, M., Albany 83576
	Sheehan, R., Watervlt 84166		Malone, M., Watervit 83569
	Phillips, H., Albany84105	414.	Crandall, C., Albany83562
	Heart, A., Albany84052		McMullen, M., Albany .83559
380	Sclar, B., Bklyn 84034	416.	McCarthy, M., Watervit 83531
381	Araumburo, G., NYC 84030	417.	Larosa, B., Albany 83507
	Brachman, B., Albany .84003	418.	Weitzner, C., Bklyn 83506
383.	Hunt, M., Staten Isl 83992	419.	Baillargeon, R., Cohoes. 83500
384.	Brown, P., Renslaer 83969	420.	Feldman, J., Bklyn83493
385.	Girvin, F., Albany83954	421.	Melinger, M., Bronx 83470
386.	Goldberg, E., Bklyn83939	422.	McDonald, W Albany 83457
387.	Flannery, J., Albany 83934	423.	Delehanty, J., Albany .83437
388.	Shank, C., Albany83896	424.	Coyne, T., NYC83419
389.	Hulse, C., Buffalo83883		Perry, W., Slingerind 83409
390.	Gottfried, L., Bklyn83883	426.	Phoenix, K., Troy83407
391.	Donata, R., Slingerind . 83875	427.	Shapiro, G., Bronx 83356
392.	Cohn. S., NYC83867	428.	Taylor, M., NYC83337
393.	Richardson, J., Albany. 83842	429.	Pettit, R., Bronx83285
394.	Morgan, E., Troy83822	430.	Bailey, M., Hornell83285
395.	Sanderson, R., Rensir .83806		Malo, R., Waetrvlt 83250
396.	Landerson, T., NYC83790		Owen, A., Spgfld Gdn .83192
397.	Wilkinson, E., Albany 83785		Craven, J., W Sand Lk .83150
398.	Baley, M., Ovid83781	434.	Phillips, E., Albany83150
399.	Cohen, P., Albany83770	435.	Hadidian, A., Albany 83138
400.	Brown, J., Troy83750		Keefe, F., Troy83133
401.	Masilunas, M., Albany .83746		Greenspan, M., Bronx .83131
	Shapiro, R., Albany83745		Dickinson, D., Troy83117
403.	Harrow, S., Bronx83684		Butler, G., Albany83107
404.	Fribush, R., Albany83664	440.	Chipley, Z., Buffalo83087
405.	Ehrlich, M., Bklyn83649	441.	Stone, V., Babylon83086
406.	Randles, S., Loudonvill 83621		Jungers, K., Attica83072 Freeman, I., Bklyn83039
407.	Ovenshire, F., Syracuse 83615		
408.	Poliquin, I., Albany83607	445	Oliver, J., Albany83026 Parker, T., Albany83024
409.	Ryder, B., Bklyn83594	440.	Parker, 1., Atomiy 03022

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WATERTOWN, May 1 — Employees of the City of Watertown want a merit award plan, similar to that of the State, in which employee ideas will be rewarded with cash and other emoluments. At a meeting of the Jefferson County chapter, Civil Service Employees Association, a resolution was unanimously adopted to sponsor such a plan under a committee composed of Mayor Hudson, City of Watertown, Ross Andrus, Chairman of the Board of Supervisors, and one or more representatives from the service clubs of the community.

clubs of the community.

Charles Culyer, field representative of the Association, described the plan at a chapter get-together held on April 24. Dr. Frank L. Tolman, president of the Association and a member of the State Merit Award Board, sent a communication to Chester P. Hoyt, chapter president, ensent a communication to Chester P. Hoyt, chapter president, endorsing the plan.

Wise, Wilcox Speak
State Senator Henry Wise and Assemblyman Orin Wilcox, chairman of the Assembly Circle Services.

man of the Assembly Civil Ser-vice Committee, were speakers at the dinner.

The event, which included a dinner, dance, and floor show, brought in attendance the Mayor, all members of the Watertown City Council, and 20 Jefferson County supervisors. More than 150 guests attended.

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over will make a pilgrimage to Rome this year to celebrate Holy Year. It is estimated that more than 50,000 from the United States will visit the Tombs of the Apostles and the See of St. Peter.

For more than six centuries, faithful Catholics have responded to the County of the Penes to Penes in

faithful Catholics have responded to the call of the Popes to Rome in the Holy Years which the Pontiffs have designated. By visiting the four Patriarchal Churches of St. Peter, St. Paul, St. John and St. Maria Maggiore, and performing acts of devotion ordained for them by the Popes, the pilgrims receive indulgence for their sins and the

cancellation of spiritual debts.
At first, Holy Year was celebrated only at the beginning of each new century. Then it was observed every fifty years, and finally, beginning with Pope Paul II in 1475, every twenty-five years.
This year, Vatican authorities plan the most glorious of all Holy Year Jubilees. The four principal intentions chosen by Pope Pius XII are:

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(Continued from Page 1)

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(Continued from Page 1)

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Detailed announcements and application blanks may be secured by mail or in person from the State Department of Civil Service in Albany, New York or Buffalo, or in person from the local offices of the State Employment Service.

Auto License Examiner

(Continued from Page 1) office of the Commission, 270 Broadway. Applications may be obtained by mail at 270 Broadway or from the State Civil Service Department, State Office Building, Albany 1, N. Y., or from the Commission's Buffalo office. But not before May 8. Enclose a 10-inch or larger 6-cent stamped, selfadressed envelope and ask for the blanks by title and serial number

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ment Interviewer job is \$2,760 to start and there are five annual increments of \$138, bringing the maximum to \$3,450. The position is in Grade 9 at those pay figures but has been recommended by J. Earl Kelly, chairman of the Classification and Compensation Board, for upgrading to Grade 11, at \$3,036 to start, same increments, with \$3,727 grade top.

The present Assistant Claims Examiner pay is \$3,174 to start, with \$138 annual increments to \$3,846, and this has been recommended by Mr. Kelly for reduction from those Grade 12 figures to Grade 11 at the same pay as recommended by him for Unemployment Interviewer.

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(Continued from Page 1)
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Crane, McClancy
The action of the firemen's ormalization of the firemen's uniform page 1)

clearly appliances, furniture, sporting goods, jewelry, even automobiles.

Adds Jerry Purcell, secretary of the UFA: "If we don't have an arrangement now for some item arrangement now for some item."

ganization came in an exchange of letters recently between John P. Crane, President of the Uniformed Firemen's Association, and George S. McClancy, a patrolman who heads the "111 Committee," and heads the "111 Committee," and has been critical of present leadership in the Patrolmen's Benevolent Association. McClancy had written Crane asking whether the UFA's low-cost merchandise and referral plan could be opened to patrolmen. Crane answered that patrolmen were welcome to use the plan, under the same conditions as firemen.

tions as firemen.
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more than \$2,500,000 a year in living costs as a result of this unique operation of the union. Patrolmen will now be eligible to participate in similar savings.

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NYC Exam For Cleaner Closes May 4

Applications for jobs as Cleaner (Men) are being received by NYC to and including Thursday, May 4, from noon to 5 p.m. on each day.

The official notice of the exam follows:

CLEANER (MEN),
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No. 6131
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Applications: Will be issued and

Applications: Will be issued and received from noon to 5 p.m. on May 2, 3, 4 at the Park Dept. Pool, 59th Street, between 10th and 11th Avenues.

Since the position of passing candidates on the eligible list is determined by their application numbers, the following procedure will be used for the issuance and receipt of applications. Consecu-tively numbered applications will be issued at the above location in the order of appearance of the the order of appearance of the applicants at the point of issuance. After receiving an application, candidates will not be permitted to leave the above location until they have filled in the application form and paid the fee of \$1.

Applications will NOT be issued or received through the mails. No application will be accepted unless it is on the regular application.

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NEW YORK CITY NEWS

O'Brien Will Step Up Patrolman Appointments

O'Brien revised his Patrolman appointment plans upward on receiving Board of Estimate approval of 1,100 additional Patrolman jobs in the 1950-51 budget.

Originally he had set up a schedule of appointments, to start.

September 1, at 450 each three months. Now the plan is to increase the appointment quotas to a little more than 700 and to start making the appointments earlier. The new budget goes into effect on July 1. No appointments would be made until then, as there is no appropriation.

New List After Jan 1

New List After Jan 1
An exam for filling Patrolman
jobs is now under way. The medicals will begin on Monday, May
22 at Van Cortlandt Park. The papers in the written test are be-ing rated, school by school. When one school is completed, those who took the test in that school and passed will be called to the medicals. It makes no difference what order eligibles are called to the medicals, which are quali-fying tests only. Candidates are marked Qualified or Not Quali-

Regan Asks Increment For Police Lieutenants

Lieutenant Joseph J. Regan Jr., president of the Lieutenants' Be-nevolent Association, urged the Board of Estimate to restore rec-ommendations made by Police Commissioner William O'Brien in his departmental estimate for the his departmental estimate for the

his departmental estimate for the fiscal year 1950-1951.

Lieutenant Regan stressed the need for 1,122 additional patrolmen for which the City would haveto appropriate \$1,593,000.

Lieutenant Regan also asked a \$100 increment for lieutenants in the rank a year. the rank a year.

fied, with no percentage scores But both the written and the physical tests are competitive.

The new list will not be promulgated until after January 1, 1951. Meanwhile the existing Patrolman list will be used for appointments. A gap may develop because the new list will not be out in time to

permit Commissioner O'Brien to follow his proposed schedule exactly. The delay would be because of the new preference law that goes into effect on January 1 next. The Commission would not desire to bring out the list before the first of the year and then have to reshuffle it on the basis of 10 extra points for disabled veterans and 5 extra points for non-disabled veterans

Existing List Protected

A pledge has been given to the Patrolman eligibles by Joseph A. McNamara, President of the Commission, that the new list will not be promulgated under any cir-cumstances until job offers have been made to all on the current list. The remaining eligibles total about 1,500.

The present uniformed force consists of 18,828. The new quota would be 19,978, including 50 new Sergeant jobs.

Six Answers Changed In Patrolman Test

Six tentative key answers in the Patrolman (P. D.) test were changed to include one additional answer as also correct. The NYC Civil Service Commission announced the changes as follows: Quest- Tenta-

Final C or D A or B C or D or D B or D B or C The final key answers were adopted by the Commission with

those changes and are as follows:

1, D; 2, A; 3, B; 4, D; 5, B; 6, B;

7, A; 8, A; 9, C; 10, A; 11, C; 12, C
or D; 13, C; 14, A or B; 15, B;
16, D; 17, C or D; 18, D; 19, C;
20, B; 21, B; 22, D; 23, C or D;
24, A; 25, C; 26, D; 27, D; 28, B;
29, C; 30, D; 31, B; 32, B; 33, A;
34, D; 35, D; 36, D; 37, C; 38, D;
39, B; 40, B; 41, D; 42, C; 43, A;
44, D; 45, D; 46, A; 47, A; 48, D;
49, C; 50, B or D; 51, A; 52, D;
53, Affi 54, B; 55, B; 56, B; 57, B;
58, C; 59, B; 60, C; 61, B; 62, A;
63, D; 64, C; 65, C; 66, B; 67, A;
68, A; 69, B or C; 70, D; 31, B;
72, B; 73, D; 74, D; 75, B; 76, C;
77, A; 78, D; 79, D; 80, C; 81, B;
82, D; 83, C; 84, A; 85, A; 86, C; those changes and are as follows: 82, D; 83, C; 84, A; 85, A; 86, C; 87, D; 88, C; 89, B; 90, D; 91, B; 92, A; 93, B; 94, A; 95, B; 96, D; 97, A; 98, C; 99, B; 100, C.

Raises for 288 Asked by Transportation Board

The Board of Transportation recommended to Budget Director Thomas J. Patterson increases for Thomas J. Patterson increases for 288 employees. The maximum increases would be \$120 for Junior Engineer, \$240 for Assistant Engineer and \$300 for Engineer and Senior Engineer. The Civil Service Technical Guild local, Philip F. Brueck, president, was instrumental in obtaining the recommendations.

The NYC budget includes salary adjustments for all Junior Engineers and Engineering Draftsmen of all departments who have been in City service for one year or more as of July 1 next, when the budget goes into effect, and who presently receive \$2,950 base pay, \$3,300 with bonus. The new base pay will be \$3,420. There will be no more bonus. Not only must beneficiaries not be receiving more than the \$3,300 total but they than the \$3,300 total but they must be permanent employees.

KEY ANSWERS INSPECTOR OF CONSTRUCTION (Housing), Grade 4, open-competitive and promotion PART I

PART I

1, D; 2, D; 3, B; 4, D; 5, B; 6, C;

7, A; 8, C; 9, B; 10, A; 11, A;

12, D; 13, C; 14, C; 15, B; 16, A;

17, D; 18, B; 19, C; 20, D; 21, B;

22, A; 23, A; 24, G; 25, L; 26, F;

27, C; 28, K; 29, J; 30, H; 31, A;

32, D; 33, A; 34, A; 35, B; 36, D;

37, B; 38, C; 39, B; 40, D; 41, B;

42, A; 43, B; 44, D; 45, A; 46, C;

47, B; 48, C; 49, D; 50, C.

Last date to protest these ten-

Last date to protest these ten-tative key answers to NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Thurs-day, May 18.

200 Disqualification Cases Are Being Investigated

(Continued from Page 1) the minority member, insisted that Commissioner Sheils investigate every case in which she was a dissenter. Besides, other

cases are under inquiry.

The investigation of decisions in disqualification cases in concurrent with the probing of a few additional cases of imperson-ation. One of the impersonation cases resulted recently in the in-dictment of an employee of the Department of Sanitation and two of his friends.

McNamara Testifies

All the papers in the 200 cases have been sent by the Commission to the Department of Investigation. Also, President Joseph A. McNamara has spent several days testifying before, at the Department of Investigation. Some of his aides have been examined

One of the questions that arises in the connection with disposition of disqualification cases concerns unsatisfactory work record of provisionals who, if they become eligibles, would be entitled to probationary appointment to perman-ent jobs, unless disqualified. Some of these provisionals were dropped by the departments, but the Com-mission majority held that they were entitled to appointment as eligibles, and another opportunity during a probationary period. The Commission majority stand was that the provisionals' work record day, May 26.

Clash at Meeting

A sharp exchange took place recently between President Mc-Namara and Commissioner Brom-ley at a Commission meeting. ley at a Commission meeting.
Mrs. Bromley insisted in one
character case then being decided,
that the candidate should be disqualified. President McNamara
found that the score against the
candidate didn't involve character, therefore concluded that the
Commission was without legal Commission was without legal power to bar the aspirant for a

City job.
"The Commissioner doesn't know the law," charged President McNamara, looking squarely at

"Maybe I don't know the law," she replied, "but I still dissent."

President McNamara has never been a dissenter in a character case. Where there has been a split decision either Commissioner decision, either Commissioner Darwin W. Telesford or Mrs. Bromley has sided with him.

Rule That's Followed

In deciding character cases President McNamara explained to the Department of Investiga-

tion that four factors are considered: 1, the nature of the offense; 2, the length of time elapsed since the offense; 3, the subsequent life of the offender and 4, the requirements of the job.

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