

# STATE OPENS PHONE GIRL JOBS; GOOD CONDITIONS; APPLY NOW

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

ALBANY, May 1—This is an urgent reminder! Only a few weeks remain during which any city, county or other unit of local government can file notice of its desire to come under the laws extending

unemployment insurance coverage to its employees in the benefit year beginning Monday, June 5, 1950. Failure by any local government unit to file notice by this date means the delay of at least another whole year before bene-

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)

ALBANY, May 1 — New York 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 conducted 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)

### DON'T REPEAT THIS

## Two Powerful Democratic 'Negatives'

THE DEMOCRATIC nomination for Governor will be determined 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)

## NYC Civil Service Cases Under Inquiry Total 200

The extent of Investigation 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-

qualification cases are being studied. These involve principally failure to disqualify candidates on

character grounds. Commissioner Esther Bromley, (Continued on Page 16)

## Employees Fight Cut in U. S. Leave

WASHINGTON, May 1 — Although a proposed fiat reduction 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 discussed, piece by piece, in the House of Representatives, and is expected to be reached in a week or so. Employees' organizations are making a strong fight against any curtailment of Federal leave. Why Rider Is Dangerous The White House is said to be

ready to veto any separate bill 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.

## Unemployment Interviewer Exam to Open on May 8

Applications in the exam to fill State jobs as Unemployment Interviewer 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

until closing time applications may be obtained in person or by representative at the State Civil

Service Department, State Office Building, Albany, and at the (Continued on Page 12)

## Senate Group Excludes Existing Pension Systems

WASHINGTON, May 1 — The Senate Finance Committee submitted 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 systems.

Thus the opposition waged by The Civil Service Employees Association of New York State, the Uniformed Fire Officers Association, the Uniformed Firemen's Association, the Patrolmen's Benevolent 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 entire 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 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 covered by their own pension system to come under the Social Security System.

## How to Apply Under State's New Pension Law

ALBANY, May 1—Two types of application blanks will be obtainable by members of the State Employees Retirement 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 under the old age-55 plan. The blanks will be obtainable at the personnel offices of the (Continued on Page 2)

## First Order of Business: Needed: A Survey Of NYC Civil Service

By MAXWELL LEHMAN

IN 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 Investigator, Employment Interviewer, Practical Nurse, Motor Vehicle License Examiner and other popular

exams are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y. two blocks north of City Hall, just west of Broadway. See advertisement p. 15.

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

# STATE AND COUNTY NEWS

## What Employees Must Do To Get New Age-55 Benefit

(Continued from Page 1) employees' departments. When filled 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 December 31, 1950. Newcomers into service with the State or any subdivision that is a party to the State Retirement System is 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 retirement 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 pension 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 member-service produce greater or lesser absolute fractions of pay, but all

on the same proportional basis.

### 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 credited to him under the new plan, to make up arrears, or the excess of such payments over arrears withdrawn or devoted to the purchase 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

30 years.

What the employer pays depends 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 determines pensions, the worst and the best years are averaged for the annuity, instead of only the best five years. The employee's responsibility is to protect himself as much as the employer protects 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.

## Two More Win Merit Awards

ALBANY, May 1 — Henry A. Cohen, chairman of the New York State Employees' Merit Award Board, has announced two awards to State employees for ideas submitted through the Suggestion Program.

**\$50 and Certificate of Merit**  
**JOHN H. DWYER** of Hornell, employed in the Department of Public Works, developed a cable guard for attachment to power mowers that prevents serious in-

jury to workers from flying pieces of spring when the high tension coil springs break. The cable is threaded through the 17" spring in such a way that no matter where the break should occur, the fragments are restrained from scattering.

**\$25 and Certificate of Merit**  
**ROLAND B. JUENGER**, Chief Canal Lock Operator at Waterford, suggested revisions of format of canal reports to facilitate processing.

## Localities' Job Insurance

(Continued from Page 1) sation, employees of local government units can receive the same unemployment insurance protection granted State em-

ployees the past three years. This law provides that public employees who lose their jobs shall be entitled to unemployment insurance benefits on the same basis as private employees. Efforts to extend coverage to per diem employees and those who have been employed 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 governmental 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 provisions 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 eligible 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, 1950.

## Association Board To Meet in Albany

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, Albany.

### Mount Morris

AT THE ANNUAL meeting of the Mount Morris chapter held recently, the following officers were elected to serve for the coming year: President, Joseph Mauro; vice-president, Laurette Schwier; secretary, Betty J. McCaughey; treasurer, Charles Cottle; 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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## Chapter Activities

CIVIL SERVICE EMPLOYEES ASSOCIATION

### Public Service, Albany

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

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

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

For secretary, Marjorie G. Madigan  
 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 Bulman, 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 quarterly meeting at the Association Headquarters and elected officers.

William J. Baker was elected president; Robert A. Liscom, vice-president; Frank C. Edwards, secretary, and Lillian Meyers, treasurer.

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

At the first meeting of the executive council the president, with the consent of the council, appointed the following committees for the year ending April 1951:

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

**Publicity:** Harry Haines, chairman; Eileen F. Bardack.  
**Recreation Room:** Hazel Delaney, chairman; Eleanor Reed, Margaret Haggerty.

**Recreation:** James Quinn, chairman; Vincent P. Kelly, Jane Gien-

### 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 attended. 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 Frederick of Albany and Joseph Middlebrook of the Adjutant General'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 Segal; vice-president, Ellen M. McManus; secretary, Mrs. Mary T. Carlson; treasurer, George G. Fisher; delegates, 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.

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# STATE AND COUNTY NEWS



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

Research committees were being 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 Compensation, will sit at both hearings.

The Association 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 job title, functions and duties, what level of education is required for the job, what specialized knowledge is needed, past experience, responsibility. This information is requested in the greatest detail.

Material coming into Association headquarters will form the basis for one attack upon the proposed downgrading. The Association's experts are studying other data, also, and are amassing a strong case to offset the suggested wage cuts.

### Proposed Cut a Surprise

The proposal to cut the claims examiners was unforeseen. It came after employment interviewers in the Division of Placement and Unemployment Insurance had asked to be upgraded to the point held by the examiners. 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

- 1. Reallocate Employment Interviewer from Grade 9 (\$2,760-\$3,450) to Grade 11 (\$3,036-\$3,726).
- 2. Reallocate Senior Employment Interviewer from Grade 14 (\$3,451-\$4,176) to Grade 17 (\$3,847-\$4,572).
- 3. Reallocate Assistant Unemployment Insurance Claims Examiner from Grade 12 (\$3,174-\$3,864) to Grade 11 (\$3,036-\$3,726).
- 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 arguments at the hearings in favor of including the additional step of upgrading for both titles.

## Herkimer Employees Ask Local Civil Service Probe

HERKIMER, May 1—The Herkimer chapter of The Civil Service Employees Association, meeting in special session in the firemen's rooms decided to seek a full investigation of civil service practices in the Village of Iion. President Albert J. Petrie presided.

Charles R. Culyer, Association field representative, discussed the civil service situation in Iion. He said several members of the chapter had been affected by action of the Iion Village Board.

The result of the special meeting was a decision to obtain full information about the Iion transactions and report these to the

Association for review and possible action.

### Eligible List Scrapped

The most recent case in which the Village Board figured, was the scrapping of a civil service eligibility list for the position of sergeant in the Iion Police Department.

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 George Getman was ordered to draw up a resolution rescinding

the local law creating the position in the Police Department.

Another recent case was that of Albert E. Loeffler, former village Sanitation Department employee, who sought reinstatement to his position as foreman. Loeffler's petition was denied by Supreme Court Justice Malpass, Syracuse. His right to be transferred to a comparable position for which he is fitted in the event of a vacancy was upheld in that ruling. Loeffler 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 Thomas, Mohawk; secretary, Mary Kuzenich, Herkimer, and treasurer, Mrs. 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.

## Associates Honor Breitell

Supreme Court Justice Charles D. Breitell, who recently resigned as Counsel to Governor Thomas E. Dewey, was presented with a silver service by a group of former State associates at the State Office Building, 80 Centre Street. Industrial Commissioner Edward Corsi made the presentation. Among those present were Lawrence E. Walsh, present Counsel to the Governor; Herman T. Stichman, Commissioner of Housing; 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 of Commerce.



## 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 questions 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 is reduced.

(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 reducing 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 procedural error that should be corrected.

## Erie Employees Seek to Bring Up 'Wage Lag' on Jobs

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 hearing 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 is: 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 \$1.20.

The position of laborer at the Home & Infirmary pays a flat salary of \$2,000 while ward attendants receive only \$1,900 and orderlies receive \$1,900 to start and a maximum of \$2,000, Mr. Giannelli 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, \$3,400 to \$2,700, be adjusted to a flat \$3,000.

# STATE AND COUNTY NEWS

## 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 importance 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 private enterprise. He stressed also the need for cooperation by public officials with the employee organizations 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 — The first statewide in-service training program 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 Training Representatives in the State Labor Department's Apprenticeship Council.

The following were awarded certificates:

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

## Summerbrook a Haven For Social Science Group

Summerbrook, in Kenne Valley, 16 miles from Lake Placid, is expecting one of its most successful seasons this summer as a sylvan rendezvous, rest center and meeting place of social workers, sociologists and persons in kindred fields.

Dr. David M. Schneider, chairman of the Capital District Conference 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 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 penchant for friendship."

He pays tribute to the imagination and loftiness of Prestonia

# Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

## Manhattan State

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

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 Curtin.

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 Electric Shop.

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 celebrates the 40th anniversary of The Civil Service Employees Association on Saturday, May 13. The program: good food, floor show, community sing, dancing. Place: Elk's Roof Garden, Binghamton, N. 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 address is 18 Riverside Street, Binghamton.

## 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 annual 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 president of the group.

## Onondaga

**THE STATE**, City and County Divisions of the Civil Service Employees 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 Division.

## 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 recruitment of student nurses from different high schools by the School of Nursing. On the committee were Mrs. Lida C. MacDonald, chairman, 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. H. Mallett.

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 convalescing at his home after a major 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, Larry Matteson, Frank Puglia and Gus Westphal are trekking eastward in search of those "finny door mats". . . .

They finally paroled Martin Nestor from Ossining Hospital to his home. . . .

The flower fund needs to be replenished, so contact the following with your contribution: Sergeants Werben, O'Brien, Lieutenant McCormack, Jim Reddy. . . .

Notice quite a few members sun-

ning themselves at Grossman's 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, Fla. . . .

Jerry Coveney and Charlie Frazier are donating a little something 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 policing Keeley Square. . . .

Sam De Dio the busiest organization man we ever met. . . .

Sorry to hear about John Curtin'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 Hospital.

## 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, Leonard 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 annual dinner-dance to be held Saturday, June 10. The dinner-dance committee consists of Max Hathaway, Edward Attridge, Al Bersch, Bill Wigger, 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

- 1. Grady, J., Albany . . . . . 83066
- Non-Veteran
- 2. Phillippsen, M., Albany . . . . . 82654

**SENIOR PERSONNEL ADMINISTRATOR** (Prom.)

**Workmen's Compensation Board, Department of Labor**

- 1. Weiss, L., Bronx . . . . . 87034

**SENIOR PERSONNEL ADMINISTRATOR, State Insurance Fund**

- 1. Podeswa, H., Bronx . . . . . 81468

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City \_\_\_\_\_ Zone \_\_\_\_\_ State \_\_\_\_\_

## Summerbrook a Haven For Social Science Group

Summerbrook, in Kenne Valley, 16 miles from Lake Placid, is expecting one of its most successful seasons this summer as a sylvan rendezvous, rest center and meeting place of social workers, sociologists and persons in kindred fields.

Dr. David M. Schneider, chairman of the Capital District Conference 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 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 penchant for friendship."

He pays tribute to the imagination and loftiness of Prestonia

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

A co-operative membership organization maintains Summerbrook 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 in the State, is in view.

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# STATE AND COUNTY NEWS

## WHAT EMPLOYEES SHOULD KNOW

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

**By THEODORE BECKER**  
**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 of the civil service commission, the job automatically falls in the competitive class. If you are properly appointed to a competitive class job, you can be fairly certain that your appointment will stand 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 upheld.

This is so because your civil service commission, although acting in good faith, has some limitations on its powers to classify jobs outside 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-

petitive basis. So if you happen to get an appointment to a non-competitive job (without competitive examination) you may find yourself without any status, if the job really should have been classified as competitive (for which competitive 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 ostensibly 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 contended 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 conclusions:

1. The employee had never taken a 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 impracticable 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 appointment without competitive examination was improper, because the State Constitution requires competitive examination wherever practicable.

7. The fact that petitioner was twice re-appointed to the "non-competitive" 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, 1949).

### 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 Administration. 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 staffs started yesterday. The ex-Federal workers have been hired temporarily at the same salaries and titles which they had, pending reclassification. Joseph D. McGoldrick, the new Rent Administrator, announced. The Classification and Compensation Board, under the direction of J. Earl Kelly, and representatives of the Federal government are working out a plan to assign State titles comparable to the Federal ones.

## Stott Elected Credit Union Vice President

**BINGHAMTON, May 1**—At the recent annual meeting of Southern Tier chapter of the New York State Credit Union League, Clarence 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 Association. He represented the Binghamton 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 Company, 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.

Andrew N. Wehmeyer, field representative 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 programs offered by the Credit Union National Association's mutual insurance 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 of an annual convention was heard and members were reminded 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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## STATE AND COUNTY NEWS

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

## KEY TO SYMBOLS:

- (D)—Drafted by the Civil Service Employees Association and introduced at its request  
(S)—Sponsored by the Association and drafted in cooperation 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.  
Signed

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 signature certain.

## COMMITTEE TO STUDY PROBLEMS OF THE AGING (E)

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 problems of retired public employees. A committee report will be issued on or before March 31, 1950.

## WITHDRAWAL OF CONTRIBUTIONS AFTER AGE 60 (A)

Senate 1667, 1781, Erwin.  
Assembly 1975, 2071, Noonan.  
Signed

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 (A)

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

Provides that disability beneficiary of Employees Retirement System shall not have allowance reduced unless he is gainfully employed in occupation paying more than difference between final salary and retirement allowance. 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.  
Signed

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

## 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 \$1,500.

## INCREMENT CREDIT—TEMPORARY AND PROVISIONAL SERVICE (D)

Senate 630, 638, Erwin.  
Assembly 765, 765, Wilcox.  
Signed

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 (D)

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

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

## SALARY INCREASES—FACULTY—STATE SCHOOL 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 &amp; 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, retains 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 former 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.

## RECLASSIFICATION &amp; 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 enacted into law as soon as possible.

## REMOVALS—5 YEAR LIMITATION (D)

Senate 1672, 1786, Erwin.  
Assembly 654, 2230, Mitchell.  
Signed

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

## COMMISSION TO RECODIFY CIVIL SERVICE LAW (A)

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

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

## NEW SECTION 31.

Senate 2199, Mitchell.  
Assembly 2563, McNamara.  
Signed

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

No criterion has been set in the law to define a "re-

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 TAX (D)

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

Vetoed.

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

## TRANSFERS BETWEEN SYSTEMS (A)

Senate 1669, 1783, Erwin.  
Assembly 1970, 2066, Noonan.

Vetoed

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-ENTERING SERVICE (A)

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

Vetoed

Allows retired member who re-enters service all service 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.

Vetoed

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 list status.

## 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.

Vetoed

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.

Vetoed

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 them.

## EXTENDED UNEMPLOYMENT INSURANCE (D)

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

Vetoed

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

Authorizes cities to pay time-and-a-half overtime to their employees. This is a "permissive" bill.

(Continued from Page 1)

No man whom the two oppose 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 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 support of the City's leaders. Since major Democratic support comes from NYC, there has to be 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 negative power, and without himself seeking the nomination, nevertheless holds the key to it.

## Farley's Strength

The evidence grows that Jim

Farley will actively seek the nomination. This column's poll of newsmen indicated that the political writers concede him no chance at winning the nomination. The present party leadership—Fitzpatrick, Flynn, the O'Connells—don't want Farley. Nevertheless, with all these

## BURTON NAMED VICE PRES.

ALBANY, May 1—John E. Burton, former State Budget Director, has been named a vice president of Cornell University. He will be in charge of business activities for the institution.

drawbacks, 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 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 concede that Farley cannot get labor

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 controls few convention votes, but he exerts a psychological impact upon the party, and represents one important segment of its thinking. He retains a tremendous degree of personal dynamism, and the ability to sway politicians to his view. He'll be able to put up a tremendous minority opposition to any candidate whom he dislikes; and precisely because he represents a heavy segment of Democratic thinking, that opposition cannot be discounted. Those Democrats who dreamily feel that Jim Farley is a "dead duck" are dead wrong.

# DON'T REPEAT THIS

STATE AND COUNTY NEWS

NYC Chapter Hears Plea For More Liberal Pensions

Pension systems that do not afford sufficient income on which to 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...

State Employees Retirement System so that salary earned will not be such a handicapping 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 less."

Bendet Named for President A proposal for changing the law is to be submitted at the next meeting. If approved by the chapter, the draft will be sent to the executive committee of the Association 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 1st vice-president, Al Corum of DPUL.

For 2d vice-president, Carl Muller of DPUL.

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 Bureau.

For corresponding secretary, Mrs. Elvira Hart of the Division of Housing.

For recording secretary, Mrs. Margaret Shields of Standards and Appeals.

There were no independent 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 efforts, 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 difference involved if they didn't get extra money for transcripts, so further negotiations were advocated.

The possibility of a change in annuity values under the Retirement 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 fourth term.

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 the wording of assessment notices. The presentation was made in the office of the State Tax Department, 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 painting of bridges, public buildings and other structures.

Civil Service Operations Explained in State Report

ALBANY, May 1 — An elaborately illustrated report on civil service administration in New York State in 1949, titled "According to Merit and Fitness," was issued last week by the New York State Civil Service Commission.

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 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 appointments 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. Development 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 year.

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

tions to be held throughout the year, so that the public and the operating agencies would have information in advance about opportunities for entering government service. Also for the first time, examinations were completed and lists of successful can-

didates were established on an average of less than three months from the examination date.

Activities in the field of job classification included completion of classification projects involving 4,995 positions on which the field work had been accomplished previously, 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 salaries for similar jobs was completed 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 comprising 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, Ogdensburg and Poughkeepsie.

PURCHASING AGENT LIST The State Civil Service Department expects to establish the Purchasing Agent eligible list in July. The exam was held on March 4.

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, MENDEL CHONKIEWICZ and GOLDA CHONKIEWICZ, all of Stawiski, Ziemia-Lomza, Poland, if living 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, legatees, 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 Administrator of MAX PEARLMAN, deceased, residing at 221 East Penn Street, Long Beach, L. L. 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, on 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 Administrator of MAX PEARLMAN, deceased should not be judicially settled; and why attorney's fees should not be fixed in the sum of \$350.00; and why the Court should not determine that RACHEL CHONKIEWICZ born PEARLMAN and her husband, MEIER CHONKIEWICZ and their children, MENDEL CHONKIEWICZ and GOLDA 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 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.

WILSON, MARY E.—CITATION.—P. 138, 1950.—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 subsequent to the decedent herein, 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 petitioner 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 cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 25th day of May, one thousand nine hundred and fifty, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

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

F. 1033, 1950.—CITATION.—The People of the State of New York, By the Grace of God Free and Independent, To Mae Lantieri O'Keefe, Robert Borotsh, Public Administrator of the County of New York, the next of kin and heirs at law of Margaret M. Noland, deceased, send greeting:

WHEREAS, Dorothy E. Connolly, who resides at 838 Riverside Drive, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to 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 cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 18th day of May, one thousand nine hundred and fifty, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

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

Advertisement for Alice and John featuring various products like Glovomatic car cleaner, Town Decorators, and a Home Turkish Bath. Includes images of a car, a slip cover, and a bath. Text: 'Suggested by... ALICE AND JOHN'.



# Civil Service LEADER

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 need.

**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

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

COMMENT

### Reform Assn. 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 LEADER!

Of course you know why, when the Governor asked our views on 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 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 employee, 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 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 doing a disservice to the merit system and to public employees generally in encouraging their willingness to make it more difficult to get rid of the inefficient and unneeded. The NFFE (National Federation of Federal Employees) knows this and has acted on this knowledge in refusing to encourage the hedging-about of remov-

als with more restrictions. I believe other civil service employee 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 interested 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 hearing 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 removal 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 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 and 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 consequences of the determination are carefully weighed, we can find no

merit in a denial of these rights 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 Association

### Senator Defends Employee Protection

Editor, The LEADER:

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 Governor.

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 hearing 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 hearing. 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 removals 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 Comptroller 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 administer the New York State Retirement System, outlined the new 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 fellow-workers. A surprise gift was also presented to Mr. and Mrs. Angelo

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 Interstate Park Commission, Chief August Laverty of the Park Police, and Thomas McGovern, vice-president of the chapter, were among the speakers.

## 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 newspaper pressman. During the 63 years he had never withdrawn anything from his account in The Dime.

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 developments are to be installed soon by Fred C. Trump, Brooklyn builder.

150 pupils will be accommodated at Shore Haven, 21st Avenue and 21st Drive, beginning in September. 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, complimented 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, 3½-room apartments and 4½-room apartments from \$70, is 37 minutes from Manhattan. Four beautifully furnished model apartments 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 Sicken Avenue Station.





STATE ELIGIBLE LISTS

Table of state eligible lists with columns for name, address, and number. Includes names like Murray, Spitz, Sheehan, Phillips, etc.

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In 43 states the Education Department offers anyone\* who passes a series of examinations a high school equivalency diploma. This diploma is accepted by employers, training schools, vocational schools, and the Civil Service Commission as the equivalent of a regular high school diploma!

Yes, regardless of your previous education, you can get this high school equivalency certificate. But you must pass your state's tests!

BUT—you can improve your chances of passing your exams—and getting your High School Equivalency Diploma—by enrolling in the Career School High School Equivalency Diploma Course! For this course offers you complete, perfect, inexpensive preparation for your exams.

THE STATE IN WHICH YOU RESIDE ISSUES YOUR HIGH SCHOOL EQUIVALENCY DIPLOMA

This does not apply to the residents of Iowa, Kansas, Massachusetts, New Jersey, Rhode Island.

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Send the no-obligation coupon to us now for complete details on our Equivalency Course! You'll see exactly what you will get, what the lessons consist of, how little sparetime you will have to devote to them. Remember—the request for information does not obligate you in any way—nor do you risk anything when you enroll. But don't delay! The sooner you enroll in this Equivalency Course—the sooner you'll be able to take your exams—and get the High School Equivalency Diploma you want! Mail Coupon NOW.

\* In some states the offer is limited to veterans.

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STATE AND COUNTY NEWS

Watertown Seeks Merit Award Plan

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. 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, endorsing the plan. Wise, Wilcox Speak State Senator Henry Wise and Assemblyman Orin Wilcox, chairman of the Assembly Civil Service 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.

Eligible List

(Continued from Page 10)

- 688. Vandecar, A., Albany ..78094
689. Lipton, H., Bronx ..78094
690. Lenz, M., Buffalo ..78014
691. Norton, E., Albany ..77952
692. Hutchinson, G., Albany ..77939
693. Dowd, H., Cohoes ..77919
694. Smith, G., Watervliet ..77914
695. Marks, J., Bklyn ..77912
696. Silliman, D., Renslaer ..77865
697. Abramopoulos, LI City ..77814
698. Dalton, H., Waterford ..77750
699. Michaelis, L., Buffalo ..77713
700. Joseph, B., Jamaica ..77712
701. Kroboth, J., Binghamtn ..77681
702. Crowell, M., NYC ..77665
703. Bertoni, A., Endicott ..77661
704. Bastian, H., Albany ..77648
705. Jarocki, S., Albany ..77592
706. Jezsu, J., Tivoli ..77561
707. Hamning, M., Jamestown ..77492
708. Raup, M., Kindersook ..77435
709. Dee, N., Rochester ..77414
710. Garberg, A., Bklyn ..77406
711. Webb, B., Bklyn ..77381
712. Avery, H., Hoosick Fl. ..77381
713. Boyce, L., Rochester ..77217
714. Salador, F., Bklyn ..77181
715. Silverman, A., Delmar ..77173
716. Nordwall, B., Schtdy ..77102
717. Kurzer, H., NYC ..77015
718. Benton, M., Utica ..76985
719. Marra, E., Bklyn ..76910
720. Vetromile, M., Rochstr ..76908
721. Birkhead, D., Albany ..76850
722. Walsh, M., Albany ..76699
723. Koretsky, L., Bklyn ..76204

- PERSONNEL ADMINISTRATOR (Prom.), Department of Social Welfare
1. Polski, R., Delmar ..82174
SUPERVISOR OF GAME MANAGEMENT (Prom.)
Conservation Department (exclusive of the Division of Parks and Saratoga Springs Authority)
1. Bradley, B., Jamesville ..85837
2. Westervelt, E., Clarksvle. ..81134
Non-Veterans
3. Perry, R., Avon ..83885
4. Hall, A., Stamford ..81947
SENIOR CLERK (MTC) (Prom.), Public Works (held Oct. 1, 1949; estab. April 4, 1950)
Non-Disabled Veterans
1. McCabe, C., Pkeepsie ..90600
2. Devine, W., Pawling ..88782
3. Sweet, G., Albany ..88057
4. Wetzel, N., Rome ..81580
5. Harrigan, J., Troy ..80263
Non-Veterans
6. Robinson, M., New Paltz ..89053
7. Donnell, J., Watkns Gln. ..87218
8. Crossett, A., ..87216
9. Waters, J., Hornell ..87154
10. Schumacher, M., Troy ..86409
11. Chandler, L., Clay ..86258
12. Helin, A., Watertown ..85776
13. Helmerci, S., Watertown ..85306
14. Lowe, S., Middletown ..85186
15. Gibbs, E., Watertown ..84955
16. Keller, L., Sprakers ..84442
17. Pearsall, C., Lindhurst ..84341
18. Sanderson, R., Renslaer ..83868
19. Raftis, B., Owego ..83807
20. Clark, M., Albion ..83045
21. O'Brien, R., Lockport ..82719
22. Hickox, J., Alexander ..82539

- 24. Kopmar, E., Bklyn ..84893
25. Lichtenstein, S., Bronx ..84239
26. Elliott, J., Albany ..84014
27. Martin, G., Buffalo ..84013
28. Scully, A., Latham ..83614
29. Castrogiovanni, Buffalo ..83358
30. Melinger, M., Bronx ..82525
31. Brady, M., Cambra Hgt. ..82408
32. Derosa, A., NYC ..81631
33. Follansbee, D., Watervliet ..81188
34. Kociencki, T., Buffalo ..81004
35. Goldstein, M., Bklyn ..80978
36. O'Malley, J., Bklyn ..80841
37. Barrett, M., Utica ..80795
38. Brown, R., NYC ..80686
39. Cox, L., Rome ..80630
40. McNamee, J., Troy ..80423
41. Wind, A., Attica ..80035
42. Kehlring, J., NYC ..80028
43. Ellis, A., NYC ..79807
44. Murphy, T., Watervliet ..79520
45. Geller, M., Bklyn ..79155
46. Mahoney, M., Buffalo ..79149
47. Kantrowitz, M., Bklyn ..78731
48. Cuiilo, F., Bklyn ..77080
49. Dalton, L., NYC ..76673
50. O'Keefe, J., Bklyn ..76012

- 23. Lamay, D., Syracuse ..82369
24. Percy, E., Black Rvr ..82270
25. Sittig, M., Utica ..81859
26. Lowe, D., Oxford ..81565
27. Jenkins, M., Binghamtn ..81395
28. Hazard, E., N. Hartford ..80383
29. Westcott, J., Oneonta ..79406
30. Stoffel, M., Rushford ..79207

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# STATE AND COUNTY NEWS

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# Holy Year Is Setting Record

Millions of Catholics the world 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 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:

- "1. Sanctification of souls through prayer and penance, and unshakable fidelity to Christ and the Church.
- "2. Action for peace and defense of Holy places.

"3. Defense of the Church against attacks of her enemies and beseeching of the true faith for those wandering in error, infidels and those without God.

"4. Actual realization of social justice and works of assistance in favor of the humble and needy."

## Tests for Jobs With DPUI Will Open on May 8

(Continued from Page 1)

branch offices at 270 Broadway, corner Chambers Street, NYC, and at Buffalo. Applications also may be obtained by mail, by enclosing a 10" or larger 6-cent stamped, self-addressed envelope, but not before May 8.

### 500 Vacancies Estimated

It is estimated that there are about 500 vacancies in these jobs throughout the State.

The present pay of the Employ-

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.

Those interested in taking either an Assistant Claims Examiner or Employment Interviewer course planned by The Civil Service Employees Association should communicate with Don Bowen, 56 Bay Street, St. George, Staten Island, NYC, or John L. Files, 81 North Portland Avenue, Brooklyn.

Asst. Claims Examiner: High school graduation required, plus 5 years' business experience, one of which must have been full-time and paid in government or industry adjusting claims or handling complaints. One year of post-graduate study in kindred field accepted instead of one year of specialized experience.

## State Offers Phone Jobs

(Continued from Page 1)

about \$35 a week, with five annual salary increases up to \$2,530. Job security, four-week vacations with pay, generous paid sick leave and retirement income are listed by the Civil Service Commission among the advantages of State employment.

### In NYC, Albany

Jobs are to be filled in departmental offices in Albany and New York City; in Mental Hygiene institutions at Brooklyn, Buffalo, Central Islip, Helms, Poughkeepsie, New York City, Marcy, Middletown, Brentwood, Rochester, Orangeburg, Utica, Willard, Thiells Newark, Rome, Syracuse, Wassaic, Sonyea, and Staten Island; in Correction institutions at Attica, Auburn, Danemora, Comstock, Ossining, Walkkill, Stormville, Elmira, Napanoch, Albion and Woodbourne; the Veterans' Camp at Mt. McGregor; the State Training School for Boys at Warwick and the State Training School for Girls at Hudson; Ray Brook State Tuberculosis Hospital at Ray Brook, and the Long Island Agricultural and Technical Institute at Farmingdale.

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, self-addressed envelope and ask for the blanks by title and serial number 2135.

Requirements: 5'6", 21 years, 135 lbs. all minimum; must not have passed 40th birthday; high school graduation required; license to drive autos since July 16, 1947, New York license since July 16, 1948. No conviction or plea in case requiring revocation or suspension of license.

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# NEW YORK CITY NEWS

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## Fireman Store Open to Police

(Continued from Page 1)  
men's uniforms at prices substantially less than the prices paid by patrolmen for uniforms.

Crane, McClancy  
The action of the firemen's organization 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 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.

The Uniformed Firemen's Association conducts a store at 160 Chambers Street. Here items of apparel are obtainable, not only for the men, but for all members of the family. But those having access to the plan are not limited to the items for sale in the store. They may obtain discounts on

electrical 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 which a member wants, we'll make that arrangement."

The plan works like this: A fireman or patrolman wants, let us say, a certain make of radio. He goes to the store, and outlines his needs. There he receives a card telling him the name and address of a "referral." The UFA insignia is stamped on that card. He goes to the designated merchant, selects his radio, and shows the card. He is then given a discount.

It is estimated that firemen save 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.

### Clothes from Manufacturer to Consumer

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The LEADER would like to continue its past practice of rendering this direct service to all, but because of its increased news coverage, and new features, its staff must limit the letter and telephone information service to annual subscribers.

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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),**  
Labor Class  
No. 6131

The eligible list may also be certified for vacancies in the title of Porter, and for such other positions as the Commission in its discretion may deem appropriate.

**Salary and vacancies:** There are approximately 110 vacancies in various City departments at from \$1,920 for 276 days to \$2,040 for 302 days. There are three annual adjustments in the basic salary, two of \$120 each and one of \$60. Sixty of the above vacancies, in the Board of Higher Education, are exempt from the NYC residence requirements.

**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. Consecutively numbered applications will be issued at the above location in 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 form furnished by the Commission. No one will be allowed to take an application form from the building.

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## Gulick to Describe NYC Survey Plans

Dr. Luther Gulick, executive director of the Mayor's Committee on Management Survey, is the scheduled speaker at a May meeting of the Municipal Personnel Society.

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# NEW YORK CITY NEWS

## O'Brien Will Step Up Patrolman Appointments

Police Commissioner John P. 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**  
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 being 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 in what order eligibles are called to the medicals, which are qualifying tests only. Candidates are marked Qualified or Not Quali-

## Regan Asks Increment For Police Lieutenants

Lieutenant Joseph J. Regan Jr., president of the Lieutenants' Benevolent Association, urged the Board of Estimate to restore recommendations made by Police Commissioner William O'Brien in his departmental estimate for the fiscal year 1950-1951.

Lieutenant Regan stressed the need for 1,122 additional patrolmen for which the City would have to appropriate \$1,593,000. Lieutenant Regan also asked a \$100 increment for lieutenants in 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 circumstances 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:

Question	Tentative	Final
12	D	C or D
14	A	A or B
17	C	C or D
23	D	C or D
50	B	B or D
69	C	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, A or B; 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; 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.

## 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 impersonation. One of the impersonation cases resulted recently in the indictment 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 too.

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 permanent jobs, unless disqualified. Some of these provisionals were dropped by the departments, but the Commission 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 McNamara and Commissioner Bromley 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 power to bar the aspirant for a City job.

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

"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 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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## Raises for 288 Asked by Transportation Board

The Board of Transportation recommended to Budget Director 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 must be permanent employees.

**KEY ANSWERS INSPECTOR OF CONSTRUCTION (Housing), Grade 4, open-competitive and promotion 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 tentative key answers to NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Thursday, May 18.

**900 POLICEMEN** training for promotion to the ranks of Sergeant, Lieutenant, and Captain in the New York Police Department are using **INTRODUCTION TO CRIMINALISTICS** as a required text in their classes at the Schwartz School.

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