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PATROLMAN EXAM IN '49 EXPECTED BY NYC BOARD

Largest Legion Post Comes Out For Mitchell Vet Preference Bill

By H. J. BERNARD

A poll of members of the NYC Fire Department Post 930 of the American Legion, the largest Legion post in the State, shows an overwhelming preference for the Mitchell bill, to establish a point system of credits for disabled and non-disabled veterans in civil service examinations, and for withdrawal by the Legion of its Condon bill, which would end preference to non-disabled veterans in promotion examinations.

The poll is part of a statewide drive to determine what the Legion's stand shall be before the next Legislature.

A questionnaire was submitted to members. Question 1 read: "Do you want the American Legion to withdraw its support of the Condon bill?" The vote was, Yes, 455; No, 17.

325 to 0 for Mitchell Bill

Both bills passed the last session of the legislature. They go before the next session. The vote is therefore highly significant for its possible effect on killing the Condon bill. If the Mitchell bill alone passes, it alone would be submitted to the voters at the general election a year from date.

Question 2 submitted to the Fire Department post was: "Do you want the American Legion to support the Mitchell bill?" The vote was Yes, 325; No, 0.

The third question asked: "Do you want the American Legion to support a new bill?" The vote was Yes, 148; No, 0.

The First Results Meetings were held at Werde-mann's Hall last Tuesday and Wednesday. Members had to be present to vote and had to bring their membership cards. This accounted for the fact that about 20 per cent of the membership voted.

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U. S. Pay Raise Assured

By CHARLES SULLIVAN

Special to The LEADER

WASHINGTON, May 31—With assurance given all around that a pay increase will be voted, probably effective July 1 next, and with intimations that President Truman would sign a measure that did not involve too heavy an expenditure, employee organizations have begun a final drive to attain as high an increase as they can, and also, if possible, to incorporate a retroactive feature. The present discussions among Congressional leaders, however, revolves around a \$600 increase for postal workers and \$500 for employees who come under the Classification Act. Counter-proposals by economy-minded legislators are for \$500 and \$450, respectively.

Senator Robert A. Taft and Joseph W. Martin, Speaker of the House, have mapped a plan of party strategy, not wholly unrelated to the Presidential campaign in its effect on employees, yet operating in the direction that the U. S. workers desire. The amount is less than hoped, but the lower figures represent a possible compromise.

The Federation of Post Office Clerks, and other postal unions, which have the largest membership and thus exert greatest strength, are substantially responsible for the progress made thus far.

Views of Taft and Martin

Senator Taft and Speaker Martin have expressed themselves on the pay increase as follows:

Senator Taft: "We have an obligation to Federal employees to see

that their salaries are increased at least as much over prewar as their cost of living. I believe that is a prior obligation to undertaking any public works. It seems to me that we have an obligation in that case to a million or more men and to see that they receive a reasonably decent living.

Speaker Martin: "Congress has been confronted with an extremely heavy legislative program since early January. European recovery, national defense and many other equally-important legislative items have consumed considerable time. Consequently, no specific action has been taken on the pending

postal pay measure. However, my views on this vital subject are well known. I assured the leaders of the postal organizations several months ago that I personally favored the enactment of legislation which would grant upward wage adjustments to field employees in the postal service. There have been no developments which would warrant changing my position. Postal workers are entitled to an upward wage revision commensurate with the increased cost-of-living. Simple justice demands that this meritorious legislation be enacted before the current Congress adjourns."

Police Job Starts at \$60

Although the NYC Civil Service Commission had hoped that it would not have to conduct any more large examinations before 1950, the present outlook is that another Patrolman (P.D.) examination will have to be held in 1949.

The principal reasons are duplication of eligibles on the existing Patrolman list and the forthcoming Fireman list, so declinations and resignations on both lists, normally negligible, would be ratable.

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Promotion Jobs That Last 6 Months Prove Permanent

By MORTON YARMON

The Civil Service Commission has consented to the retention of 38 Surface Line Dispatchers in the Board of Transportation who had been ordered demoted to their former positions of Surface Line Operators on the ground that the promotions had been temporary. The Dispatchers brought a proceeding against the Commission in the Supreme Court, through their attorney, H. Elliot Kaplan. Supreme Court Justice Botein decided in their favor.

Matured Into Permanency The Commission now has de-

ecided to refrain from appealing the case and in return the petitioners waive back pay. The necessary 38 new positions were there-

EXEMPT JOB APPROVED

The State Civil Commission approved the resolution adopted by the N.Y.C. Civil Service Commission to include in the non-competitive class, Part 1, Without Maintenance, Dept. of Marine and Aviation, an exempt position of Consulting Engineer, \$12,000.

upon approved by the Board of Transportation.

Objection to the demotion was based on the fact that the promotees had come off a regular promotion eligible list and had been retained for a period far exceeding the allowable six-months maximum for temporaries. The whole plan of regarding them as temporaries had been an experimental one under the form favored by the former administration of the Board of Transportation. Mr. Kaplan successfully contended that the promotions were permanent.

Retirement Improvement Hinges On Costs, Moore Tells Employees

The following article is slightly condensed from an address delivered by the Comptroller of the State of New York, at the Special Meeting of The Civil Service Employees Association, on May 22. In it, the Comptroller discusses some of the benefits of the system, and presents his views of the problems involved before further improvements can be made. This is important reading for every State and local employee who desires to understand his retirement setup.

By FRANK C. MOORE

Comptroller, State of New York At first available only to State employees, the Retirement System

was extended in 1922, to include county and city employees, and a year later, the employees of towns and villages. Since 1931, the employees of public or quasi-public organizations have been permitted to join.

Retirement Benefits

The original law, effective 1921, provided for service retirement (with four optional benefits), ordinary disability retirement, and for the return of contributions if the member left the service before retirement. A year later, provision was made for discontinued service retirement, and, in 1924, for accidental disability and accidental death. The ordinary death benefit

was provided for in 1926, and the loan privilege was added in 1928.

Since 1931, retirement at age fifty-five has been permitted upon payment of additional contributions.

Optional retirement of policemen and firemen after twenty-five years of service was authorized in 1937.

Retirement allowances since 1938 have been based upon the highest average salary for any five consecutive years of service, instead of the average salary for the last five years.

In 1938, the people of the State approved a constitutional amendment providing that:

"After July first, 1940, member-

ship in any pension or retirement system of the state or of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired."

Protection for the Aged

An additional option, known as Option 1/2, was authorized by the Legislature of 1945. This option protects the interests of those automatically retired upon reaching the age of seventy.

Interest Rates Reduced

The Legislature of 1946 authorized the Comptroller to reduce the interest rates on loans to members and also to provide for the insurance of such loans against the

death of the member.

By legislation enacted last year and extended this year, members have received, without expense to themselves, credit for the period of their service in the Armed Forces during World War II.

In recent years, we have made real progress in a most important area — the relations between the individual members and the System.

At a meeting of representatives of this Association held in October, 1944, I said:

"The members of the Retirement System are entitled, at all times, to prompt, accurate and complete

(Continued on Page 5)

STATE AND COUNTY NEWS

Gripes In Correction Dept. Are at an All-time Low

Call it incredible, call it amazing, but there exists a group of State employees with no gripes to speak of! A group which thinks of The Boss as a gentlemen, a scholar, and a nice guy.

Not to keep you in the dark for longer than one paragraph, the people who feel this way are the employees of the Correction Department.

In Albany on May 22 they held their semi-annual Correction Department Civil Service Conference. Biggest requirement right now, they concluded, is a 25-service-year retirement system.

"We haven't had much success so far," admits mellow-voiced, professorial Harry Dillon, who heads the group. "But our hopes are high. Legislators are becoming educated to the fact that Correction needs young men."

Mr. Dillon also says this: "We have the best setup in the State. We can take our troubles direct to the commissioner. He always tries to settle any difficulties fairly. Gripes are at an all-time low."

The Correction Department is

composed of 14 penal institutions. Since the advent of Commissioner John A. Lyons, much emphasis has been placed on rehabilitation. Guards and employees have been indoctrinated with the view that their purpose is to turn out of the institution a man who can contribute his share to society.

Working Hours Down

Within recent years, by the conference method, the guards have reduced their working day from 8 hours 40 minutes to 8 hours, or 48 hours with paid overtime. They have an in-service training program (and hope Walkill Prison will soon start one).

One thing Harry Dillon would like to see is regular Guard pay for the attendants at Matteawan and Dannemora, who supervise the criminal insane.

Prison Guard pay today, with bonus and overtime, is \$4,300 a year.

The attitude of the Correction men is this: "We have a responsibility to the State. Guards are 100 percent for the enlightened policies of the State with respect to

treatment of criminals. And the high morale is in large measure due to the Commissioner. The Prison Guard's job is not exactly inviting; he deals with abnormal people, with some of the toughest of all criminals in the country. And with the age of criminals getting lower, the job is becoming more hazardous. Nevertheless, the excellent relationship existing between the men and the Commissioner make the job one of the really desirable ones on the State service. If other departments maintained the same relationship between employees and management, they would be much better off."

As representative of the men, Harry Dillon can see the Commissioner at any time. Any problem not settled at the local level can be brought to Mr. Lyons, but local problems must go through channels first.

Top officers of the group, in addition to Mr. Dillon, are: William Meehan, Clinton Prison, Vice-President, and Raymond Marolin, of Coxsack, Secretary-Treasurer.

Southern Conference To Hold Elections

The Southern Conference of the Service Employees Association will hold its annual meeting and election of officers at the State Armory, 52 Highland Avenue, Middletown, on Saturday, June 1. The meeting will be called to order at 2:30 p.m.

The revised Constitution and By-Laws of this Conference will be presented for adoption.

Orange County Is Host

The Orange County Public Works Chapter will be host to the Conference. Ralph Swalin, President of that Chapter, and the Committee are making plans to entertain a large delegation of Conference members and guests.

All Chapters Invited

Speakers who will bring messages of interest to the delegates will attend.

All Chapters in the area served by the Conference have been invited.

The nominating committee consists of the Presidents of all the member Chapters, with Nellie Innocent, of Wassail State School, as Chairman. The officers to be nominated and elected are Chairman, Vice chairman, Treasurer and Secretary.

The Chairman of the Conference is Francis A. MacDonald, Representative of the Social Welfare Department on the Association's Board of Directors; Harry W. Phillips is Vice-chairman; Rangwald K. Brusie, Treasurer; and Florence W. Doris, Secretary.

Public Health Nutrition Course Starts on July 5

SYRACUSE, May 31—An in-service course in public health nutrition sponsored jointly by the State Department of Health and Syracuse University, will be held on the university campus July 5 to 17.

This course is designed to meet the needs of health workers in the community: physicians, nutritionists, public health nurses, case workers, home economics teachers, and health educators. Although registration is limited, ten places have been reserved for New York State residents.

Techniques in community nutrition is the theme of the first week, July 5-10. The Place of Nutrition in the public health program will be discussed on July 6 at a round table led by Dr. Herman E. Hilleboe, N. Y. State Commissioner of Health, followed by a discussion of joint planning by agencies in community nutrition programs. On July 7, Dr. William Darby, Department of Medicine, Vanderbilt University, and Dr. H. R. Sandstead, Chief of Nutrition Section of the United States Public Health Service, will discuss the present methods for determining nutritional status.

"How to Get the Public to Use Nutrition Information" is the subject for another day's discussion. Dr. G. W. Larimore, Director, Office of Public Health Education, N. Y. State Health Department, will discuss the use of mass media in nutrition education.

DATES FOR SHRINE TRIP
Bishop Thomas E. Molloy has appointed Rev. Dr. Reginald McKernan, pastor of the Shrine Church of St. Ann, as the spiritual leader of the first of several Brooklyn Diocesan Pilgrimages to the Shrine of St. Anne de Beauraup in Canada this summer. The dates of the first 1948 pilgrimage are June 20 to 26.



Harry Dillon, president of the Correction Department Civil Service Conference.

Satevepost Lands Merit Award Program

The Saturday Evening Post has come out editorially favoring the New York State Employees Merit Award System.

An editorial in the Post for May 22 said this:

"Under a 1946 act of its legislature, New York State is moving too. Through its State Employees' Merit Award Board moderate cash awards and salary increases are being given to state workers who come forward with profitable suggestions for conserving time and money. Employees are encouraged to make suggestions relating to any of the state's manifold activities. Although the precise saving in non-profit-making public agencies is difficult to weigh, it is officially stated that, so far, the public is netting at least tenfold on the venture's cost."

Many Will Copy

Requests have come in from Milwaukee, Detroit, St. Louis, Richmond, and Denver; from Illinois, California, Vermont, Massachusetts, Texas, Oklahoma, Indiana, New Jersey and Pennsylvania for information about the operation of the New York system.

[The plan was inaugurated after being suggested by the Civil Service LEADER, and followed through with support and legislation sponsored by the Civil Service Employees Association. By inaugurating the plan, New York State has adopted an important advance in progressive public personnel administration.—Editor]

49 Service Awards Presented By NYC Armory Chapter

Special to The LEADER

The Armory Employees Chapter, Metropolitan area, at its annual dinner, made its contribution to the growing chapter practice in The Civil Service Employees Association of bestowing awards on employees with long service records. At an enthusiastic meeting in the banquet hall of Trommer's brewery, 49 chapter members who have been in the armory service for 25 years or more received gold button medallions.

The longest service record was that of William Effinger, of the 101st Cavalry, 43 years. The runner-up was Clemington Corson, of the 1st Battalion, 39 years.

The 275 diners gave the honor group an ovation. As each recipient walked up to receive his award from Major General Walter X. Stanton, of the 8th Regiment, now an Assistant District Attorney in The Bronx, he received a round of applause.

Exceptional Case

There was one medallion, however, that the General did not present. When Sergeant William J. Baird, of the 3634 Auto Maintenance Company, entered the hall early in the evening he spotted a familiar face—that of Robert Ruppert's Brewery. They had not

met in three decades. A hearty handshake and lusty backslapping ensued. Mr. Day was the present Sergeant's own army Sergeant in Spartansburg, S. C., 33 years ago. So President Frank M. Gonsalves, of the Chapter, had Mr. Day make this one presentation as a nostalgic event.

Seek New Goals

The diners heard assurances from speakers that their objectives would be given full support. These goals include a definite classification, a parity vacation period and improved pay scales. The vacation objective is four weeks, as other State employees receive. As the armory employees work seven days a week, 21 days' vacation totals three weeks, and efforts are being made to maintain four-week parity.

In connection with the allocation of the armory employees to some definite branch of the civil service, under which they could enjoy the same rights and privileges accorded to classified employees, Budget Director John E. Burton has requested the Classification Board to study the jobs. This work is to be completed sufficiently in advance of the opening of the Legislative session to enable the Budget Director to make a recommendation on the subject. J. Earl Kelly, Chairman of the Classification Board, has arranged to begin tackling the job soon.

At the dinner Chapter President Gonsalves turned the chair over to Frank Lawes as master of ceremonies.

Speakers praised the co-operation given by headquarters of the Association to obtain a better break for armory employees. The assistance rendered by President Frank L. Tolman, Counsel John T. DeGraff and Assistant Counsel John E. Holt-Morris, Jr., and 2d Vice-President John F. Powers was specially applauded. Mention of The Civil Service LEADER was met with an ovation from the assemblage.

List of Speakers

There are six armory chapters in the Association, the others being the Capital, Hudson Valley, Syracuse, Western and Mid-State groups. All are united in a form of Conference, statewide in nature, and all have the same objectives as to classification, pay, hours and working conditions.

The speakers at the dinner were General Stanton, Assemblyman Edmund P. Radigan, of Staten Island; Mr. Powers; William F. McDonough, Executive Representative of the Association; Victor J. Paltsits, Chairman of the Metropolitan Conference of the Association; Francis A. MacDonald, Chairman of the Southern Conference, who helped to organize the Hudson Valley chapter of the armory employees; Capt. Robert Middlebrook, of the Adjutant Gen-

eral's office; George Fisher, Chairman of the armory Conference and Treasurer of the Metropolitan chapter; Superintendent Edward Cohen, of the 8th Regiment Armory; Colonel Edward Rickett, Director of Veteran Activities, NYC; Jack M. DeLisi, Chairman of the chapter's Awards Committee; Leo Fisher; Reuben Foster, of the AGO; Edward Maher, and H. J. Bernard, Executive Editor of The LEADER.

Praise for Deuchar

News that James E. Deuchar, who has been ill for several weeks, would be out of the hospital the next day, was cheered. Mr. Deuchar was praised by several speakers on his long and valuable service on behalf of armory employees.

Officers of Chapter

The chapter officers are Mr. Gonsalves, President; Paul Richmond, Vice-president; George Fisher, Treasurer; Fred Held, Corresponding Secretary; Frank Wallace, Executive Secretary; Sidney Bateman, Recording Secretary, and Charles J. Smith, Sergeant-at-arms.

List of Award Recipients

The 49 who received the medallion buttons were: William Effinger, Clemington Corson, Thomas M. Costello, John J. Smith, Emanuel Kanna, John M. Baxter, Joseph A. Breen, William A. Demarest, Matthew McCormick, James A. Deuchar, Joseph W. Kuhn, James F. Diskin, Joseph Pospisil, Bertrand A. Reville, Edward C. Bernius, John Connaughton, Adrian J. Jacques, Charles Keller, Thomas A. McCann, John S. Murphy, Thomas A. Neville, William J. Baird, James Wiesman, Clarence E. Williams, James Wilson, Stephen J. Boyle, William H. Christiansen, Frank A. Emmerich, Dominick Florini, Michael J. Flynn, Otto J. Schneider, John P. Timlin, Aloysius C. Purvis, John T. Leers, Patrick J. Reddin, Harvey J. Devine, Alfred Gerstmann, William E. McDonald, Martin J. McKenna, John Martel, Stephen O'Connor, Edward H. Praff, Charles J. Smith, Alfred H. Stammers, Thomas F. Ahearn, Orrin Dayton, Michael Hladun, Frederick A. Hoferlin, John R. Hooper.

Montgomery County Employees Join Assn.

AMSTERDAM, May 30—Employees of Montgomery County are organizing into the Civil Service Employees Association. A meeting last week was attended by employees of the Amsterdam School District, with Mrs. Edythe P. Zababa acting as Chairman. She is Financial Secretary of the Board of Education, City of Amsterdam. A slate of officers was proposed and a committee set up to prepare by-laws for the new group.

Tolman Statement Clinched Dues Rise

Special to The LEADER

ALBANY, May 30—Those who thought pro and those who thought con were visibly impressed by the simple, direct statement of Dr. Frank L. Tolman.

The statement was made in summing up the compelling reasons for raising the dues of The Civil Service Employees Association, State Division, from \$3 to \$5 a year.

Dr. Tolman, President of the Association, rose to state his case after both sides—those favoring and those opposing the increase—had presented their views. Said he:

"Budget expenditures of the Association are over \$200,000. We cannot operate on our present income. You won't find a labor organization that operates on anything like \$5 a year per member.

Better Conditions

"Observe the better working conditions, the improved salaries, the higher morale, which come through the work of your Association. If you measure results with price, you will conclude that this

is the biggest 'bargain' you can buy."

Then the Association's chief made the remark that had delegates talking in the lobby, later, so effective was it:

"We cannot stand still. I will not retreat. If you do not increase the dues you had better plan to build a new hospital, instead of a new building, to house a dying Association."

Most of those opposing the dues increase rose to the floor to state that they were acting upon mandate of their chapters.

The new dues will be \$5 a year, beginning October 1, with \$1 refunded to the chapters. Members of county chapters pay \$6 a year, with \$2 refunded to chapters as heretofore.

Many Inconveniences

Dr. Tolman described some of the difficulties inherent in working under the present budget. "We've cut everything, made hundreds of little economies, we've deferred important expenditures. We must have a pension system for our own employees, which will add 10 percent to the Association's own payroll."

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STATE AND COUNTY NEWS



Commissioner Harold Keller, of the N. Y. State Department of Commerce, conferred with officers of the newly formed Commerce Chapter of The Association of Civil Service Employees. Left to right, J. J. Florman, Division Delegate; T. Edmund Mulligan Jr., Vice-president; Beatrice Tully, Secretary; Commissioner Keller; Mrs. Mildred O. Meskil, President; Fred Bair and Jack Wyld, Division Delegates. Prior to joining the Commerce Department, Mrs. Meskil was with the State Department of Agriculture

Civil Service Employees Assn. Lists Building Fund Winners

ALBANY, May 31—The Civil Service Employees Association has announced names of award winners relative to its Headquarters Building Fund. They are as follows:

1. Buick, Super, 4-door Sedan awarded to Agnes Brennan, Cayuga, N.Y. Barbara Whitney, 141 Cohoes, N.Y., employed by State Department of Audit Control, who collected the building fund donation from Miss Brennan, will receive a General Electric Television-Radio-Phonograph Combination, Model 802, valued at approximately \$800.

2. Oldsmobile, Series 76, 4-door Sedan with Hydramatic drive was awarded Bridie Mullen, Park Place, Brooklyn, N.Y. Frank White, employed at Brook State Hospital, who collected building fund donation from Mrs. Mullen, will receive a General Electric Radio-Phonograph Combination, Model 417-A, valued at approximately \$425.

A Chevrolet, Fleetmaster, 4-Door Sedan was awarded Dominic DeBlasio, 289A Monroe St., Brooklyn 16, N.Y. Smith T. Lyke, 88 Weberfield Ave., Freeport, N.Y., employed by the State Insurance Fund, 625 Madison Ave., New York City, who collected the building fund donation from Mr. DeBlasio, will receive a Zenith Radio-Phonograph Combination, Regent Model 9H885, valued at approximately \$275.

Groups of Five Get Choices

The following five persons were awarded a choice of either a Hotpoint DeLuxe Model, 8 cubic foot, Electric Refrigerator; a Hotpoint 8 cubic foot Home Freezer or a Bendix Automatic Washer, each at a value of approximately \$300: Mancuso, 139 State St., Rochester, N.Y.; Adam Stedner, 3 Clifford St., Ellenville, N.Y.; Dot Scherer, 139 Herman Blvd., Franklin Square, L.I., N.Y.; Susie Burns, 216 Miami St., Buffalo, N. Y.; Grace Terwilli-

ger, P.O. Box 116, Circleville, N.Y.

The following five people were awarded a choice of either a Hotpoint Hostess Electric Range, Model RB28 or a Magic Chef Gas Range, each valued at approximately \$250: Mrs. David G. Crosby, Jr., 118 N. Main St., Lyndonville, N.Y.; Anthony Carozza, 146 Willow St., Yonkers, N.Y.; H. G. Harter, 5 Genesee St., Perry, N.Y., an employee of Attica State Prison; Lucy C. Cutolo, P.O. Box 212, Dover Plains, N.Y., an employee of Harlem Valley State Hospital; Charles A. Meier, Hickox Road, Hamburg, N.Y.

The following five persons were each awarded a Set of Roger's Silverplate, 1881 Plantation Style, Service for Eight: Clarence Hume, 98 Ontario St., Cohoes, N.Y.; Dot Kinnane, 62 Prospect Ave., Ossining, N.Y.; Nathan Robbins, Hotel Hamilton, Utica, N.Y.; William C. Jacques, 666 Lyons Ave., Irvington N. J.; Sylvia F. Shiffman, 598 Belmont Ave., Brooklyn 7, N. Y.

The following five were each awarded a General Electric "Wake-Up-To-Music-Clock-Radio" Model 62: Alice Forbes, 32 Central Ave., Ravenna, N.Y.; Edward Elliott, State Institute, Farmingdale, N.Y.; Eleanor Malecki, 714 Mulberry St., Utica, N.Y.; M. T. Timlin, RFD 1, Oneida, N.Y.; N. Siegel, 30 Hemlock Lane, Bayshore, N.Y.

The Public Employee

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



ONE ASSOCIATION FOR MANY MEMBERS

THE real test of an association is the strength of the ties that bind the members together. Common interest, loyalty and morale must be strong enough to more than counter-balance the natural disappointment that arises when sharply opposed feelings and opinions meet and the majority opinion prevails.

The final test of any association is the strength of the fellow-feeling and democracy of its members. Every member is entitled to his opinion and to his day in court—but when the majority determine a final decision, the minority must show they are good losers. The reason sound democracy cherishes minority groups is that the clash of ideas is essential to progress. But there must be decisions, and no method has yet been devised that is better than the vote of all those concerned.

The Association has just taken the two essential steps to a greater future. Its members have been most generous in supplying the funds for a building which should be a local habitation and a name, not only for the Association but also for the high principles of merit and public service for which the Association stands.

Opportunity for a Better Job

It is inconceivable that any straight-thinking and right-feeling member should balk at the increase in annual dues from \$3 to \$5. It was both the right and the privilege of every member to have a part in the great debate and in the voting. Now that the decision has been reached by vote of the delegates, it is the duty of all members to accept the verdict of the large majority.

The increased dues and the new headquarters building should permit the Association to do a better job for all members—and for the public service. There is much that needs to be done, and much that needs to be done better.

Each year we make some gains, but each year new problems arise with the result that the total program of the Association grows even longer. Some problems grow more acute and require immediate attention. Circumstances arise that open new opportunities of success if vigorously pressed, or that endanger the civil service and must be fought with all our strength.

Politics and preference of all kinds in the Civil Service are the paramount evils that must be opposed. The fight will be long and hard. We can do something next year about one kind of preference. We must be ready to do all we can to save the merit system from the boring-in tactics of the spoilsmen.

awarded a Roamer No. 1 Camera: Ralph Powell Brainard, NYC; F. H. Monahan, RFD 1, Middletown, N.Y., an employee of Middletown State Hospital; Catherine Bealin, RFD 2, Box 151, Matteawan, N.Y.; A. J. McDowell, Manhattan State Hospital, Wards Island, N.Y.; Clara and Chub Ethel, 312 West 116th St., NYC.

Drive a Complete Success

The Association will announce

the name of the lady and the name of the gentleman each of whom collected the greatest amount of donations to the headquarters building fund. An award of a \$500 Diamond Ring or a Vacation Trip valued at the same amount will be made to such lady and gentleman.

The Headquarters Building Fund was termed by Association leaders as a complete success.

Metropolitan Conference Committeemen Named

Joseph J. Byrnes, Treasurer for the past six years of the NYC Chapter of The Civil Service Employees Association, has been appointed Chairman of the Audit Committee of the Metropolitan Conference. Appointed to work with him are Matthew C. McAvoy of the NYC Chapter, and Frank H. Neitzel, of Pilgrim State Hospital. Mr. McAvoy is a Senior Bank Examiner in the Banking Department and represents that department on the Executive Committee of his Chapter. Mr. Neitzel is President of his Chapter Pilgrim.

Mr. Byrnes functions ably not only as custodian and watchdog of the NYC Chapter funds but in many other ways. Never refusing an assignment that will benefit his fellow-members, he has endeavored himself to persons of all rank and capacity who regard him highly that he has become a fixture in his Chapter.

The picture of Joe Byrnes and Tom Dewey, arms wrapped about each other, lustily singing "The Sidewalks of New York," will never be forgotten by those who witnessed that felicitous scene.

Scott Heads Personnel Group

The important Personnel Committee is to be headed by Irving H. Faltzits of Creedmoor State Hospital. Recognition of the problems of the Department of Mental Hygiene prompted Chairman Victor Faltzits to make that appointment. There are seven Mental Hy-

giene department chapters in the Conference area and soon there will be another.

It is planned that the Personnel Committee will have one member from each chapter in the Conference, thus providing at the Conference level a medium for consideration of overall problems not specifically handled by the Chapters themselves. Close cooperation is expected to be developed with the established plans of the Mental Hygiene Association, should problems of mutual interest present themselves.

Mr. Scott started work for the State in 1927 as an Attendant at Central Islip State Hospital, where he was later promoted to Fireman. In 1930 he went to Rockland State Hospital as Engineer, and in 1945 was promoted to Chief Engineer at Creedmoor State Hospital. He has served the Association on committees such as Legislation and Constitution. He is presently the Chairman of Directors at Creedmoor.

TALLAMY TO SPEAK

Bertram D. Tallamy, Chief Engineer of the New York State Department of Public Works, will address the Institute of Housing Studies Conference at the Hotel Pennsylvania, N.Y.C., on Wednesday, June 3. The conference is being conducted under the auspices of the New York State Division of Housing.

The following five were each

5 Conference Chairmen Meet To Plan Regional Operations

Special to The LEADER
ALBANY, May 31—The chairmen of the five Regional Conferences of The Civil Service Employees Association have met to delineate more sharply the functions of Conferences.

The Regional Conferences are a fairly new addition to the Association's structure, and represent geographical areas of employees. They were formed originally to permit the growth of a more flexible chain of information and aid between Albany headquarters of the Association and the "grass roots"—that is, the employees scattered in all parts of the State.

Conference Chairmen

All five conference heads were present at the Albany meeting. They are:

- Robert R. Hopkins, Western Regional Conference.
- Francis A. MacDonald, Southern Conference.
- Victor J. Faltzits, Metropolitan Conference.
- Clarence W. F. Stott, Central Conference.
- E. Kenneth Stahl, Capital District Conference.

It was brought out at the meeting that the Conferences could serve an important function in educating and informing members about the work of the Association, could help in dealing with problems at the local level, and could keep headquarters advised as to sentiment in the field on all subjects.

Coordination
The discussion revolved around two major points: how to coordinate the work of the Association's members more closely; and how better to serve members in the field.

One decision reached was to create smoothly-working committees at the regional level, for "making a more intelligent approach in submitting resolutions to annual meetings of the Association." It is felt that "if this problem can be worked out, it will lighten the work of the Association's Resolution Committee, perhaps lessen the total number of resolutions, and make them incisively reflect the needs and desires of the employees."

Effective Participation

The five chairmen were unanimous in stating that the Conferences comport with democracy within the Association, in affording the local groups another outlet at the regional level for their views and opinions, and in this manner serve to strengthen the Association. Said one of the five "Through the Conference, the chapter president and his members feel the Association is close to them at all times; and he is enabled to participate in its work more effectively than ever before."

STATE AND COUNTY NEWS

List Of The Delegates To Association Meeting

ALBANY, May 31—Below is a list of delegates who attended the Special Meeting of the Civil Service Employees Association, held on May 22.

STATE DIVISION CHAPTER
 Binghamton—E. L. Conlon, C. W. F. Stott, Elizabeth E. Graff, Mrs. Florence Drew, Gerald J. Reilly.
 Buffalo — Rosemary Fornes, Grace Hillery, Joseph T. Waters, Roy Abel, Berdena Dolberg.
 Hornell—Kenneth M. Stuart.
 NYC—Michael L. Porta, William K. Hopkins, Joseph J. Byrnes, Edith Fruchthender, Elvira Hart, Frank Newman, Edwin C. Hart, Albert Corum, Solomon Heifetz, Martin Duignan.
 Oneonta—Mrs. Gladys Butts, Mrs. Ruth Howland.
 Rochester—Raymond L. Munroe, John D. Smith.
 Syracuse—Doris Le Fever, Etola Muckey, Darlene Downs, Katherine Powers, Ethel Chapman, Edward Killen.
 Utica—Edward J. Riverkamp, Jr., Ella E. Wickert.
 Agriculture & Markets, Albany—Christopher B. Degenaar, Mrs. Anne George.
 Audit & Control, Albany—Frank A. Conley, Margaret Maher, Robert Maguire.
 Retirement System, Albany—Thomas Wehmeyer, Mary Ryan.
 Civil Service Dept., Albany—Garson Zausmer.
 Commerce Dept., Albany—Mrs. Mildred Meskil.
 Conservation Dept., Albany—Earl J. McGuirk, Rosine Mullarky, John Thompson, Mabel Hardendorf.
 Game Protectors—James Welch, Chester Griffith.
 Southwestern — Noel M. McDonald.
 Long Island Interstate Park Commission—George H. Siems, Fred Pedersen, Clyde Morris, William Rowe, Mrs. Marie A. Owen.
 Palisades Interstate Park Commission—Angelo J. Donato.
 Saratoga Spa—Thompson R. Temple, Adrian L. Dunckel.
 Albany Correction Dept.—Ruth Wagar, John Kolodny.
 Albion State School—Mrs. Alice Wagner, Mrs. Anna Kinnear, Mrs. Teresa Masters.

Auburn Prison—Carmen Colella, Harry Dillon.
 Clinton Prison—William Meehan, Reginald Stark.
 Coxsackie Vocational Institute—James J. Walsh, Harry Fritz.
 Dannemora State Hospital—Albert Foster.
 Elmira Reformatory — Gerald Thomas.
 Great Meadows Prison—Frank B. Egan, Leo M. Britt.
 Attawapung State Hospital — Harry Phillips, William McCarroll.
 Napanoch Institute — William Paterno.
 Sing Sing Prison—Fred Koopman, Walter Smith.
 Wallkill Prison — Edward Melville.
 Westfield State Farm—Ford J. Hall.
 Woodbourne Prison — Vincent Mancusi.
 Dept. of Education, Albany — Dr. Frederick Bair, Hugh Flick, Mary E. Brewster, Lillian J. Reeves, Francis E. Griffin.
 Geneva—Jeanne M. Smith.
 College of Agriculture, at Ithaca—Clarence Dickens, Jack Briggs, Helen B. Musto.
 State School for Blind, Batavia—Edna Woolf, Harriette Lawrence.
 Capital District Armory Employees—William Friedenrich.
 Hudson Valley Armory Employees—Robert P. Minerley.
 Armory Employees, Metropolitan Area—Frank M. Gonsalves, Frank Wallace.
 Division of Parole, Albany — Wm. E. Flanigan, Clarence Packman.
 James E. Christian Memorial Health Dept., Albany — Charles Agar, Clifford C. Shoro.
 Health Laboratory, Albany — Philip Murdick, Elaine McArt, Virginia Johnson, Dr. Charles Griffin, Eric Freitag.
 Gratwick, Health Institute, Buffalo—Marion Render, Theodore Stopen.
 Mt. Morris State Hospital — Elmer Pfeil, Cecelia Connor.
 Ray Brook State Hospital — Emmett J. Durr, Albert S. McClay.
 Ithaca—Mrs. Mabel Ford, Mary Anne Zmek.
 Dept. of Labor, Albany—Arthur Lamborn, Katherine Zahn.
 D. P. U. I., Albany — Sophie

Kavanaugh, John Mausert, John McQuaig.
 Brooklyn State Hospital—William J. Farrell, Lida MacDonald, Catherine Sullivan.
 Buffalo State Hospital—Harry B. Schwartz.
 Central Islip State Hospital — Michael J. Murphy, Herman Harjes, James T. Connolly.
 Craig Colony—J. Walter Mannix, Salvatore Cippola, W. A. Brook.
 Creedmoor State Hospital — Charles A. Kimble, Irving H. Scott, Helen C. Peterson.
 Gowanda State Hospital—Vito J. Ferro.
 Harlem Valley State Hospital—Paul O. Becker, Willis Markel, Anna M. Bessette.
 Hudson River State Hospital — Guy de Cordova, Ruth Van Anden, Mae McCarthy.
 Kings Park State Hospital — William Barnes, Walter F. McNair.
 Letchworth Village — Hiram Phillips, Guy Campbell, Jean Sinn, Mina Hardt.
 Manhattan State Hospital — John Wallace.
 Marcy State Hospital—Charles Methé, Glenn Brennan, Richard Buck, Dorris Blust.
 Middletown State Hospital — Arthur K. Gunderson, John O'Brien.
 Newark State School—Robert L. Soper, Merton Wilson.
 Pilgrim State Hospital—Francis H. Neitzel, Lloyd H. Hale, John Schoonover, Leslie Lunderman, Neva Schoonover, Eleanor Lunderman.
 Psychiatric Institute — Biagio Romeo, Sidney Alexander.
 Rochester State Hospital—J. G. Zugelder, John McDonald, Joseph Scott.
 Rome State School — Herbert Jones, Ruth Stedman, Owen Jones, Neil Fifield.
 Rockland State Hospital—Fred Seminara, Marie F. Holdt.
 St. Lawrence State Hospital — Morris Pierce, Ernest Richardson, Lawrence Legault.
 Syracuse State School—F. J. Krumman.
 Utica State Hospital—Margaret M. Fenk, John J. Kauth.
 Wassaic State School—Herbert J. Nelson, Thomas Ahearn.
 Willard State Hospital—Edgar Fritts.
 Dept. Public Service, Albany—Charles Kunz, Margaret A. Mahoney, Edward J. Brady, Marjorie J. Madigan.
 Gilleran Memorial Public Works, Albany—John Cox, Edward Grennon, Frank Shaw, Joseph O'Hare, Charles Hall, Raymond Klein.
 Barge Canal—George J. Eddy,

Ralph C. Bailey.
 Hamburg—Joseph Crotty.
 Public Works Dist. No. 1, Albany—James B. White, Earl A. Ingraham.
 Public Works Dist. No. 2, Utica—John R. Roszykiewicz.
 Public Works Dist. No. 4, Rochester—William Bristow.
 Public Works Dist. No. 8, Poughkeepsie—V. L. Vogt.
 Dist. No. 10, Public Works—William A. Greenauer, Elmer Way, Carl F. Hunstein.
 Columbia County State Public Works—Peter Miller.
 Orange County State Public Works—Ralph Swalm, Roland Schoonmaker, Nichol Sheil.
 Social Welfare Dept., Albany — Dr. David M. Schneider, John Maginn.
 State School Industry—Clifford B. Hall, Joseph F. McMahon.
 Hudson Training School—Mrs. Anne J. Corcoran, William Beebe.
 New Hampton — Charles H. Davis, Clarence C. Walker.
 Oxford—Floyd Elsbée.
 Thomas Indian School—Joella Clark, Michael F. Brennan, Denton Van der Poel.
 Warwick State Training School — Vincent J. Criscuolo, Byron C. Clark.
 Dept. of State, Albany—Kenneth Sullivan, William Reagan, Bess Horan.
 Motor Vehicle, Albany—John C. Collins, William Blair, Grace V. Manning, Genevieve Reilly.
 Tax Dept., Albany — James Decker, Francis Kelliher.
 Agriculture & Markets—William F. Kuehn.
 Audit & Control — Francis Fearon.
 Banking—Victor J. Paltsits.
 Civil Service—Theodore Becker.
 Commerce—Mildred Meskil.
 Conservation—Angelo J. Donato.
 Correction—Leo M. Britt.
 Education—Wayne W. Soper.
 Executive—Charles H. Foster.
 Health—Charlotte Clapper.
 Insurance—Solomon Bendet.
 Labor—Christopher J. Fee.
 Law—Francis C. Maher.
 Mental Hygiene—William J. Farrell.
 Public Service—Kenneth A. Valentine.
 Public Works — Edward J. Ramer.
 Social Welfare — Francis A. MacDonald.
 State—Isabelle M. O'Hagan.
 Taxation & Finance—John J. Denn.
 Judiciary—Walter J. Nolan.
 Legislative—Fred Forbes.

COUNTY DIVISION CHAPTERS:
 Herkimer—John J. Graves.
 Jefferson—Sheldon G. Stratton.
 Onondaga—Vernon A. Tapper, Irene Kocher.
 Orange—George Flach, Leander D. Keeney.
 St. Lawrence—Philip L. White, Elizabeth P. Whalen, Dolley J. Exelby.
 Schenectady—Robert K. Stilson, William Y. Dunn.
 Steuben—Catherine Canny.
 Ulster—Robert Baylor.
 Westchester—Ivan S. Flood, J. Allyn Stearns, Michael J. Cleary, Leonard Mecca, Francis McGrath, George E. Mullen, John J. Breen.
 The following chapters were unrepresented:
 Forest Protection; Niagara Frontier; Attica Prison, Agricultural & Technical Institute, Farmingdale; Veterans Vocational School, Troy; Morrisville; Mid-State Armory Employees; Armory Employees of Syracuse & Vicinity; Western New York Armory Employees; Rehabilitation Hospital, West Haverstraw; Public Service Motor Vehicle Inspectors; Bridge Authority; Chautauqua; St. Lawrence County, State Public Works; Broome County; Chemung County; Clinton County; Franklin County; Niagara County; Otsega County; Rockland County; Suffolk County.

Eligibles

Promotion
 Asst. Prin. Keeper, Correc. (Prom.)—Walter Wilkins, Correc. Laird, John P. Sullivan, R. Murphy, Wilson Dunn, Leo D. Lloyd Wilklow, Francis O'Hearn, Louis Kelley, J. B. Vallee, Edward Hogan.
 Sr. Social Worker, N.Y. C. After Care Service, Works Compensation Board, (Prom.) Vita Weinstein, Elsie, Carton.
 Sr. Statistics Clerk, Works Compensation Board (Prom.) Peter J. Celiberti, Agnes Menz, Bernice Keating, Frances R. Teresa Buccinna.
 Sr. Stores Clerk, Willard Hospital, Dept. Mental Hygiene (Prom.)—Kenneth Pavreault, Bert Brown.
 Head Account Clerk, Retirement System, Audit & Control (Prom.)—Ronald C. Hurley, Kenneth Stahl, Thos. F. Wehmeyer.
 Sr. Account Clerk, N.Y. Workmen's Compensation Board (Prom.)—Paul Heter, than Abcug, Jack Kalachman.
 Prin. Purchase Clerk, N.Y. C. The State Insurance Fund (Prom.)—Mary E. Ryan.
 Sr. Stenographer, Welfare Chautauqua County (Prom.) Marie J. Jacobson.
 Chief Clerk, Dept. Social Welfare, Erie County (Prom.) McCarthy, Albert L. Baker, man J. Neeb.
 Principal Keeper, Correc. (Prom.)—Wilfred Denno, W. Wilkins, Robert Murphy, W. Dunn, Lloyd Wilkow.

Open-competitive
 Sr. Case Worker, Dept. Social Welfare, Erie County (O.C.) Dorothy McGuire, Kate Mark, Margaret Digel, Bernice Vol, Arolene Gehring Edith W. W. Mary G. Collins, Samuel Y. son, Walter S. Migdal, Donn Duke, Lillian Gregory, Elza Robson, Mary M. Conley, C. Yannello Bettina Schwartz, E. Norcross, Margaret Bicher.
 Sr. Social Case Worker, Public Assistance, Dept. Social Welfare, Westchester Co. (O.C.)—Eleanor L. Gates, Al Adams, Julius Fischbach, Hel Rothman, May E. Leins, Jose Grennan, Yolanda Lancelotti, Ian F. Gray.

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STATE AND COUNTY NEWS

Moore Discusses Pensions

(Continued from Page 1)

information as to its workings, particularly in regard to their individual rights and privileges and the moneys they have invested in. Such information should be made available courteously and in plain language. It should not be supplied through letters phrased in the professional "lingo" so few of us can interpret.

Early in 1943, as an initial step towards a better understanding of the System, we employed competent counsel to rewrite the law in plain language which would reveal rather than conceal their meaning, but without impairing the rights guaranteed to the members under the constitution.

Still Seek Simplicity

The task has been difficult. It has taken longer than we anticipated. It has not been possible to completely eliminate technical phrases. But the new law, which becomes effective on July 1st next, is a real advance towards our goal of a simple statute. We are grateful to the representatives of this Association for their contribution of helpful comment and criticism. Copies of the recodified Retirement Law are now being printed. As soon as they are available, they will be widely distributed. We intend to continue comment.

Statements Mailed Early

Since 1944, we have mailed each member annually a photographic copy of his individual ledger account. These statements give the members the maximum possible information concerning their individual accounts.

This year, the photographic statements will be mailed out earlier than ever before, and we expect to complete the distribution by the middle of July.

To further promote an understanding of the System, we have made experienced and competent members of our staff available to members of interested groups in every section of the State.

We have made a sincere effort to simplify the language of our official correspondence and forms.

Modernized Methods

After five years of determined effort, we have finally overcome the administrative difficulties which long obstructed the operation of the System. By modernizing methods and equipment, we have speeded up action and have almost completely eliminated administrative delays.

In superannuation retirements, more than 99% of the retiring members now receive their first check at the earliest date permitted by law. When delays occur, they usually result from neglect of the member to furnish essential information.

Unfinished Disability Cases

Pending disability cases, both ordinary and accidental, have been reduced in number until they are now at the lowest point in many years.

Loans in 24 Hours

Loans are now being made within twenty-four hours of receipt of application. To avoid weekend delays, a special effort is made on Friday to clean up all applications for loans on hand that day.

Applications for death benefits are processed with maximum promptness.

Frank Discussion

To provide an opportunity for frank discussion of matters of mutual interest to the System and its members, an informal conference group was established two years ago. From time to time, the representatives of the System have met with representatives of various interested groups. The value of the conference method has been demonstrated by several important accomplishments.

It was not only most helpful in the final development of the re-

codified Retirement Law, but also in solving serious problems under the Workmen's Compensation Law in cases of accidental disability retirement and accidental death.

Workmen's Compensation

Governor Dewey has approved a resolution of the Civil Service Commission, providing that department heads may grant leave with full pay for periods of disability resulting from accidents sustained in the course of employment. If such accidents are compensable under the Workmen's Compensation Law, the State's claim for reimbursement will be limited to the amount of Workmen's Compensation payable.

With the cooperation of Miss Mary Donlon, Chairman of the Workmen's Compensation Board, we have also secured the enactment of amendments to both the Workmen's Compensation Law and the Retirement System to make full payment of benefits in disability retirement cases during the period when such cases are being adjudicated by the Workmen's Compensation Board. The amendments provide that any subsequent compensation awards will then be paid to the Retirement System. This will eliminate one of the greatest hardships encountered in disability cases.

Federal Income Tax

The conference group has vigorously sought a solution to the problem of Federal income taxation on certain retirement benefits, particularly death benefits. Representatives of the System have conferred upon several occasions with the Bureau of Internal Revenue in Washington. So far, our efforts have not been successful, but we are now exploring other methods of correcting the existing inequities.

The Civil Service Employees Association has been ably represented at the meetings of the conference by its president, counsel and other officers. They have contributed most helpfully to the results attained.

New Benefits?

From time to time during the last five years, proposals have been made for new and additional benefits to the members of the Retirement System. The Employees Association has submitted an extensive program. Our actuaries have computed the cost of many of the proposals. Some of them are prohibitively expensive and almost all necessitate large additional contributions by the State and the municipalities.

Meanwhile, many of the members have gained substantial retirement benefits from the salary increases of recent years.

Quotes DeGraff

As John DeGraff pointed out: "The past five years under the administration of Governor Dewey have been notable for the substantial increases in state salaries, accompanied by a reduced 40-hour basic work week with compensation for overtime. When Governor Dewey took office on January 1, 1943, the average salary in the state service was in the neighborhood of \$1,700. Today, the minimum salary is \$1,840 for all positions in the competitive and non-competitive classes. After five years of service, the lowest Feld-Hamilton job now pays \$2,530. It is apparent that salary rates in the state service have advanced more in the past five years than during the entire preceding fifty-year period."

As salaries have been raised, "average salaries" for retirement purposes have moved steadily upward. To keep the pension reserve actuarially sound, it has been necessary to sharply increase the state and municipal contributions to the fund.

Larger Contributions

Higher salaries have also re-

sulted in larger contributions by the members to their annuity accounts. This has increased the deficit between the amount earned by the System upon its investments and the amount of interest credited to the members' accounts, because of the continuing low interest rates yielded by the securities in which the funds of the System may be invested. This deficit has been met by increased contributions by the State and the municipalities.

For example: The State's contribution to the Pension Accumulation Fund jumped from \$8,158,302 last year to \$11,031,647 in the current year.

Almost four years ago, I discussed with this group my views upon the subject of increased benefits. They have not changed.

No Compromise

I do not intend ever to compromise the principles upon which the System was founded. Before the benefits of the System are increased, their cost must be definitely determined and provided for on a reserve basis. We must always maintain reserves adequate to meet our liabilities as they accrue.

We must never promise more than we can pay, and we must never pay less than we have promised.

Municipalities

Our Retirement System includes in its membership not only state employees but municipal employees as well. The cost of the System is spread over the State and participating municipalities in the ratio of their respective payrolls to the aggregate of the payrolls. Municipalities have not escaped the effects of inflation.

To mandate still further expense upon these communities for new and additional benefits at this time is most unwise and fiscally dangerous.

Before the benefits of the Retirement System can be substantially increased, we must make still further progress in the strengthening of local finances.

You have a right to be proud of the fiscal strength of the Retirement System of which you are a member.

Participating employers in the State now include, in addition to the State itself, every upstate county, every city other than New York (which has its own systems), 213 towns, 315 villages and 492 other subdivisions of government or quasi-public bodies.

1,500 Attend Assn. Building Fund Ball

Special to The LEADER

ALBANY, May 30.—The great ball of the Civil Service Employees Association is now history.

Held at the Albany Armory on the night of May 22, the Building Fund Ball was only the beginning for many of the 350 delegates who had come from all over the State to attend the Association's Special Meeting. They stayed up the rest of the night, many of them, some having fun, some—yes, actually, this reporter saw them and heard them—discussing their Association and the problems of employees.

Two Types of Guests

Altogether, close to 1500 people came to the ball. Two types of guests predominated: (a) the Civil Service employees, mainly in the middle-age bracket; and (b) the high school kids, who had come to hear Tony Pastor's band. And many a wistful sigh emerged from the throats of the public servants as they witnessed the amazingly

swift, agile and unfamiliar gyrations of the youngsters.

Big Event

Big event of the evening was the announcement, by Charles Brind, former president of the Association, of the winners in the Building Fund Drive. The list appears elsewhere in this issue.

The details that went into the whole event were prodigious. Dr. Frank L. Tolman, President of the Association, especially praised Joe Lochner, executive secretary, for the trojan job performed.

The success of the ball was assured only in the final days, when Lochner released a flood of posters over Albany calling attention to the ball, made certain that all avenues for selling tickets were covered. Even a sound truck, with William F. McDonough acting as m.c., plied its way through Albany exhorting the citizenry to attend the festivities on the night of May 22.

State Travel Allowance Under Investigation

Special to The LEADER

ALBANY, May 30.—Employees of the State who have to travel maintain that, at present costs, the State is not paying them enough to cover the costs of running their cars and living away from home.

The matter is under study by the Comptroller's Office. Deputy Comptroller A. J. Goodrich and Deputy Comptroller William Pfeiffer are meeting with a committee of The Civil Service Employees Association on the problem. The Association committee consists of Roy H. Mackay, Agriculture and Markets; M. G. Osborne, Education; Frank J. Smith, Health; Arthur Moon, Public Works.

The employee committee has presented its facts and figures to the Comptroller's offices in support of its request for a higher allocation.

Decision Soon

Mr. Goodrich has informed The LEADER that his office is gathering all the pertinent data, and that a decision may tentatively be expected some time in June.

The State now pays 6c a mile for auto transportation. The figure was increased in October, 1946, and experts in the Comptroller's Office are studying to see whether costs have increased to the point where another rise is merited. An increase of 1c per mile, Mr. Goodrich pointed out, would increase the total cost to the State by \$180,000 annually.

Some 138,000 travel "accounts" were paid by the Comptroller's Office in 1947 and 1948.

AAA Study

Mr. Mackay's committee points to a recent study of the American Automobile Association, which figured that postwar cars cost, on the average, 8 1/4c a mile to drive.

STATE OFFICE BUILDING TO BE OPEN WEEKENDS

ALBANY, May 30.—Continuing a practice established in 1946 the State Capitol and the Gov. Alfred E. Smith State Office Building will be open to visitors on weekends and holidays during the period from May 29 through Labor Day.

NEWS OF STATE AND LOCAL EMPLOYEES

Albion

The Albion Chapter of The Civil Service Employees Association recently elected the following new officers for the year 1948-49: President, Mrs. Teresa Masters; 1st Vice-president, unfilled; 2nd Vice-president, George Niedert; Secretary, Mrs. Florence Walters; Treasurer, Miss Anna Ryan.

Thos. Indian School

Louise Gerry, State Civil Service Commissioner and Robert Hopkins, chairman of the Western Conference, have accepted an invitation to be present at the June business and social meeting of this chapter. This annual affair will be held June 7th at 8 p.m. in the Girl Scout Cabin on the Institution grounds.

Several new employees have joined the school: Mrs. Rankin of the Bronx, as Supervising House Mother, Mrs. Bennett, Housekeeper and Assistant Housemothers, Mrs. Gunby of Buffalo, Mrs. Varney of Perryburg and Mrs. Dabolt of Versailles.

An outstanding social affair was held at the Moose Hall in Gowanda last month, when the Association members and their guests partook of a delicious ham dinner. Following the meal Mr. Brennan made welcoming remarks, Jack Sagliembem sang "This is the Hour," accompanied by Mrs. Brennan at the piano, Rev. Owl told one of his good anecdotes, then a community sing was enjoyed and the gathering ended on a note of good fellowship. The

week following those employees who were on duty the night of the dinner went to the Hamburg Hotel for luncheon and all reported a most enjoyable affair.

Mrs. Rollinson, and Miss Waller Mrs. Rolinson, and Miss Waller are steadily improving. Mr. and Mrs. Rollinson are spending two weeks with their daughter in San Mateo, California.

Mrs. Ray Samuelson has resigned and is now in Dunkirk with her son.

Mrs. Denton Vander Poel visited relatives in Rochester Lilac Sunday. She reports that the lilacs are more beautiful than ever.

A tea was given by Mrs. Rankin

and Miss Kinhead in honor of Miss Theresa Obie in the Employee's Association lounge. Miss Obie has accepted a position as dietitian in Albany. Employees of the school extend best wishes and hopes for her continued success go with her.

Mrs. Fern Gage flew to California for a two week visit with her daughter in Long Beach.

Dr. and Mrs. Scoe spent last week end in Rochester.

Schenectady

The Schenectady Chapter of The Civil Service Employees Association at a recent meeting elected the following officers to serve for the ensuing year: President, Robert K. Stilson; 1st Vice-president, Clifford E. Irving; 2nd Vice-President, Frank Rooney; 3rd Vice-president, Mark H. Delaney; Secretary, Betty Mahalec; Treasurer, Alexander McCauley; Representative, Executive Committee, Harry Dennington; Delegates, William Y. Dunn and Robert K. Stilson.

Motor Vehicle, Albany

The Motor Vehicle Albany Chapter of The Civil Service Employees Association at their annual meeting recently held, elected the following officers for the year 1948-49: President, Matthew W. Fitzgerald; Vice-president, Alfred Castellano; Secretary, Grace V. Manning; Treasurer, Mary Conkey; Delegates, Monroe Walsh, Leon Kanter and Genevieve Reilly,

Building Committee Is Named by Tolman

ALBANY, May 31.—Dr. Frank L. Tolman this week announced formation of a committee to locate a new building and report back to The Civil Service Employees Association. The committee consists of the following:

Harry G. Fox, Civil Service, Chairman; Charles A. Brind, Jr., Education; Charles H. Foster, Executive; Mrs. Beulah Bailey Thull, Audit and Control; Frederick L. Walters, Mental Hygiene; J. Allyn Stearns, Westchester; Charles A. Massena, Public Works; Henry A. Cohen, Public Works; Frank O'Marah, Public Works, and E. Kenneth Stahl, State Retirement System.

John T. DeGraff is counsel to the committee.

SEE NEXT WEEK'S CIVIL SERVICE LEADER
For a Page of Unusual Photographs Taken at the Special Meeting and Gala Ball of The Civil Service Employees Association

STATE AND COUNTY NEWS

'Pooled' Promotion Test Plan Evoke Good Response, Despite Some 'Bugs'

By MAXWELL LEHMAN

Amid evidence of wide popular acceptance, a new promotion plan devised by the State Civil Service Commission has struck a snag. The plan, whose basic feature is a proposal to combine promotion exams in the more common titles, has caused a differing response on three issues:

1. Should the resulting lists be given a life of two or four years?
2. Should personnel officers be allowed to by-pass the "master list" if they don't want to use it?
3. Should there be a probationary period upon promotion?

Seek Protections

On these three issues, the Civil Service Employees Association is opposed to the personnel officers of the various departments. The Association wants to assure that all present employee rights will be protected if the plan is accepted, and that no one will be placed in jeopardy as a result.

The personnel officers want the plan to be flexible enough so that they can release employees they don't like during a trial period, and can have recourse to other means of hiring if they aren't satisfied with the people on the "master" list.

The Association, which was called in to consider the plan, expressed warm approval of it—provided conditions which it deems unfair are not imposed.

The State Civil Service Commission at its meeting last week, considered the divergent views of the plan. No final action was taken. An attempt will be made to iron out the differences, get the views of department heads, and then take action on the plan at the June meeting of the Commission.

The Plan

The proposal is the brainchild of Thomas L. Bransford, wiry, fast-thinking Director of Examinations for the State Civil Service Commission. It provides for a system of holding promotion examinations which would, at its best, ac-

complish these results: (a) enlarge advancement opportunities for State employees; decrease the number of examinations which have to be given; (c) reduce the work-load of civil service examiners and thus speed up the whole examination program, now woefully behind schedule; (d) provide employees quickly to fill any vacancies.

Major features of the plan:

1. State-wide examinations would be given in many common titles, but which now are given on a small unit basis.

2. Eligible lists resulting from the examinations would be certified (if Mr. Bransford's original plan carries) in this order:

- First, promotion units;
- Second, department-wide;
- Third, from a general list of eligibles who have passed the test.

Each list would have to be exhausted before the next one could be used.

3. Employees could take a promotion test after three months of service, but would not be eligible for appointment to the higher job until after they had finished one year of service in the lower grade.

Association View

The Civil Service Employees Association, in addition to insisting upon other safeguards, has asked the Commission for assurance that those on existing eligible lists will not face jeopardy if the new plan goes into effect. The Association desires retention of the present 4-year life of lists; is strongly opposed to any probationary period on promotional appointments; and does not like the suggestion of personnel officers that they be given the right to by-pass the master list. This, the Association points out, could lead to a setup whereby personnel officers could fill jobs with provisionals who had taken no examinations—at the very time when proper lists of qualified people are available for appointment from within the State service.

Free Hand in Hiring

The personnel officers have gone



Thomas L. Bransford, wiry, fast-thinking Director of Examinations for the State Civil Service Commission, who has devised a program of "pooled" promotion examinations in the more common titles.

so far as to ask what would be almost a completely free hand in hiring under certain conditions. For, speaking of the "master list"—that is, the list of eligibles from all departments, they say in a memorandum: "This third type of certification will be available to appointing officers and will be of-

ferred only upon their specific request."

If the Civil Service Commission were to accept the proposal of the personnel officers, the Commission couldn't even submit a list of names for jobs from the master list unless the personnel officer of the department asked for it first!

Such a condition would clearly unacceptable to employees.

The employees are unwilling to accept a trial period on promotion for a number of reasons; first, such probation is required. Moreover, presume that an employee is promoted and his job is filled by another. Presumably, that his superior doesn't like him. What happens? He can't go back to the former job because the employee out, and this could happen all the way down the line. However, it is felt that the employee who has completed satisfactory service in the lower grade, qualified and passed the test for promotion, already proves his ability—and shouldn't be compelled to undergo the jeopardy and of another probationary period.

Dr. Tolman, president of the Civil Service Employees Association, put it bluntly: "We like the basic plan, but we don't want regulation with rat holes like these."

The discussions of the plan and cons are taking place should be noted, in a climate of cordiality. There is every prospect of an acceptable decision being reached.

Four Eligible Lists Promulgated by the State

The State Civil Service Commission has issued the following open-competitive eligible lists of total eligibles:

- Telephone Operator, Depts. and Institutions; 129.
 - Community Recreation Adm. Dept. of Commerce; 4.
 - Professional and Technical Asst., Social Service; 400.
 - Sergeant, Park Patrol, Longland State Park Commission.
- These lists may be inspected at the LEADER office, 97 Duane Street, two blocks north of Hall Park and just west of Broadway. Ask for Envelope File 101.

New Promotion Exams

STATE

7092. Senior Stenographer, Newark State School, Dept. of Mental Hygiene, Entrance salary, \$2,346, plus a cost of living bonus of \$306. Five annual salary increases of \$120. Application fee \$2.00. At present only one vacancy exists. (Closes Wednesday, June 16, 1948).

7091. Senior Stenographer, Central Office, including Albany, New York and Buffalo, Dept. Mental Hygiene. Entrance salary is \$2,346 which includes a cost of living bonus of \$306. In addition there are five annual increases of \$120. Application fee is \$2.00 and at present only one vacancy exists. (Closes Wednesday, June 16).

7805. Senior Telephone Operator, Div. of Placement and Unemployment Insurance, Dept. of Labor. Entrance salary is \$2,346 which includes a cost of living bonus of \$306. There are five annual salary increases of \$120. Application fee is \$2.00. Preference in certification will be given to employees in the promotion area in which the vacancy exists. (Closes Saturday, June 5).

7090. Principal Building Construction Engineer, Public Works Dept., dept. wide. Entrance salary is \$8,538 which includes a cost of living bonus of \$788. There are five annual salary increases of \$300. Application fee is \$5.00. All candidates must be licensed to practice in the State of New York on the date of filing application. Candidates who filed for examination No. 5170 need not file another application for this exam. This exam will be held on Saturday, July 24. (Closes Tuesday, June 15).

7088. Senior Budget Examiner, Division of Budget, Executive Dept. Entrance salary \$5,430 which includes a cost of living bonus of \$630. In addition there are five annual salary increases of \$220. Application fee is \$4.00. At present one vacancy exists. Ex-

amination will be held Saturday, June 26. (Closes Tuesday, June 8).

7089. Associate Budget Examiner, Division of Budget, Executive Dept. Entrance salary is \$6,700 which includes a cost of living bonus of \$700. There are five annual salary increases of \$275. Application fee is \$5.00. At present only one vacancy exists. This examination will be held Saturday, June 26. (Closes Tuesday, June 8).

7087. Asst. Budget Examiner, Div. of Budget, Executive Dept. Entrance salary is \$4,440 which includes a cost of living bonus of \$540. In addition there are five annual salary increases of \$180. Application fee is \$5.00. Only one vacancy exists. The exam will be held Saturday, June 26. (Closes Tuesday, June 8).

7086. Senior Physician, Westfield State Farm, Correction Dept. Entrance salary is \$5,650, which includes a cost of living bonus of \$650. There are five annual salary increases of \$240. Application fee is \$4.00. At present, only one vacancy exists. (Closes Tuesday, June 15).

COUNTY

7094. Payroll Clerk, Grassland Hospital, Westchester County has a position open, for the present, salary, \$2,190 to \$2,970 plus an emergency compensation of \$630. Application fee is \$2.00. (Closes Wednesday, June 16).

7093. Asst. Supervising Public Health Nurse, Dept. of Health Erie County, with salary ranging from \$2,800 to \$3,200. Application fee is \$2.00 and at present, six vacancies exist. Appointment expected at \$2,800 plus \$200 cost of living adjustment authorized for 1948. (Closes, Wednesday, June 16).

7095. Secretary Stenographer, Park Commission, Westchester County, Salary range \$2,340 to \$2,790 plus an emergency compensation of \$630. At present, only one vacancy exists. Application fee is \$2.00. (Closing date is Wednesday, June 16).

State Tests Open to Public

8145. Supervising Dietitian, Institutions, Department of Mental Hygiene, Entrance salary \$3,582, which includes a cost of living bonus of \$462. In addition, there are 5 annual salary increases of \$132. Application fee \$3. At present, vacancies exist in Harlem Valley State Hospital, Letchworth Village, Pilgrim State Hospital and Rockland State Hospital. A promotion examination for this position will be held at the same time as this open-competitive examination. Although the law requires that the promotion list be used first in making appointments, it is anticipated that there will be a sufficient number of appointments so that the open-competitive list will be used also. (Closes Wednesday, June 23).

8144. Communicable Disease Veterinary Consultant, Department of Health. Entrance salary \$5,650, which includes a cost of living bonus of \$650. In addition, there are 5 annual salary increases of \$240. Application fee \$4. (Closes Wednesday, June 23).

8146. Director of Clinical Laboratories, State Departments and Institutions. Entrance salary \$8,013, which includes a cost-of-living bonus of \$763. In addition, there are 5 annual salary increases of \$300. Application fee \$5. At present, a vacancy exists at Kings Park State Hospital, Department of Mental Hygiene. (Closes Wednesday, June 23).

8151. Physician, State Departments and Institutions. Entrance salary \$4,638 which includes a cost-of-living bonus of \$558. In addition, there are 5 annual salary increases of \$180. Application fee \$4. A vacancy exists at Mt. McGregor, Division of Veterans' Affairs, Executive Department. If eligible, candidates may compete also in 8152 Senior Physician. A separate application and fee of \$4.



Two Phi Beta Kappas, caught enjoying themselves. They're Dr. Charles Brind, of the State Education Department, former president of the Civil Service Employees Association; and Dr. Frank L. Tolman, current president of the group. Both wear the Phi Beta Kappa keys, indicating excellence in scholarship. Dr. Brind was head of the Association Building Fund Committee.

must be filed for each. (Closes Wednesday, June 23).

8152. Senior Physician, State Department and Institutions. Entrance salary \$5,650 which includes a cost-of-living bonus of \$650. In addition, there are 5 annual salary increases of \$240. Application fee \$4. At present, a vacancy exists at the Veterans' Rest Camp at Mt. McGregor in the Division of Veterans' Affairs, Executive Department. Candidates may compete also in 8151, Physician. A separate application and fee of \$4. Must be filed for each. (Closes Wednesday, June 23).

8148. Physical Therapy Technician, State Institutions. Entrance salary \$2,484, which includes a cost-of-living bonus of \$324. In addition, there are 5 annual salary increases of \$120. Application fee \$2. At present, vacancies exist in the following institutions of

the Department of Mental Hygiene: Rockland State Hospital, Syracuse State Psychopathic Hospital, and New York Psychiatric Institute and Hospital. If eligible, candidates may compete also in 8149, Senior Physical Therapist. A separate application and fee of \$2 must be filed for each. (Closes Wednesday, June 23).

8157. Associate Soils Engineer, Bureau of Soils Engineering, Division of Construction, Department of Public Works. Entrance salary \$6,700, which includes a cost-of-living bonus of \$700. In addition, there are five annual salary increases of \$275. Application fee \$5. At present, two vacancies exist in Albany. If eligible, candidates may file for any two successful positions in this soils engineering series. A separate application and fee must be filed for each. (Closes Wednesday, June 23).

STATE AND COUNTY NEWS

Rank and File Reaction to \$5 Dues

LABOR DEPT CHAPTER ALBANY, ELECTS OFFICERS

The Albany Department of Labor Chapter of The Civil Service Employees Association has elected: President, Marvin Clarey; 1st Vice President, Arthur Lamborn; 2nd Vice President, Ogden Brown; Secretary, Betty K. Proctor; Treasurer, Frances Barker; Delegates, Margaret Dillon and Sophie Vananagh; Alternate Delegates, Catherine Barry and Florida Spelli.

ALBANY, May 30.—Rank and file reaction to the dues increase of the Civil Service Employees Association has been favorable, officials of the organization reported this week.

A letter from one employee, secretary to the head of a Mental Hygiene institution, to Dr. Tolman, read in part:

"... would advise that you have my wholehearted cooperation in whatever you see fit to do for the betterment of the Association. In the past you have accomplished a great work and my personal appreciation goes out to you for your excellent efforts in our behalf. . . . Your sincerity of purpose must be admired by all our members, and

I am quite sure all will be willing to increase membership fee for the aid of the good work. . . .

"I therefore assure you I am in accord with increasing the dues to \$5 per year and hope all members may extend to you the encouragement which you richly deserve."

A telegram from Philip Hagerty, of the Salary Standardization Board, read in part:

"... I am surprised to learn that all members are not overwhelmingly in favor of an increase in annual dues. \$5 a year is so little to pay for an organization that has done so much for so many."

These are typical responses being received from the Association's "grass roots," Albany headquarters reports.

Assn. Achievement Lauded; Goals Outlined At Dinner

The record of accomplishments of the Civil Service Employees Association, and the main objectives for the coming fiscal year, were the theme of the annual dinner of the Reconstruction Hospital Chapter, held at the Venice Inn, New York City, last night.

William F. McDonough, Executive Representative of the Association, pointed out how the members had received their money's worth in legislation adopted, including increased compensation, improvement of departmental and institutional rules and in the individual service rendered to members with a variety of just grievances.

Important Task Ahead

He envisioned new and greater activities, once the Association has its own building, which he thought would likely be a renovated private home in Albany, close to the Capitol.

He said that the three primary objectives of the Association are the inclusion of the present emergency compensation, which is on a one-year basis, as part of a permanent pay; liberalization of the Reconstruction System and the enactment of the Public Employees Labor Relations bill.

"The membership is still sovereign in the Association and will remain so," he asserted.

The building fund drive was a huge success, he reported.

Talk by Charlotte Clapper

Charlotte Clapper, member of the Association's Board of Directors representing the Health Department, said she hopes to visit all department chapters.

"It is difficult to vote the sentiment of the members without knowing what that sentiment is," she said, "so the visits help to solve the problem. Besides, mem-

bers should let their representative know what their stand is on any particular question. As a rule, the institutional problems are more numerous than those of the Central Office staff.

"Fortunately, we have a strong Association, but we must increase its membership. Without the Association we would be sort of forgotten people."

Francis A. MacDonald, Chairman of the Southern Conference and Representative of the Social Welfare Department on the Executive Board, said that 80 per cent of the chapters are members of one or another of the five conferences and that conference-sponsored resolutions would be introduced at the next annual meeting of the Association. He invited the Reconstruction chapter to join the Southern Conference. He is President of the Warwick chapter.

Angelo J. Donato, Conservation Department member of the Board of Directors and President of the Bear Mountain chapter, promised renewed efforts for enactment of the Public Employees Labor Relations bill, as a necessary safeguard to security. He praised the cooperation of the Association with Directors and Superintendents, who, he was glad to note, frequently attended chapter sessions.

Secretary LeRoy Lembo, of his chapter, President Fred Seminara, of the Rockland State chapter, and Hiram Phillips, President of the Letchworth Village chapter, were other speakers.

Praise from Dr. Canning

Dr. Austin J. Canning, Director of the Hospital, praised the services rendered by the Association.

"As to those relatively few employees who are not members," he advised, "every effort should be made to enlist them."

Mary Baker, Reconstruction Chapter President, was presented with a large bouquet of flowers, by Dr. John Armstrong, the master of ceremonies, on behalf of the chapter members. She expressed deep thanks and emphasized the high morale of employees at the hospital.

H. J. Bernard, Executive Editor of The LEADER, emphasized the need of numerical strength in employee organizations and praised the contributions that President Frank L. Tolman and Counsel John T. DeGraff have made to the Association.

Mrs. Dorothy Kennedy was head of the dinner committee.

Ozga, Pelella Win \$500 Top

ALBANY, May 30.—Stella Ozga and Al Pelella have won the \$500 prizes for best book sales in the Building Fund Drive of The Civil Service Employees Association.

Miss Ozga, an employee of the Tax and Finance Department in Albany, ranked first in the female division.

Mr. Pelella, of Matteawan, ranked No. 1 among the men.

The prizes are a choice of one of the following: A vacation trip, a ring, or \$500 in cash, for each of the winners.

State Test Open to Public

3147. Assistant Director of Nursing (Orthopedic), State Departments. Entrance salary \$3,450 which includes a cost-of-living bonus of \$450. In addition, there are 5 annual salary increases of \$132. Application fee \$2. At present, a vacancy exists in the Health Department at the Rehabilitation Hospital, West Haverstraw. (Closes Wednesday, June 23).

Shopping Guide

June brings all sorts of nice things to mind, but predominantly WEDDINGS. If you're to be a June bride—hurry, hurry, hurry and make your arrangements for your wedding photos. Whether you have the candid shots, or formal photographs, you must make reservation in advance—the photographers are booked up to the hilt. Len-Bur, 509 Fifth Avenue, New York, and Livingstone Photographers, 305 Livingston St., Brooklyn, will give you the best service at the lowest prices.

After the photographer comes the honeymoon—here too, The LEADER plays Cupid's aid—see page 13 for suggestions. Some resorts even offer discounts to civil service employees.

Buying men's clothing direct from the manufacturer is a sure way of adding dollars to the budget. Baxter Clothes, 17 E. 16th Street (3rd floor) will outfit the groom in the best of taste. Hard worsteds sell at \$34.75. Summer tropicals at \$23.75. gabardine slacks at \$8.95, and sport coats at a low of \$15.75. Sizes up to 46, and alterations are free!

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A THOUGHT FOR THE WEEK

I have considered the pension list of the republic a roll of honor. — Grover Cleveland.



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TUESDAY, JUNE 1, 1948

U. S. Raise Has Been Football Too Long

IN an election year political maneuvering has had its inevitable effect on the bills to increase the pay of Federal employees, with the two major parties now finally angling for advantageous position and with no doubt now existing that a bill to raise pay will be enacted. Not only will the Congress adopt it, but President Truman will sign it. Passage is to be accomplished before adjournment.

The only question is how much. That the amount will be less than the employees need to maintain the same standard of living as was enjoyed in 1939 is obvious.

Workers in nine basic industries have received increases since 1939 averaging 120 per cent, while Federal employees received an average of only 32 per cent. During the same nine years the retail price index, as computed by the U.S. Bureau of Labor Statistics, has risen 67 per cent. The proposal discussed by sub-committees of the Senate and the House the other day were for raises of \$600 for postal workers and \$500 for other Federal workers. Neither amount will come even close to bringing the income of U.S. employees to parity with the purchasing power of their 1939 pay.

These considerations make it imperative that Congress recognize its responsibility at once.

It is all too true that the pay-increase bills were left dangling in mid-air, as a sort of aerial act in a political circus; that President Truman, in his message to Congress frowned on the idea of a raise; that Republican leaders, eager to create a divergence of opinion considered helpful to their cause, spoke bravely on behalf of raises; that President Truman came around to favoring an increase, and that the Republican enthusiasm waned, until the recent revival of interest by party leaders. Senator Robert A. Taft and Speaker Joe Martin of the House have come out for a raise. Thus the twists and turns have been too numerous already. The time for action is overdue.

Heat Must Be Kept On

It is a credit to the employee organizations that they have never ceased to exercise their full strength in support of an increase, however much they may have differed on the amount.

It became apparent weeks ago that anything like a thousand-dollar raise was unobtainable. Postal groups, the strongest in the ranks of U.S. workers, were first to recognize the necessity of taking a practical position. They looked forward to \$800. It is hoped that this will be voted and that the Classification Act employees, representing most of the others on the U.S. payroll, will get as much, or at least not less than \$700.

The employees have been patient and temperate, the leaders of their organizations aggressive without being offensive. The reasonable attitude requires that Congress and the President shall be no less reasonable. But under no circumstances must present confidence among the employees produce any relaxation of effort. Surer things have missed fire before. This project must not miss.

Sliding Scale Salary Plan

LAST week, the newspapers of the nation gave big front-page play to the new contract signed by General Motors and the United Automobile Workers, providing for a sliding scale of wages, linked to the cost of living, but with a floor on the downward spiral.

For the record: This is the same plan, with local modifications, which the Civil Service Employees Association proposed to the State of New York some years ago. It is the plan now in existence for employees of Westchester County.

The fundamental soundness of the proposal is evident when two such hard-headed bargainers as GM and UAW get together on it.

What Public Employees Should Know

By THEODORE BECKER

Basis For Non-Competitive Promotion Without Examination

OUR attention has been called recently to the fact that considerable confusion exists about non-competitive promotion to competitive class positions covered by the Rules for the Classified Civil Service under the jurisdiction of the State Civil Service Commission.

The Rules provide that "whenever no more than three eligibles file applications for promotion, the appointing officer may nominate one of such persons, with due regard to the preference rights of disabled or non-disabled veterans, who may be promoted upon passing on examination equivalent to that required for competitive promotion to the position, but no examination shall be required for promotion in such a case (1) when the person promoted has already qualified in an examination of an equivalent character, or (2) when the promotion is a mere increase in salary beyond the maximum of the grade, without any change in the duties and title of the person promoted." (Rule XIV-4)

Accordingly, where there are fewer than four employees eligible for promotion, a competitive promotion examination need not be held. Instead, the appointing officer is permitted to nominate one of the eligible employees for non-competitive promotion. The reason behind this rule becomes clear when the manner of making appointments from promotion eligible lists is recalled.

Basis of the Rule

An appointing officer is entitled to select any one of the three highest eligibles willing to accept appointment (assuming that none is entitled to a preference over the others). Therefore, even if all three employees eligible to compete in a promotion examination attained places on the eligible list and the employee whom the appointing officer desired to appoint were number 3 on such list, he could still be appointed. Hence, so long as such pre-selected employee is found qualified (i.e. gets a passing mark on an examination), his non-competitive appointment then should be allowed.

Once it is decided which of the three is to be considered for non-competitive appointment, the next question to be decided is whether or not such employee need be subjected to a qualifying examination.

Depends on Evidence

The answer to this question depends upon the evidence available to show that he is qualified for the higher grade job. The rule cites the proof that is acceptable.

1. If the employee has, in the past, qualified in an examination of an equivalent character, he need not take a further examination. A second examination will serve no greater purpose than the first.

2. If the promotion involves a mere increase in salary without any change in duties, he need not take an examination. It is clear that if he has already been found qualified to perform the same duties, no purpose is served by testing him further.

As to the second category, it should be noted that this applies to positions which are graded on the basis of salary and not on the basis of distinguishing duties and responsibilities. The latter are characteristic of so-called Feld-Hamilton positions classified by titles such as Clerk, Senior Clerk and Principal Clerk. Here, salaries follow the title. The former relate to positions outside the provisions of Section 40 of the Civil Service Law and include titles such as Clerk, Grade 1; Clerk, Grade 2; and Clerk Grade 3. The grades here depend on differences in salary and not on differences in duties.

Merit Man



WILLIAM A. GREENAUER

THOSE quiet fellows sometimes fool you. They have much more on the ball than you think. An example is William A. Greenauer, Principal Account Clerk, in charge of the Construction Accounting Unit, Dist. 10, State Department of Public Works. He's modest but untiring and he has a vast fund of knowledge and ability. Without fireworks or oratory, he is initiator and also gets things done.

One of the fine strokes of organization to his credit is the formation, with the aid of associates, of the District 10 Chapter of The Civil Service Employees Association. He was unanimously elected its first President. In July 1947, when the chapter started, it had 179 members; now it has 382. An increase in membership of more than 100 percent in ten months is the kind of feat that Bill takes in his stride.

He has a definite philosophy, revealing a stimulating solidity of approach to any problem. He takes nothing for granted, but penetrates dissensions and controversies to their core, weighs the facts and opinions on both sides, and comes to what strikes him as the logical conclusion.

Fortified with facts, a person faces life well-armed. Bill is in that respect a Knight in Armor himself. And he is something of a lance-tosser, too, although if one merely surveyed his calm exterior one might not suspect the fact.

What Happened in High School

When Bill was in high school, studying under the strict but thorough Jesuits, he uttered strongly adverse criticisms of Shakespeare's writings. He had read some of the great bard's works. Also, he found shortcomings in the way the mummer from Avon lived, the materialist outlook of his thinking. These were brave words of dissent, coming from a mere lad, but under his quiet mien Bill had strength of conviction.

His marks in English were just average, so it might have been supposed, by a hasty surmiser, that Bill was just taking it out on the outstanding genius of literature. It wasn't that at all. He believed what he said. It was true he lacked broad familiarity with Shakespeare's writings and his Jesuit teacher told him so.

Wins 100 P.C. and Medal

Bill calmly set about to read everything—but everything—that Shakespeare had written, all the plays, all the sonnets, and even the fulsome dedicatory introduc-

tions to his patrons. Then, when examination day came, and he was handed 22 blank pages, which to discuss Shakespeare, he dwelt vehemently on his own standard theme, this time with full authority and documentation and did so well that his mark in English was raised to 100 in recognition of his courageous and independent thinking and his exhaustive preparation. Not even one tutor at Regis High School in NYC agreed with Bill's conclusions, but everybody had to agree that he was quite a student. He even won the medal for being the best in his class in English. Also Bill then learned his lesson about first getting all the facts.

The same perseverance informed his work for the State. He knows State roads, structures, highway practices and policies and plans for the a "throughway future" all far beyond what would be necessary even to discharge the responsibilities of Principal Account Clerk in charge of a Unit.

He is thoughtful, sincere, determined without being aggressive, and is even-tempered. He's 42 and would make some good woman's good husband.

States His Ideas on Service

He spends considerable time on Association matters, keeps an alert eye and open mind on all the projects and debates, and sees clearly the dual responsibility of the Association—not only to better conditions for the workers themselves, but also to increase the service that the State renders to the public. He puts it thus:

"I'm interested in improving conditions in public service, to provide an attractive and dignified career for intelligent men and women, and thereby increase the efficiency and utility of government. I've been an active worker in the Association because I believe that that organization will prove to be the best medium through which these objectives may be realized."

He's strong for the idea of democracy in an organization and of the need of keeping all members well-informed.

He was born in NYC, graduated from Our Lady of Victory Parochial School, The Bronx, and then went on to Regis and to Fordham University. Prior to the depression he worked in banking and advertising jobs. In January, 1936, he entered State service, as a Junior Clerk, in the District 10 office, in Babylon. It was in no way a case of Babylonian captivity, as evidenced by his rise through promotion examinations.

Accustomed Now To Leadership

The only interruption of his State service was during the period he spent in the Army, 1942-3, at the Tank Destroyer Center, Camp Hood, Tex. From August 1946 to Mar. 1 of this year he was a Public Works Department Field Auditor on the Veterans' Emergency Housing Program and covered nine projects in Long Island.

He is a member of Babylon Post, American Legion, and has served as its Adjutant. Other positions of leadership that he's held include Chairman of the Supervisory Committee, State Highway Engineers Federal Credit Union and, for two years, President of the Union. When he became an Association Representative in 1943 he had considerable experience behind him, also a bright future before him, as he's proved, in part, and will prove some more. And how!

Don't Repeat This!

Look for a U.S. exam series in the fall, for jobs in New York State and New Jersey, including Student Aid and Junior Professional Assistant. The plan would work like this: students in their sophomore year, and higher, would be welcomed into the examinations; during the summers eligibles would work for the Federal government, on appointment from the lists; when they get their degrees, they'd go right into their interrupted jobs, but permanent-

ly . . . Familiar face at all the prize fights, that of NYC Budget Director Tom Patterson. But when decision conflicts with the result he imagined, he never boos. Unfair test, Jim Rossell can say of his recent fishing trip. Cold weather, some snow, much rain, few fish in the streams, though he caught some. Biting was good in the lakes, but he no like lake fishing. He is Director, Second U.S. Region, U.S. Civil Service Commission.

Comment

\$50 Too Little for Widows
Editor, The LEADER:

Fire Department widows receive \$50 a month pension. We ought to receive an increase because of the high cost of living. For the past

17 years all we have been receiving is \$50. Everybody else is receiving increases. Are we the forgotten widows?

It's high time that we widows fight for this necessary gain.
S. HATTIE GRIFFIN.

STATE AND COUNTY NEWS

Attractive Opportunities Exist For 175 Jobs As Public Health Nurse

ALBANY, May 31—Fifty county and city civil service commissions in New York State are cooperating in an extensive recruitment drive to attract candidates for the position of Public Health Nurse. There are more than 175 vacancies available in 42 counties and eight cities. An examination is to be held on July 24, 1948. Applications close on Wednesday, June 23.

The State Department of Civil Service is assisting the local commissions in bringing the examination to the attention of as many sources of recruits as possible. The position of Public Health Nurse in local government offers an opportunity to graduate nurses to advance in their profession, said Henry J. McFarland, Director, Municipal Service Division.

Successful completion of a probationary period leads to full civil service status which means security, liberal vacations, sick leave privileges, generally annual increments in salary and membership in a retirement system; and opportunities for advancement through impartial competitive civil service promotional examinations. The minimum base salary ranges from \$1,700 to \$2,700, and a cost-of-living adjustment is paid in most localities.

Requirements

This examination is open to candidates who have been legal residents of New York State for one year immediately preceding the examination date, who are United States citizens, and who can meet the requirements stated below.

Candidates must be graduates of a school of professional nursing approved by the New York State Board of Examiners of Nurses, and must be licensed or eligible for examination for license to practice as registered professional nurses in New York State. Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names certified for appointment until they have received their license and have so notified the State Civil Service Commission. In addition, they must meet the requirements of one of the following groups: Either (a) completion of an approved program of instruction in public health nursing of at least one scholastic year in residence; or (b) a combination of public health nursing experience and special training, which combination in the opinion of the Public Health Council is the equivalent of the above qualification.

Candidates who are otherwise eligible but are completing an approved program of instruction in public health nursing in the summer of 1948 will be admitted to this examination.

Candidates must have or be eligible to obtain a driver's license issued by the New York State Motor Vehicle Bureau at the time of appointment.

What You Need To Know

Candidates must have a thorough knowledge of public health nursing principles and methods, including their relation to medical practices, nutrition, sanitation, and personal hygiene; good knowledge of the measures and techniques used in the prevention and control of communicable diseases, skill in application of nursing techniques; ability to establish and maintain cooperative relationships with patients and with the general public; ability to address school and other groups on public health subjects; ability to drive an automobile; tact; good

judgment; emotional stability; initiative; resourcefulness; good physical condition. Ability to type is desirable.

Written examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 4. Training and experience (An evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 6.

How You Apply

All professional qualifications for the position of Public Health Nurse must be reviewed by the Public Health Council before they can be finally approved. Therefore, candidates must file a special Form PHN-15, "Application for Approval of Qualifications for Public Health Nurse."

Candidates must also file a regular State Civil Service Application, Form E-10.

Both of these applications can be obtained from those jurisdictions which are participating in the examination; from the State Department of Civil Service in Albany, New York at the Hoy Building, 39 Columbia Street or the State Office Building; or from the New York City State Office Building at 270 Broadway, Room 2301.

Applications must be filed with a \$1.00 application fee. Forms will not be issued by mail after June 22, 1948, and must be filed with the Albany office not later than June 23, 1948. No extension of this time will be allowed. When writing for application forms. Specify number and title of position and enclose a 3 3/8" x 9" or larger self-addressed envelope bearing 6c postage.

General Information

1. Candidates for Public Health Nurse can take only this examination on July 24, 1948. Usually the time allowed for an examination will not exceed one session of four hours. If an examination is to be longer, such notice will usually be on the admission card.

2. Candidates who receive disapproved notice for an examination may not be admitted to the examination unless additional information establishing proof of eligibility is received at least 5 days prior to examination date.

3. Candidates will be fingerprinted at the time of examination.

4. Inquiries may be made as to character and ability of candidates and all statements made by candidates in their applications are subject to verification.

5. Forms for claiming veteran and/or disabled veteran preference will be sent to candidates after applications have been examined, unless such preference has been previously granted. If candidates have already filed special forms for claiming veteran or disabled veteran preference, they should indicate this on their application and give serial number and date of discharge. In addition to filing the regular application, veterans who wish to claim credit for educational courses or pertinent experience gained in military service should request and file also "Veterans' Supplementary Application."

6. Receipt of applications is not acknowledged, but all applicants will be notified of the disposition of their applications. Approved candidates will be notified at least 4 days in advance of the place, date, and hour of the examination. A candidate may not be admitted to the examination without the official notice.

Legion's Own Preference Bill Voted Down by Largest Post

(Continued from Page 1)

The Veterans Committee on Preference sent out circulars in favor of a Yes vote on Question No. 1, favoring withdrawal of Legion support of the Condon bill and support of the Mitchell bill instead.

"Meetings of various posts of the American Legion are being held for the purpose of determining the stand of the American Legion on the question of veteran preference," said the Committee's appeal.

The Fire Department post's vote is the first one to be announced.

Committee's Argument

The committee in weighing the two bills said:

"The Condon Bill grants absolute preference to disabled veterans but does not provide for any preference for non-disabled veterans now in civil service. The Condon Proposal, if adopted will practically restrict all future promotions to disabled veterans.

"The Mitchell Bill gives all veterans a substantial point preference. For those now in civil service it provides a 5-point advantage

for disabled veterans and a 2 1/2-point advantage for non-disabled veterans. This preference can be used over and over again until, by its use, the veteran gains a promotion. The Mitchell Bill is fair to all veterans and gives all a fair chance for promotion.

"The proposition to support a new bill is merely dilatory and seeks to prevent any legislation from being enacted. Even if a new bill should prevail, there will be a gap of at least a year before it could be effected. In the light of legislative attitude, it is reasonable to suppose that the Mitchell Bill is the best that can be obtained. Remember, if no change is made, absolute disabled veteran preference continues indefinitely, while preference for non-disabled veterans expires on January 1, 1951.

As far as veterans now in civil service are concerned, voting for a new bill is equivalent to voting for the Condon Bill.

"If you desire more preference than is offered in the Mitchell Bill, is it not good policy to first gain the substantial preference offered by it, and then try to improve upon it later, rather than to scuttle this opportunity and support the idea of a new bill which is indefinite and uncertain? Support the Mitchell Bill now.

"This is the only opportunity you will have to protect your future chances of promotion. Vote Yes on Questions 1 and 2."

Comment by Kaplan

H. Eliot Kaplan, Executive Secretary of the Civil Service Reform Association, when informed by The LEADER of the result of the poll, and on being asked to comment, said: "The result does not surprise me. When the veterans realize the unfairness of the present provisions of the State constitution on veteran preference they will unitedly support the Mitchell bill. The present unfair preference, granted to disabled veterans at the expense of non-disabled veterans, should be recognized for what it is, a pig in a poke, and support will then follow for the

Mitchell Bill, which gives all veterans a square deal."

Digest of Law and Bills

The present State constitutional provision for war veteran preference to war veterans and the two proposed amendments as digested by The LEADER follow:

PRESENT LAW

Disabled—Without time limit, preference is given to them, above all others, if they pass the examination, in appointment or promotion; also they have primary retention rights, without time limit, in case of layoffs.

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

MITCHELL BILL

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

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

CONDON BILL

Disabled—No change in existing law.

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

Eligible Lists Open-competitive

Institution Education Director, Institutions, Dept. Social Welfare (O.C.)—Jacob Baltuch, F. S. Appleton, Joseph Troxell, Chester D. Owens, Frederick Greene, Allison G. Worden, Alton D. White, Arthur Roberts, Beatrice McDonald.

Training Assistant (Social Work) Dept. Mental Hygiene (O.C.)—Margaret Heyman, Mildred N. Levy.

Sr. Beverage Control Investigator, N.Y.C. A.B.C. Board, Executive Dept. (Prom.)—Daniel H. Martin, Robert W. Davies, Bernard H. Loizzo.

Sr. Statistics Clerk, Div. Municipal Affairs, Dept. of Audit & Control (Prom.)—Mary E. Lynch.

Sr. Statistics Clerk, Albany Unit, Dept. Public Service (Prom.)—Marcia Wilkinson, Veronica Hager.

Sr. Typist, Main Office, Correction (Prom.)—Neaera M. Klem, Mary D. Nolan.

Corporal, Park Patrol, Long Island State Park Commission, Conservation (Prom.)—James L. Biggane, Alfred C. Fecher, Anthony Guzowski, Andrew P. Fogarty, Thomas F. Clancy, Edward Svec, Charles McCarthy, Arthur Pritchard, H. Schweithelm, Joseph W. Teller, Howard T. Sillsby, Joseph A. O'Leary, Robert V. Kasdorf, Ralph H. Hess, John J. Jaeger, Thomas E. Dixon.

Draftsman, Kings County (O.C.)—Manus G. Trant, Louis V. Decillis, Rupert Hoover, Richard C. Lamb, Stewart Gordon, Martin C. Krieg, Benjamin Dabbs Thos. F. Bennett.

Professional and Technical Assistant Law (O.C.)—Abraham Blumberg, Harold Burger, Mathew J. Flood, Edwin C. F. Kelly, Donald Campbell, Irving Lawrence, Gennaro V. Taiani, Joseph Daddario, George Farrington, John J. Mooney, Jerome P. Wallin, Donald E. Austin, Stanley Kutcher, Joseph Benjusk, Jay F. Korth, Joseph Reece, Joseph T. Flynn, John F. Forner Robert Dunne, Joseph Castorina, Robert Carroll, Nathaniel B. Taft, Julius Greenfield, Gabriel Friedman, Wm. J. Roberts, Louis M. Moss Eugenie Elsworth, Seymour Spruch, Robert E. Levy, Jos. G. Greenberg, Milton Harris, Daniel Hanley, Milton Badler, Murray L. Pernell, Wilfred Ouinette, Herbert Apoll, James J. Oourke, Alexander Mazel, A. M. Broughton, G. N. Koloditzky, Mae M. Blatt, Justin Dunlavey, Bernard Sack, Beatrice Dunn, Victor A. Planagan, Charles Mirisola, Maurice Greene, Samuel Goldberg, Mary J. Carr, Anthony J. Feeney, John J. Hennessy, Richard Weinmann, Martin Kaye, Richard Comiskey, Julius Raffelson, Leslie Young, S. Silverstein, Muriel Grubel, Raymond I. Yablou, Barbara Dalin, Irving Sommer, Gertrude J. Buck, Philip V. Sherman, Leonore E. Benario.

Sr. Attorney (Education) Dept. Education (O.C.)—John P. Jehu, B. Friedlander.

Marcy State Chapter Finds Way To Arouse Employees Interest

A unique activity among State employees, and one which other employees may well follow, is the Activities Schedule devised by Mental Hygiene workers at Marcy State Hospital.

The Schedule, a 4-page printed leaflet, looks like the schedule of football or baseball games which sport fans and college students like to carry around. On page 1, in bold type, are the words:

ACTIVITIES FOR 1948-1949

MARCY STATE HOSPITAL CHAPTER

of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. and

THE ASSOCIATION OF EMPLOYEES OF THE MENTAL HYGIENE DEPARTMENT, STATE OF NEW YORK.

Then it lists the names of officers and of the standing committees.

Pages 2 and 3 consist of 12 printed columns. Each column is headed by a number and the name of a month. Then, immediately below, is the listing of that month's important employee activity, the name of the persons who are in charge, and the names of working committees. In each column, too, is a humorous little statement designed to keep employees interested in the event.

How It Works

Let's see how this works: We'll take the column headed JUNE.

Beneath that heading we find that the big event of the month is Past Presidents Night. And we learn that this calls for a Buffet Supper. Chairman of the event, it says next, is Kenneth Hawken, with Sylva Tanner as Co-Chairman.

Now comes the inspirational part, which reads: Their memories, Like the candles we light,

May they always stay bright. Then follows a list of committee members who will work on the project. And what a committee! 50 members! All Marcy committees run big, on the theory that this is one way to get people interested in employee activities.

The Year's Work

Here 's the list of the year's activities:

- April, Season's Opening—Game.
- May, Executive Council—Dance.
- June, Past Presidents Night— Buffet Supper.
- July, Veterans' Night — Box Social.
- August.—Clam Bake.
- September, Association Night— Bazaar.
- October, Appreciation Night— Game.
- November, Thanksgiving Party—Harvest Supper.
- December—Holiday Dance.
- January, Mid-Winter Meeting— Amateur Night.
- February—Election Night.
- March—Installation Night.

The Squibs

An amusing little squib stands under Appreciation Night, that's in October:

Mary had a little lamb, Given by a friend to keep It followed her around until It died from lack of sleep. The squib under Election Night reads:

Forget to kick
Forget to scold
Forget the heat
Forget the cold
Forget to frown
But don't forget to be around.

The Activities Schedule is tremendously popular with employees who retain it all year round.

President of the Marcy State chapter is Charles D. Methe, vice-officers: Anne A. Golden, vice-president; Dorris Peck Blust, Secretary-treasurer; Kenneth Hawken, Secretary-treasurer, Mental Hygiene Association chapter.

Motor Vehicle License Examiner Test Figured For Early Next Year

ALBANY, May 31—Although no definite date has been set by the State Civil Service Commission for holding the open-competitive examination for Motor Vehicle License Examiner, \$2,640 to \$3,240 (\$3,036 to \$3,714 with cost-of-living adjustments), it is expected that the examination will be held early in 1949.

no eligible list of that title.

The period for receipt of applications usually opens about a few months before the exam date, in such a test, therefore the application period may fall in the latter part of 1948.

The advisability of thorough preparation for the test through study and training is stressed by experts in this type of examination.

Vacancies now exist. There is

Get A High Physical Mark

Enroll Now! Boost Your Final Average!

FIREMAN

- Complete Gym
- Outdoor Track
- Expert Instructors
- Trial Exams under Official Test Conditions

- ALSO —
- CORRECTION OFFICER
 - TRANSIT PATROLMAN
 - Bridge & Tunnel Officer

CONVENIENT DAY and EVENING CLASSES

Classes Starting — New Examination Expected in 1949

PATROLMAN

ATTENTION VETERANS!

You Can Train for Patrolman and Many Other Civil Service Positions

WITHOUT COST Under G. I. Bill Inquire for Details

FREE MEDICAL EXAMINATION By Staff Physicians At Convenient Hours

Starting Salary \$60.50 a wk. Annual Increases To \$80 To A Week At End Of 3 Yrs.

- PROMOTION OPPORTUNITIES
- 21 DAYS PAID VACATION
- ANNUAL SICK LEAVE
- FREE MEDICAL ATTENTION
- 52 WEEKS PAY A YR.—NO LAYOFFS
- RETIREMENT AFTER 20 YEARS AT HALF BASE PAY

Patrolman Eligible for Sergeant Exam in Three Years

No Educational Requirements

Classes Mon. & Wed. 10:30 a.m., 1:15, 5:30 & 7:30 p.m.

Those Interested May Attend a Class as Our Guests

Opportunity for Men up to 45 Years

To Enjoy the Benefits of a Good Civil Service Position New York State Examination Ordered

MOTOR VEHICLE LICENSE EXAMINER

Duties are to examine applicants for licenses to operate motor vehicles, give road tests and make investigations.

REQUIREMENTS OF LAST EXAMINATION

- MIN. HGT. 5' 6"
- MIN. WEIGHT 135 LBS.
- VISION 20/40 EACH EYE
- GLASSES PERMITTED
- MUST POSSESS DRIVER'S LICENSE FOR 5 YEARS

(Not Necessarily in New York State)

CLASSES START TUES., JUNE 8th

Available Under the G. I. Bill

U. S Govt. Examination Expected

RAILWAY POSTAL CLERK

- AGES 18 to 35
- MIN. HGT. 5' 6"
- MIN. WGT. 130 LBS.
- VISION 20/30 EACH EYE—GLASSES PERMITTED

Classes TUESDAY & FRIDAY, 1:15 and 7:30 P.M.

Attend a Class as Our Guest

CLASSES NOW FORMING!

PATROL INSPECTOR

U. S. Immigration and Naturalization Service

ENTRANCE SALARY \$3,021 A YEAR

Examination Expected for New York-New Jersey Area

OPENING CLASS TUESDAY, JUNE 8, 1:15-7:30

LICENSE COURSES

- INSURANCE BROKER
- STATIONARY ENGINEER
- MASTER PLUMBER
- MASTER ELECTRICIAN

VOCATIONAL COURSES

RADIO Service and Repair DRAFTING—Mechanical, F.M. & Television Structural and Architectural RADIO COMMUNICATIONS

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 MANHATTAN: 120 West 42nd Street (Times Square)
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Visit, Write or Phone for full information. Catalogs mailed upon request. Day and Evening Classes to suit the convenience of the student. Moderate rates—payable in installments. Most of our courses are available under the provisions of the G.I. BILL. Consult our advisory staff.

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GRamercy 3-6900

OFFICE HOURS: Mon. to Fri.: 9:30 a.m. to 9:30 p.m. Sat.: 9:30 to 3:00 p.m.

Lifetime Jobs in Public Employ

U. S.

—Bacteriologist (Medical), P-2 through P-5, \$3,397 to \$5,905 yearly. Positions are opened in Veterans Administration establishments in the states of Iowa, Minnesota, Nebraska, and North and South Dakota. Applications will be accepted at the Board of U. S. Civil Service Examiners, Veterans Administration Branch Office No. 8, Fort Snelling, St. Paul 11, Minnesota. (Closing date has not been set).

—Medical Technician, SP-3 to SP-8, \$1,954 to \$3,397. Positions are opened in the states of Iowa, Minnesota, Nebraska, North Dakota and South Dakota. Applications will be received at the offices of the Director, Eighth U. S. Civil Service Region, Post Office and Customhouse Building, Saint Paul 1, Minnesota. (Closes Wednesday, June 30).

14-69-2. Poultry Coordinator—Veterinary Coordinator, \$4,902 and \$5,905.—For duty in the Bureau of Animal Industry, Department of Agriculture, in Beltsville, Md., and throughout the United States. Requirements: For Poultry Coordinator, appropriate college study or technical experience or a combination of such study and experience, plus professional experience in organized poultry improvement work; for Veterinary Coordinator, completion of full course in recognized veterinary college, plus professional experience in poultry disease control work. Graduate study may be substituted for part of the professional experience. No writ-

ten test. File application with the Executive Secretary, Board of U.S. Civil Service Examiners for the Department of Agriculture, Agricultural Research Center, Beltsville, Md. (No closing date).

5-82-4(48) Bacteriologist (Medical) — Serologist, \$3,397 to \$5,905. For duty in U.S. Public Health Service, in Hawaii and throughout United States. Requirements: Appropriate college study plus professional experience in medical bacteriology and serology. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U.S.

Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

5-82-4(48) Biologist—Entomologist — Mycologist — Parasitologist, \$3,397 to \$5,905. For duty in U. S. Public Health Service, in Hawaii and throughout United States. Requirements: Appropriate college study or technical experience in the field applied for or a combination of such study and experience, plus professional experience in the appropriate field. (Continued on Page 11)

SCHOOL DIRECTORY

SHOWCARD WRITING and lettering for advertising uses. Expert individual instruction. Est. 1922. Vets Eligible. REPUBLIC SCHOOL. 60 W. 18th St. N. Y. C.

Academic and Commercial—College Preparatory

BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St. Bklyn Regents Accredited. MA. 2-2447.

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MONROE SCHOOL OF BUSINESS. Secretarial, Accounting, Stenotypy. Approved to train veterans under G.I. Bill. Day and evening. Bulletin C. 177th St. Boston Road (R K O Chester Theatre Bldg.) DA 3-7300-1.

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NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimating in Manhattan, 55 W. 42nd Street. LA 4-2929, in Brooklyn, 60 Clinton St. Boro Hall. TR 5-1911. In New Jersey, 116 Newark Ave., BERgen 4-2250.

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THE BOLAN ACADEMY, Empire State Bldg.—JAMES S. BOLAN, FORMER POLICE COMMISSIONER OF N.Y. offers men and women an attractive opportunity to prepare for a future in Investigation and Criminology by Comprehensive Home Study Course. Free placement service assists graduates to obtain jobs. Approved under G.I. Bill of Rights. Send for Booklet L.

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ADAMS BUSINESS INSTITUTE, 155-10 Jamaica Ave., Jamaica, L.I. Machine shorthand classes now forming. Complete commercial courses give you the specialized business training that opens the door to new and interesting jobs. The Stenographic Machine shorthand system is fast and more efficient. Adams Business Institute is the only school in Long Island teaching both pencil and machine shorthand. Day and Evening.

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Condition Yourself at the "Y" for

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EXCELLENT FACILITIES Three Gyms, Running Track, Weights, Pool and General Conditioning Equipment

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CAPT. A. J. SCHULTZ, Dir.

Any enlisted man or officer who has sufficient time of sea duty, in the deck or engine department of the U. S. Armed Forces or Merchant Marine, can become an officer in the Merchant Marine within a short period of time. No educational requirements. Classes start weekly.

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Buy War Bonds!

Buy U. S. Savings Bonds

Public Jobs

(Continued from Page 10)
Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U. S. Civil Service Examiners, Federal Security Agency, U. S. Federal Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

NYC Education

23-48. **Teacher of Speech in Day High Schools**, \$2,500 to \$5,125 in 16 salary steps. Persons offering 30 semester hours beyond baccalaureate degree entitled to \$200 differential. Fee, \$5. Apply to Mrs. Vesta F. Davis, NYC Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. (Closes Monday, June 14).

STATE Open-Competitive

8162. **Assistant Heating and Ventilating Engineer**, Division of Construction (Buildings and Grounds), Department of Public Works. Entrance salary \$4,242 which includes a cost of living bonus of \$522. In addition, there are five annual salary increases of \$180. Application fee \$3. At present, vacancies exist at \$4,242. Candidates must be physically able to perform the duties of the position at the time of appointment. A physical and medical examination may be required. (Closes Wednesday, June 23.)

8119. **Examiner of Municipal Affairs**, Department of Audit and Control. Entrance salary \$3,450, including a cost of living bonus of \$450. In addition, there are five annual salary increments of \$132. Application fee, \$3. At present, there are no vacancies in New York City and Westchester, Nassau and Suffolk Counties; 1 vacancy in the Albany area, 3 in the Schenectady area and about 42 vacancies throughout the rest of the State. Examiners are assigned to one of seven areas, each covering three to twelve counties and are required to be in an almost continuous travel status within the area. Examiners are assigned an official headquarters, usually in the city in which they reside, and are paid expenses while in travel status on official business outside their official headquarters. Closes vacancy exists in NYC.

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Employees transferred to State pursuant to the provisions of Section 641 of the Labor Law are eligible to compete if they held a USES position for a period of at least three months prior to the resumption of functions by N. Y. State on November 16, 1946. This examination is held pursuant to Section 641 of the Labor Law for the filing of positions transferred from the USES to the DPAI. The eligible list promulgated as a result of this examination will be used for a period of six months from the date of its establishment

8163. **Bridge Repair Foreman**, Department of Public Works. Entrance salary \$3,450 which includes a cost of living bonus of \$450. In addition there are five annual salary increases of \$132. Application fee \$2. At present, 10 vacancies exist, in Albany, Utica, Syracuse, Rochester, Buffalo, Hornell, Watertown, Poughkeepsie, Binghamton and Babylon. (Closes Wednesday, June 23.)

8164. **Horticultural Inspector**, Department of Agriculture and Markets. Entrance salary \$3,036

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WHERE TO APPLY FOR TESTS

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

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan), or at post offices outside of New York, N. Y.

State—Room 2301 at 270 Broadway, New York 7, N. Y., or at State Office Building, Albany 1, N. Y. Same applies to exams for county jobs.

NYC—96 Duane Street, New York 7, N. Y. (Manhattan). Opposite Civil Service LEADER office.

NYC Education—110 Livingston Street, Brooklyn 2, N. Y.

New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; City Hall, Camden; personnel officers of State agencies.

Promotion exams are open only to those already in government employment, usually in particular departments, as specified.

NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires that all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 1/2 x 9 inches or larger, should be enclosed with the letter requesting application blanks from the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. The U. S. Commission is open every day from 8:30 a.m. to 5 p.m., except Saturdays, Sundays and holidays.

for the filing of the position of Junior Statistician in the DPUI and may be used for vacancies in the division up to a period of four years. (Closes Wednesday, June 23.)

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5520 Thermostat Repairer, Sept. 14.

Promotion
5112 Attendant, Gr. 3; Pres. of the Bronx, July 13.
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5582 Inspector of Blasting, Gr. 3; Fire Dept. Sept. 30.
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8143. **Correction Institution Education Supervisor** (Home Economics), Department of Correction. Entrance salary 3,582 which includes a cost-of-living bonus of \$462. In addition, there are 5 annual salary increases of \$132. Application fee \$3. At present, one vacancy exists at Westfield State Farm. No written test. It is expected that appointment of a woman will be made to fill the existing vacancy. (Closes Saturday, June 24.)

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FEDERAL NEWS

Memorial Services For Veterans Are Held At General Post Office

The annual memorial services for veterans of the New York Post Office who died during any of our wars were held in the lobby of the General Post Office.

Commander Phil Nason and more than 2,500 members of the Dan Tallon Post No. 678, American Legion, the second largest Post of the Legion in the State composed entirely of Postal employees of Manhattan and Bronx, attended the ceremonies.

The program was opened with the National Anthem, sung by Mrs. Laura Thaler. The invocation was rendered by the Rev. Edward A. Loehr, Pastor of the Church of the Blessed Sacrament, Bronx. Addresses were delivered by Postmaster Albert Goldman, Bronx, District Attorney Samuel Foley and Commander of the Department of New York American Legion, Arthur F. Duffy. The Benediction was offered by the Rev. Edward C. Russell, Pastor of St. Ann's of Morrisania Church.

Also participating in the ceremonies were the John Jacob Astor Camp No. 98, United Spanish War Veterans; Jesse Palmer Post No. 1068, American Legion; General Theodoris Baily Post No. 104, Veterans of Foreign Wars; Railway Mail Service Post No. 957, American Legion; Postal Garrison No. 1639, Army Navy Union; Jewish War Veterans; Catholic War Veterans; and the Military Order of the Purple Heart.

At the conclusion of the ceremonies, a wreath was placed on the bronze tablet located in the Post Office Lobby.

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ECA Tells Where To Seek Jobs Under Marshall Plan

WASHINGTON, May 31 — The Economic Cooperation Administration is establishing a staff consisting mainly of technicians and experts.

S. D. Richards, Special Assistant to Administrator Paul Hoffman, told the LEADER:

"I would suggest that those of your readers who are anxious to be considered for positions in the Economic Cooperation Administration file the standard Application for Federal Employment (Form 57) with our office at 800 Connecticut Avenue, N. W., Washington, D. C., for both domestic and foreign service."

The ECA will administer the Marshall Plan.

25 Pc. Premium Pay For Overseas Now General

WASHINGTON, May 31—President Truman, by Executive Order 9962, authorized the payment of up to 25 per cent above the regular pay rate, to persons employed in government jobs overseas. The order makes the application of the rule general. Previously the premium pay was permitted only in stated departments or agencies.

JOSEPH ELECTED DIRECTOR

City Comptroller Lazarus Joseph has been elected a member of the Board of Directors of the Hebrew Free Loan Society. The Society has its main office at 108 Second Avenue.

Gen. John J. Bradley, LEADER Wartime Columnist, Is Dead

Brigadier General John J. Bradley, who during the war wrote a column of information on military matters affecting civil service people for The LEADER, is dead.

General Bradley's column, which proved to be an immensely interesting feature, dealt with such matters as draft, manpower, special military jobs, rights of civil service eligibles and employees.

Personally a man of great charm, General Bradley had a host of admirers in civil service ranks. He was age 79 when death came.

Graduating from West Point in 1891, he saw service in many campaigns. During World War I, he commanded a brigade in the 82nd Division. He was on the staff of General John J. Pershing as Inspector General, and for a time acted as commander of the Hoboken Port of Embarkation. He had been Chief of Staff of the reorganized 77th Division, had commanded Fort Slocum and the 18th U. S. Infantry. By profession he was a lawyer.

Jewish Postal Workers Install Their Officers

The Jewish Postal Workers Welfare League of New York held its annual installation of officers at the Central Plaza Hall. Philip Lopper, President of Branch 36, N.Y. Letter Carriers Association, and James Smith, President of Division 5, Ancient Order of the Hibernians, were the installing officers.

The following officers were installed: President, Louis Blumberg; 1st Vice-President, Nathan Aboff; 2nd Vice-President, Abraham S. Kaye; Recording Secretary, Isidore Beides; Financial Secretary, Tibor Gross; Assistant Financial Secretary, Harry Wiener; Treasurer, Sidney Rosenstein; Sergeant-at-Arms, Sidney Cohen; Associate Chaplain, William Volpe; Auditor, Sol H. Gerner; Trustee, Joseph Rosenbach.

The 1948 United Jewish Appeal was launched by Abram J. Grotker, Chairman of the UJA drive in the N. Y. Post Office, and by Albert D. Udelson, Secretary-Treasurer of the drive.

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Code

- RNS—Rating not yet started.
- RSP—Rating scale in progress.
- RC—Rating completed.
- LP—List published.
- LP—Rating of performance test in progress.
- WC—Written completed.
- IP—Interviews in progress.
- WP—Rating of written test in progress.

Promotion

- 5303. Stenographer, Gr. 4, RSP.
- 5316. Clerk, Grade 5, Part 1, RSP.
- 5430. Clerk, Grade 3 (all depts.), RSP.
- 5431. Clerk (BHE), Grade 3, RSP.
- 5432. Clerk, Grade 4 (all depts.), RSP.
- 5433. Clerk (BHE), Grade 4, RSP.
- 5101. Stenographer, Grade 3 (all depts.), RSP.
- 5441. Sr. Bacteriologist (DWS), RC.
- 5455. Sr. Instructor (Farming), RSP.
- 5518. General Medical Superintendent (HD), LP.
- 5307. Battalion Chief—Special, RC.
- 5306. Captain (Fire)—Special, WP.
- 5308. Deputy Chief (Fire)—Special, WP.

Open-Competitive

- 5129. Clerk, Grade 2, RC.
- 5133. Stenographer, Grade 2, PTP.
- 5158. Playground Director (Women), RC.
- 5437. Exterminator, Grade 2, RC.
- 5391. Surgeon (P.D.), Medical Officer (F.D.), Medical Examiner (D.S.) (Men), LP.
- 5337. Nutritionist, LP.
- 5094. Dietitian, WC.
- 5301. Policewomen, IP.
- 5132. Social Investigator, Grade 1, IP.
- 5393. First Assistant Marine Engineer (Diesel), RSP.

Reserve Officers to Discuss Action on Pay Differential

The Committee of Reserve Officers for Differential Pay will hold a special meeting on Friday, June 4 at 5:30 p.m. in Room 505 at 100 West 42nd Street.

The meeting will consider action to be taken by civil service employees for differential pay which may be due them under the Military Law, if they were ordered into active duty while members of the Reserve Force.

Transit Jobs Approved

The Municipal Civil Service Commission adopted the resolution to amend the classification of the non-competitive class, Part 2, without Maintenance, Board of Transportation, to include Five Superintendents (Transportation), salary range from \$8,001 to \$10,000; Three Assistant General Superintendents (Transportation), \$10,001 to \$15,000.

Vincent Impellitteri, then Acting Mayor, signed the resolution, which has now been approved by the State Civil Service Commission.

New Fee Scales Adopted

At a meeting of the Civil Service Commission the regulations governing fees were amended. According to the new scale, transcripts of records will have a \$1 minimum, plus an additional fee of 10 cents per hundred words in excess of a thousand words. Photostats of records will be 15 cents each. Investigation sheets and applications to be notarized will be 12 cents per notarization or as authorized by law. Service of subpoena duces tecum will be \$1.50 per subpoena or as allowed by law.

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NEW YORK CITY NEWS

Rating Of Fireman Papers To Be Begun Without Delay

The NYC Civil Service Commission will soon begin the rating of the 15,051 papers in the written test for Fireman (F.D.).

will be all clear of the triple examination by Tuesday, June 22, when the Medical-Physical Division, of which Paul M. Brennan is Director, hopes to start the

medicals for the tri-partite test. The Fireman medicals, it is expected, will begin early in August and the physicals held at Van Cortland Park in September.

Men Laundry Worker Exam Closes On June 3

Applications will be received for Laundry Worker (Male) from 9 a.m. to 4 p.m. on June 1, 2 and 3 at the Application Section of the Municipal Civil Service Commission, 96 Duane Street, opposite The LEADER office.

\$1,140, with a cost-of-living adjustment of \$660 total \$1,800. The Department of Hospitals has about 300 vacancies for men and women, but the applications for women will not be taken until the end of June.

Civil Service Reform Group To Hold Housewarming

The Civil Service Reform Association will hold a housewarming at its new quarters at 120 East 29th Street, New York City, on Wednesday, June 2 from 4:30 to 6:30 p.m., following the 70th annual meeting of the Association.

sented and officers elected. The new quarters also house the headquarters office of the National Civil Service League, whose offices were formerly at 67 West 44th Street.

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Promotion Rule Adopted

A special resolution adopted by the Municipal Civil Service Commission now requires applicants in promotion exams, excepting uniformed Police and Fire exams, to serve at least two years in such a eligible position to be eligible for certification and promotion.

Interpreter Test Soon

The first interpreter examination in nearly seven years will be opened by the NYC Civil Service Commission, June 7 to June 22. The salary will be advertised at \$1,800, plus a \$660 cost-of-living bonus, or \$2,440 total, and will not include the \$250 additional raise.

apply to the Commission at 96 Duane Street, opposite The LEADER office. It is expected that the advertisement, which is now being checked, will be ready for official publication next week.

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About 25 vacancies for Dental Assistants are expected as of July 1. The salary is expected to be \$2,100 per annum (including cost-of-living bonus).

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LEGAL NOTICE SARDY, ETTA LINDSAY. - Citation. - P 616, 1948. - The People of the State of New York, by the grace of God free and independent, to Elizabeth E. Rhein, and to the distributees, next of kin and heirs at law of Etta Lindsay Sardy, deceased, if living, and if any of them be dead, to their respective next of kin, heirs at law, distributees, legatees, executors and administrators, and successors in interest, who and whose addresses are unknown and cannot be ascertained after due diligence, send greeting.

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NEW YORK CITY NEWS

FIRE LINES

PRECISION is expected any day in the case of Battalion Chief Cronin and Fireman John...

Because of the increased bookkeeping that would result from the double change...

Starting June 7, each Monday at 10:30 a.m. instructions will be given at the Fire College...

The St. George Association of the PDNY donated \$1,000 toward the educational building fund of St. Paul's Evangelical Lutheran Church...

Fire Commissioner Frank J. Quayle acted as intermediary when he presented Grand Master Jay H. Brown with a \$1,000 check...

AMENDMENT TO RULES AND REGULATIONS Subdivision 3, Section 628 of the

Patrolman Exam in 1949

(Continued from Page 1) besides Mayor William O'Dwyer expects to increase the size of the police force.

21,022 Last Time In the last Patrolman examination 21,022 applied and about 20 per cent got on the eligible list.

The entrance pay for Patrolman is \$3,150 total, or \$60.57 a week; after two years, \$3,650, or \$70.20

Welfare Ozanam Guild To Hear Father Hooper

Father John J. Hooper, S.J., of the Fordham School of Education will be the guest speaker at the 4th First Friday luncheon of the Ozanam Guild of Catholic employees of the Department of Welfare.

R. & R. is amended by changing the third paragraph to read:

"3. When the outdoor temperature is 75 degrees or higher, the serge coat may be dispensed with (it shall not be carried over the arm)...

Subdivision 15, Section 628, R. & R. is amended by adding the following: "15. When the outdoor temperature is 75 degrees or higher, the serge coat may be dispensed with," etc.

At the last regular meeting of the St. George National Committee, Deputy Chief George Carlen, Second Division, was the recipient, on behalf of the Fire Department St. George Association...

Newsreels to Cover Fires

The Department, at the request of the UFA, inaugurated a program of immediate notification of a fire to the news desks of the various newsreel companies.

Following a survey of the operations of the various newsreel companies by Al Blake, Public Relations Director of the UFA, it was found that the current UFA policy of servicing newspapers at fires could be readily projected to the newsreels.

Five firemen will assist the camera men. They are Thomas Deane, Manhattan; Frank Carey, Brooklyn; John A. Pish, Queens; Edward J. Sause, The Bronx; and Arthur A. Stark, Staten Island.

Explaining the position of the UFA in inaugurating this project, President John P. Crane said the pictorial results will be a constant reminder of the havoc wrought by fire and serve as a continuing campaign of public education in fire prevention.

a week; after three years, \$4,150, or \$79.80 a week. Thus, under a new local law effective July 1 next, the Patrolman reaches the top of the grade in three years, the same as Firemen do, instead of having to wait five years.

The physical rules and regulations have been standardized for the Police and Fire tests and are expected to be the same in 1949 as they are now for Fireman, except that the Fireman minimum height is 5 feet, 6 1/2 inches, while the Patrolman minimum is 5 feet 8 inches.

The second previous Patrolman test was held in 1946 and the pass mark was that of the 3,000th candidate in order of relative standing. That practice of limiting the list has been abandoned.

1947-48 season. Welfare Commissioner Raymond M. Hilliard and First Deputy Commissioner Joseph P. Piccirillo have been invited. John Patrick Power, is Chairman of the Luncheon Committee.

Firemen's Ball Nets \$50,000 For Welfare Organizations

More than \$50,000 will be divided among Fire Department religious and welfare organizations from the proceeds of the Fire Ball held May 24 at Madison Square Garden...

In what was described as "the best ball ever," 24,000 people jammed the Garden and watched a program that opened with the Fire Department band and Glee Club and closed four hours later with Frank Sinatra.

Ed Sullivan, Daily News columnist and master of ceremonies, directed a program which included Bill Robinson, Harry Richman, Joey Adams, Tony Canzoneri, Mark Plant, the Ritz brothers, June Richmond, Billie Holiday, Bettye Reilly, Romo Vincent, Jan Murray, Dean Martin and Jerry Lewis, Igor Gorin, Slate brothers, Nature Boy Youngman, Harvey

Stone and Dynamite Jack. Assisting Sullivan were Mickey Alpert, Bob Weitman, Arthur Knorr and Max Wolff. Don Alpert directed the music.

Quayle Presents Medal During the program Fire Commissioner Frank J. Quayle presented the Vincent J. Kane medal to Fireman Anthony L. Riccardi, of Hook & Ladder Company 26, whose spectacular rescue of a woman served artist-firemen Ed Brady as the subject for the cover of the souvenir journal.

The Executive Committee of the Uniformed Fire Officers Association enjoyed the event from a box. Council President, Vincent R. Impellitteri introduced Lavelle, chosen Miss Firefighter over 450 contestants in a bathing beauty contest in the Loew's theatres and in the Fabian theatres in Staten Island.

The Fire Department Band and Glee Club introduced the song "Firemen in Blue," composed and written by Fireman Fred Ferrazano of Engine Company 226. This number, adopted and published by the UFA, has been selected by the UFA as its official song.

The entire evening was under the direction of Gerard W. Purcell, Secretary of the UFA and General Chairman of the Ball. Honorary chairmen included Commissioner Quayle, Deputy Commissioners, James J. Moran, Dr. Harry M. Archer and Nathan C. Horowitz, Chief of Staff and Operations, Frank Murphy and Secretary, Harvey Rosen.

18,000 Attend Chairmen of the committees assisting Mr. Purcell included: Guest Committee, Milfore M. Stern and Alfonso Fiocella; Ticket Committee, Joseph Maceda and Robert O. Lowery; Show Committee, Ed Sullivan and Walter Hayes; Reception Committee, Thomas P. Cullinan and William Ross; Journal Committee, Edward Brady and Harold Shaw; Publicity Committee, Al Blake and James M. Welsh; and Floor Committee, Morris Cohen and Walter Sheerin.

The participating organizations included the Holy Name Society Branch 141, the Holy Name Society, Brooklyn and Queens, the Naer Tormaid Society, the St. George Association, the Anchor Club, Branch 2, the Army-Navy Union, the Columbia Association, the Fire Square Club, the Pilots and Engineers Association, the Uniformed Firemen's Post, 1171, and the Vulcan Society.

About 18,000 persons attended the show.

Lists of Eligibles

- Assistant Foreman (Car cleaning) (Prom Transit System, NYC Bus Maintenance. Louis Gottlieb John F. Howard (v) Joseph Aquatero (v) Al Calabrese Jr. (v) Raffaele Carnicelli (v) Dudley Williams (v) George J. Wood (v) Carmine Fischetti (v) Dietrich Weiss (v) William L. Kemp (v) R. J. Sabbatino (v) Robert J. Rivas (v) Robt. N. Saunders (v) Carmine Faello (v) Robt. Faeger (v) John H. Harris (v) John Dowling (v) Jeremiah Sheehan (d) Louis J. Piro (v) John L. Mannion

- Comptometer Operator, Grade 2 (Prom.) Ruth C. Fitzsimmons Madeline Rhea Stella Stember Rose Silver Margaret Kavanagh Vic. S. Weintraub June W. Beal Nora E. Roberts Margaret Dressler Ethel M. Rose Ray Costabile Ana Maloney Alice R. Rieger Marie J. Berry Ellen M. McGeady Gertrude F. Schultz Al Schacherbauer (v) Ethel Stein Esther B. Meyer Ken. E. Van Name. (d) Concetta Virgilio Florence E. Skowren Pat. J. O'Brien Anita C. Bernauer Bev. V. Grushoff John T. Callahan (v) Anna M. Yonkers Rita Hashkes Jean Luntz Lola W. Holzapfel Sylvia F. Goldberg Sylvia Setzen Giovanna L. Pergola Mary Frisbie Marie T. Harcks Mary E. Fitzgerald Mary A. Gostic Mary K. Slattery Jean F. Sullivan Victoria R. Zepp

- Sedye Hoffman Marion A. Bell Angela A. Schneider Dorothy A. Sekora Mildred Garfinkel NYC Transportation System Administration (Prom.) David Wohlfield (v) David W. Harris (v) Joseph Czaja (v) James J. Sheehan (d) Eugene Mullins (v) Daniel S. Cronin Frederick H. Jordan John J. Light (v) Edward A. Bennett (v) James J. Dugan (v) William A. Cook (v) Lionel H. Mason (v) Frank D. Gallik (v) Lavern Byrd Charles F. Guerin, Jr. John J. Stickevers Theodore J. Hahn (v) James E. Elliott (d) Hugo J. Barbero (v) Thomas J. Turterro (v) Nathaniel Lewis (v) Bernard P. Mullane (v) Albert Schneider (d) Harry A. Short (v) George J. Weiner (v) John J. Mason George L. Viola (v) Joseph D. Utley (v) Granville C. Adams (v) Charles Barasch (v) T. Pfaffnauser (v) Frank Parrella (v) Robert Wiggins (v) James J. Kennedy (v) Winfred Vinson (v) John J. Fanning (v) William Marfoglio (v) Max W. Barnett Morris Murkofsky William B. Francis Harry Klein W. F. Hilderbrand (v) V. J. Prusak (d) J. M. Stromberg (v) Joseph Hila (v) John J. Walsh (v) B. F. Straughter (v) John G. Redding (v) Joseph M. Russo (v) Dona Roy Taylor (v) Henry S. Schmidz (v) G. E. Pritchard (v) Angelo S. Puma (v) Richard J. Laino (v) Ermelindo A. DeVito Anthony J. Dalena James J. Lynch (v) Louis J. Puma (d) David R. Lee (v) Robert T. Wells (v) Patrick P. Boylan (d) A. H. Sherman (d) Daniel R. Stubbs (v) Thomas E. Malloy (d) Anthony Capuano (v) William H. Davis (v) Howard A. Sager (v) J. W. Boatwright (v) Joan J. O'Reilly M. J. Condon (v) Pacquale A. DiCicco Milton R. Taylor (d) William Kinsler Rocco V. Moreno (d) Horace F. Weeks (v) Anthony F. Trani (d) W. J. Reinheimer (v) James E. Rogers (v) Paul E. Bailey (v) Johnny T. Grayson (v) J. St. Julian Rivers (v) Lawrence Byrdsona (v) B. A. Beard, Jr. (v) John E. Strange (v) Alfred Allouf Alfred O. Nero James E. Perry (v) Frank W. Mangino (d) C. J. Montanaro (d) Walter H. Skinner (v) Louis M. DeSanti (v) E. N. DeCrump (v) Harvey F. Fitzhugh (v) Mack U. Long (v) Jack Frankel (v) James Reynolds (v) Clarence L. Marks Areangelo Spedafino Henry Weinstein Frank Kennedy Oscar A. Miller (v) William Agrest John J. Quirk (d) Atrus L. McDaniel (d) Wilbur A. Baker (d) V. J. Lehmann (v) William C. Hoell (v) Alfred J. Bailey (v) Frederick Clinton (v) Sebastian Mennillo (v) Dorsey A. Bernabo (d) Lloyd Corbin (v) Harding R. Harris (v) Martin J. Lanigan (v) Leonard C. Small Nicholas A. Stabile Herbert T. Bright Statistician (Prom.), Welfare. Fred Glazer Ernest Morgenstern Jane Flatauer

Police and Fire Nines To Play Annual Game

The annual championship baseball game between the Police and Fire Departments to be played at the Polo Grounds on Monday, June 7, or, in the event of rain, on the next day.

Bernard J. Gimbel, is Chairman, assisted by Police Commissioner Arthur W. Wallander, Vice-chairman; Fire Commissioner Frank J. Quayle, Vice-chairman; Spencer C. Young, Treasurer; and Fifth Deputy Police Commissioner Martin H. Meaney, Secretary.

The proceeds will be turned over to the Mayor's Special Welfare Fund and the Police and Fire Welfare Funds.

Marine Titles Adopted

The Municipal Civil Service Commission adopted the following titles: Captain (Sludge Boat), Captain (Tugboat), Chief Mate, Deckhand (Tugboat), Mate (Tugboat), Pilot (Tugboat), Second Mate, to be recorded in the competitive class, Part 38, Skilled Craftsmen and Operative Service.

PAULETTE MACDONALD GODDARD CAREY HAZARD TO 1 P.M. 55c DANCE EVERY WED. FRI., SAT. TWO ORCHESTRAS - Rhumba & American For Folks Over 25 No Jitterbugs Adm. Wed., 75c - Fri., 85c Sat. \$1.25 including tax

Darryl F. Zanuck presents DANA ANDREWS - GENE TIERNEY THE IRON CURTAIN On Stage! The Famous Broadway Columnist ED SULLIVAN presenting his "DAWN PATROL REVUE" ROXY 7th Ave. & 50th St.

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NEW YORK CITY NEWS

O'Dwyer Signs Bill For Top Police Pay In 3 Yrs

The bill introduced in the Council by Frederick Schick (D., Richmond), providing for top pay for Patrolmen (P.D.) in three years, instead of five, was signed by Mayor William O'Dwyer after a statutory hearing at City Hall.

The bill was sponsored by the Patrolmen's Benevolent Association, of which John E. Carton is President. He praised Mayor O'Dwyer, the other members of the Board of Estimate, and the Council for a deserving deed well done.

Supported by Citizens Group

At the hearing Daniel L. Kurshan, Program Director of the Citizens Budget Commission, said that the Commission supports the bill.

"We believe that this is a step in the right direction, looking toward a general job analysis and the establishment of a uniform pay pattern," he said. "With a thoroughgoing reclassification, a revised pay plan, and an exten-

sion and intensification of this Administration's management analysis program, New York City's civil service can become second to none in furnishing superior service in quality and in quantity, for every dollar raised in taxes.

"The proposal now before you," he added, looking at the Mayor, "is in line with your own announced policy for boosting the morale of the younger members of the force. We believe that this bill will be a helpful factor in accomplishing that result. It will also tend to improve the opportunities for recruiting the best talent for new patrolmen. And it will add further incentives for advancement to sergeant, by shortening the waiting period for patrolmen.

"The Citizens Budget Commission believes that the ultimate cost to the City will not be excessive, if by providing a more equitable pay and promotion plan we can strengthen the reasonable incentives for our civil service person-

nel and thereby improve the quality of service."

An appropriation of \$750,000 was included in the 1948-9 budget, by amendment, to finance the extra cost for a year.

Full Text of Law

The text of the new law follows:
A LOCAL LAW

To amend the administrative code of the city of New York, in relation to the grade, pay and promotion of patrolman.

Be it enacted by the Council as follows:

Section 1. Paragraph seven of subdivision a of section 434-a-10.0 of the administrative code of the city of New York, as last amended by local law number forty for the year nineteen hundred forty-two, is hereby amended to read as follows:

7. The grade and pay or compensation of patrolmen or policemen shall be as follows:

(a) All such members who are patrolmen and who shall have

served three years or upwards, shall be members of the first grade. All such members who shall have served for less than three years, and two years or upwards, shall be members of the second grade. All such members who shall have served for less than two years, and one year or upwards, shall be members of the third grade. And all such members who shall have served for less than one year, shall be members of the fourth grade.

(b) Whenever any member of the four grade shall have done service therein for one year, he shall be advanced to the third grade. Whenever any member of the third grade shall have done service therein for one year, he shall be advanced to the second grade. Whenever any member of the second grade shall have done service therein for one year, he shall be advanced to the first grade.

(c) The annual pay or compensation of members of the police force who are patrolmen as aforesaid, shall be as follows: For members of the first grade, at the rate of not less than three thousand one hundred fifty dollars each; for members of the second grade, at the rate of not less than two thousand, six hundred fifty dollars each; for members of the third grade, at the rate of not less than two thousand, one hundred fifty dollars each; for members of the fourth grade, at the rate of not less than two thousand, one hundred fifty dollars each.

§2. Every patrolman or policeman serving in the police department on the effective date of this local law shall on such date, be a

member of the grade to which he belongs pursuant to the provisions of administrative code section 434-a-10.0, as hereby amended, by reason of the number of years for which he has done service in the police force prior to such date, notwithstanding the grade or grades to which he belonged prior to such date. In determining the date upon which such patrolman or policeman shall be entitled to advancement in grade pursuant to such section as hereby amended, such patrolman or policeman shall be credited with the time served by him in the grade to which he belonged prior to the effective date hereof as time served in the grade to which he becomes entitled by virtue of this local law. On and after the effective date of this local law, the annual pay or compensation of every such patrolman or policeman shall be governed by the provisions of administrative code section 434-a-10.0 as hereby amended.

§3. Notwithstanding the provisions of section one of this local law or of any other local law, a patrolman or policeman on the Sergeant promotion list to be promulgated as a result of the examination held April 26, 1947, shall be promoted to the rank of Sergeant until he shall have served five years or upwards.

§4. If any provision of this local law, or the application thereof to any person or circumstances, held invalid, the remainder of this local law and the application of such provisions to other persons or circumstances shall not be affected thereby.

§5. This local law shall take effect July first, nineteen hundred and forty-eight.

Fire Dept. Team Wins City-wide Championship

The winner of the City-wide Bowling Championship is the Fire Department Team. The team, under the Captaincy of Lieutenant Joseph E. Finley, League Vice-president, met the other Section Winners in a roll off at Kannen's Bowling Center. Results:

- Teams**
1. Fire Dept. (Sec. 4)
2. Law Dept. (Sec. 3)
3. Sanitation Dept. (Sec. 2)

Average	Total Pins Inc. Cap.
840	2927
756	2907
852	2867
880	2818

The championship trophy and individual gifts were presented to the champions and the runners up at the dinner dance of the League, at the Henry Hudson Hotel.

Tentative Key Answers Final Key Answers

EXAMINATION No. 5467 ELEVATOR OPERATOR

- (Prom., Department of Hospitals)
1.A; 2.B; 3.C; 4.D; 5.B; 6.B; 7.C; 8.C; 9.A; 10.A; 11.C; 12.D; 13.C; 14.B; 15.C; 16.D; 17.C; 18.D; 19.C; 20.B; 21.A; 22.D; 23.C; 24.C; 25.D; 26.A; 27.C; 28.A; 29.D; 30.A; 31.A; 32.C; 33.B; 34.D; 35.B; 36.D; 37.C; 38.D; 39.D; 40.D; 41.B; 41.B; 43.B; 44.D; 45.B; 46.D; 47.A; 48.C; 49.B; 50.C; 51.D; 52.C; 53.B; 54.C; 55.C; 56.C; 57.B; 58.C; 59.B; 60.D.

Last date for filing protests with the NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, June 8.

Radio Operators, Grade 1

- 1.B; 2.C; 3.A; 4.B; 5.D; 6.C; 7.C; 8.B; 9.A; 10.C; 11.A; 12.B; 13.C; 14.C; 15.A; 16.B; 17.C; 18.C; 19.C; 20.B; 21.C; 22.B; 23.A; 24.D; 25.C; 26.C; 27.C; 28.B; 29.C; 30.B; 31.D; 32.A; 33.B; 34.A; 35.B; 36.D; 37.C; 38.B; 39.B; 40.B; 41.D; 42.D; 43.A; 44.D; 45.B; 46.A; 47.A; 48.D; 49.B; 50.A; 51.D; 52.B; 53.C; 54.C; 55.A; 56.B; 57.C; 58.C; 59.B; 60.C; 61.B; 62.A; 63.B; 64.A; 65.A; 66.D; 67.B; 68.C; 69.A; 70.D; 71.D; 72.A; 73.C; 74.A; 75.D; 76.C; 77.D; 78.D; 79.B; 80.B; 81.B; 82.C; 83.A; 84.C; 85.D; 86.B; 87.B; 88.B; 89.B; 90.D; 91.A; 92.B; 93.A; 94.D; 95.C; 96.A; 97.D; 98.B; 99.A; 100.C.

Last day for filing protests, Monday, June 7.

TRANSIT PATROLMAN BRIDGE AND TUNNEL OFFICER CORRECTION OFFICER

- 1.C; 2.C; 3.B; 4.D; 5.D; 6.D; 7.A; 8.C; 9.C; 10.B; 11.D; 12.C; 13.B; 14.D; 15.A; 16.C; 17.D; 18.D; 19.A; 20.C; 21.C; 22.D; 23.A; 24.B; 25.B; 26.C; 27.D; 28.A; 29.A; 30.B; 31.D; 32.C; 33.D; 34.C; 35.B; 36.A; 37.A; 38.B; 39.D; 40.B or D; 41.D; 42.C; 43.A; 44.D; 45.B; 46.C; 47.C; 48.D; 49.C; 50.C; 51.A; 52.B; 53.D; 54.C; 55.B; 56.B; 57.A; 58.D; 59.A; 60.C; 61.D; 62.C; 63.A; 64.D; 71.D; 72.D; 73.C; 74.B; 75.C; 76.D; 65.C; 66.B; 67.B; 68.C; 69.B; 70.A; 77.B; 78.A; 79.D; 80.C.

Appeals Court to Hear Sergeant Exam Protest

ALBANY, May 31.—The appeal by the City of New York from the split decision of the Appellate Division, First Department, upholding protests against multiple "best" answers in the Police Sergeant promotion examination, will be argued in the Court of Appeals on Wednesday, June 2.

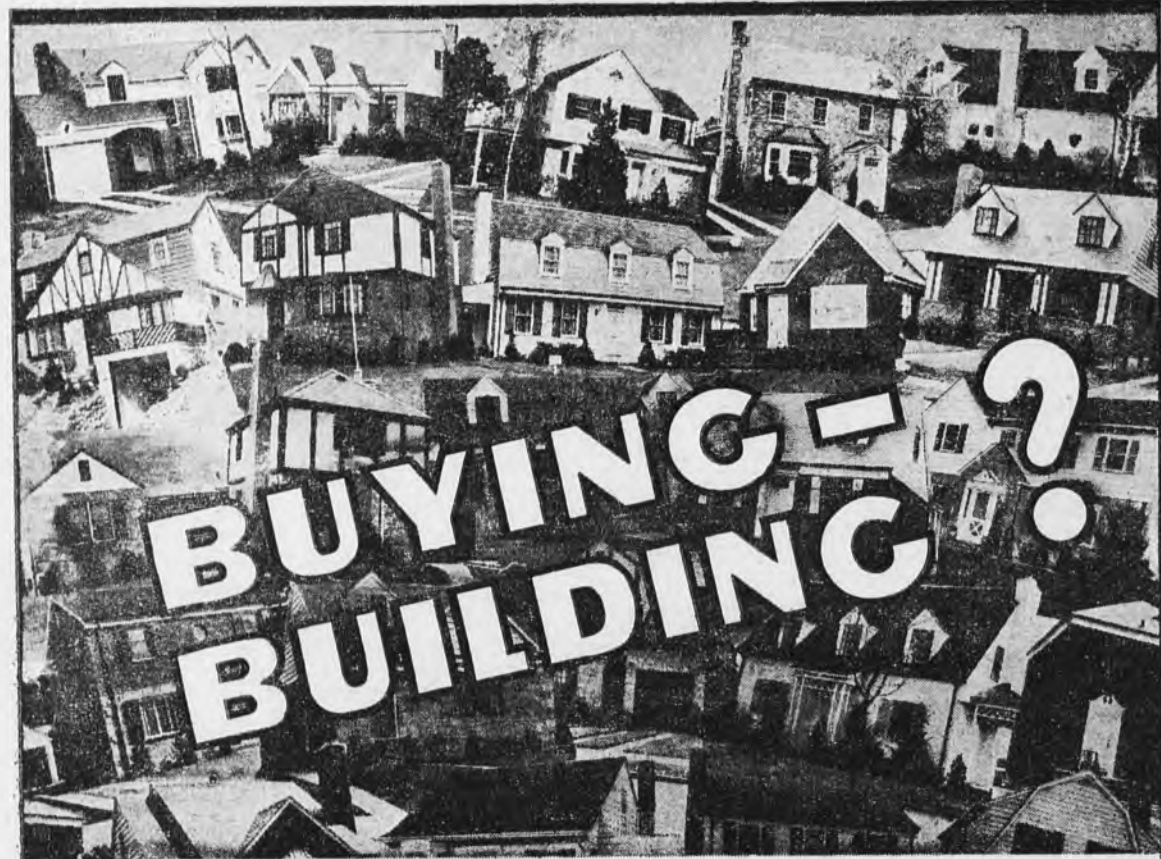
The case is in the name of Patrolman George Blumenthal, who acts for himself and other similarly situated.

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