

Stenoarapher Key
NEW YORK STATE LIBRARY

See Page 9

NYC FIREMAN EXAM TO OPEN ON FEB. 10

Amount of State Raise Hangs in Balance

Tolman Stresses Workers' Needs

ALBANY, Jan. 19—The sole remaining question is how much?
Dr. Frank L. Tolman, President of the Civil Service Employees Association, has taken note of Governor Dewey's statement about increasing living costs and the necessity of pay increases.
"The Governor understands the situation," Dr. Tolman commented. "There could be no course of action other than a pay raise. The only question is: Will the Legislature and the administration provide sufficient compensation to make up for the present unsatisfactory relationship between living costs and salaries?"
Dr. Tolman pointed out also that all signs indicate further increases in living costs this year.
"The only question," he concluded, "is the scientific determination of what is the appropriate increase. Employees are earning 23 per cent less in the lower brackets, and 50 per cent less in the upper brackets, than they did in 1939, in terms of the worth of the dollar."

Sanitation Man List Next Month

The Sanitation Man, Class B, eligible list will be ready for publication the end of next month, the NYC Civil Service Commission announced. There will be approximately 4,980 eligibles on the list.
IBM punch cards, used in preparing the list, have just been received by the Commission. They will be fed into the IBM machine and the list compiled as soon as the cards are checked for possible errors.

4,000 Will Get Fire Dept. Jobs

The period for the receipt of applications for Fireman (F.D.) has been tentatively given as being from Tuesday February 10, until Tuesday, March 2. Applications will be accepted in all five borough offices of the City Collector for the \$2,900-a-year jobs.
Upwards of 20,000 men are expected to apply for the NYC examination, from which eligibles will have approximately 4,000 job opportunities. The examination will be open to men who have reached their 20th, but have not passed their 29th birthday. Other requirements include a minimum height of 5 feet 6½ inches and 20/20 vision in each eye without glasses. (Continued on Page 8)

Traffic Officer Test Open to Jan. 23

Applications will be received to Friday, January 23, for the Traffic Officer examination being conducted by the Port of New York Authority. The entrance pay is \$2,496.
The Authority is issuing and receiving applications 10 a.m. to 4 p.m. at 631 Eighth Avenue (near 41st Street). They may be obtained by mail or in person.

NYC Officer Exam Open Until Jan. 29

Applications will be accepted until Wednesday, January 29, for the so-called Special Officer examination from which appointments will be made as Transit Patrolman, Correction Officer (Male), and Bridge and Tunnel Officer. Starting salaries will be as high as \$48.46 a week.
The examination is open to men between the ages of 20 and 32. Other requirements include a minimum height of 5 feet 7½ inches and not less than 20/30 vision in each eye without glasses. There will be a competitive written test Saturday, March 27.
Applications may be obtained and filed at the NYC Civil Service Commission's Application Section, 96 Duane Street, opposite The LEADER office. The filing hours are 9 a.m. to 4 p.m. on weekdays, and 9 a.m. to noon on Saturdays. No applications are obtainable anywhere else and none by mail. Applications already have been received from approximately 2,500 persons. About 8,000 total candidacies are expected.

Reinstatement Clarified For U. S. Probationer

WASHINGTON, Jan. 19—A new United States Civil Service regulation provides that employees who lost out through reduction in force while serving their probationary period, can be reinstated to any agency in any position for which they are qualified, and in any locality. If they were separated for any other reason they can go back only to the agency where they had been employed and to the same position, but not if they've been out more than a year. No time limit was specified on the other.
There is a Langer-Thye bill in Congress that would put Federal employees about on a par with NYC employees, who, if wrongfully dismissed, on reinstatement are entitled to back pay for the intervening period, less any earnings made meanwhile. The bill would be retroactive to January 1, 1947, thus benefiting some who were dropped, but cleared, and after reinstatement, resigned.

J. P. Kennedy Gets Housing Honor

A citation for meritorious service has been awarded to Special Patrolman John P. Kennedy, of the NYC Housing Authority, Thomas F. Farrell, Chairman of the Authority, announced.
Mr. Kennedy overcame an armed assailant at the Fort Greene Houses, and "through an act of outstanding personal initiative and courage, protected the tenants by apprehending a dangerous criminal."

Senate Hearings Held On U. S. Pay Increase

WASHINGTON, Jan. 19 — A steady stream of Congressmen and Federal employee representatives went before the Senate Civil Service Committee last Thursday and Friday to testify in favor of bills providing pay raises of \$600 to \$1,000. Most groups were reported in favor of the \$800 pay increase.
Senator Baldwin, sponsor of a measure for an \$800 raise, testified before the committee. His bill also provides for a flat increase of 40 cents an hour for all employees working at an hourly rate. Benefits would be retroactive to January 1. The bill's supporters include the National Association of Letter Carriers and the United National Association of Post Office Clerks.

Surface Line Operator Eligible List Delayed

The Surface Line Operator eligible list will not be ready for promulgation for another 30 to 60 days, the NYC Civil Service Commission announced. The Commission last week began investigation of claims for veteran preference.

150 More Fire Officers Requested By Quayle

By H. J. BERNARD
Fire Commissioner Frank J. Quayle has submitted his departmental estimate for the 1948-49 budget to Thomas J. Patterson, Budget Director, in which an increase of 150 in officer personnel is asked. The granting of the request would permit the improvement of officers' hours soon after the new budget goes into effect on July 1 next.
The request for the increase by 150 of the number of officers has the enthusiastic approval of both the Uniformed Firemen's Association and the Uniformed Fire Officers Association.
The number of Firemen would remain unchanged. The largest increase would be in the number of Lieutenants, by 112.
Comparative Table
The following table shows the (Continued on Page 15 under Fire Lines column).

STATE AND COUNTY NEWS

The Public Employee

By Dr. Frank L. Tolman

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



A Bill of Rights for the Public Employee

DEMOCRACY is government which is devoted to freedom and equal opportunity for all. The public employee, however, is the last to be accorded the inherent rights to representation in his work relationships, to fair working conditions and to some voice in his destiny as a worker, rights which have been won by labor in many a bitter battle with its bosses. Indeed, the tendency is to further limit and circumscribe the few freedoms granted to the public employee under the civil service law.

The legal denial of the right to strike, enacted in this State without any just reason or provocation, in the face of the voluntary renunciation of this right to strike by the members of The Civil Service Employees Association, is, it seems, likely to be followed by loyalty tests, and these in spite of the fact that these employees have formally and legally taken a solemn oath to perform their duties loyally, patriotically and diligently, to the extent of their ability.

Association Bill Is Better Way

The best way to make a person a thief is to treat him as a thief. The best way to make a public servant disloyal is to suspect him of disloyalty in everything he does and thinks. The quality of mercy is not strained; it droppeth like the gentle rain from Heaven upon the place beneath. The true loyalty test of every public servant lies in the good job that he does, in the infinite pains that he takes to serve the public, in his character and in his daily acts of duty.

The Association is, I believe, showing a better way to the best public service and highest loyalty in the provisions of a bill recently introduced by State Senator Thomas C. Desmond and Assemblyman Irwin D. Davidson, to create a Public Employees Labor Relations Board. This bill would create in the State administration new instruments for civil service peace, efficiency and morale. It proposes to introduce the conference table into every department of the State government, for improving working conditions and settling grievances. Fair personnel practices and orderly appeal and hearing procedure would be mandated.

Justice and Fair Play

The limits of this column do not permit an analysis of this bill (See P. 3).

Senator Desmond, a Republican, is well known as one of the ablest, most critical and most creative of the Legislators. That the bill bears his name is a guarantee of its soundness and statesmanship. Assemblyman Davidson is a leading Democrat. The bill is above politics. It is a matter of justice and fair play.

New Capital Conference Elects Stahl President

Special to The LEADER

ALBANY, Jan. 19—E. Kenneth Stahl, of the State Employees Retirement System, has been elected chairman of the Capital District Conference of The Civil Service Employees Association, recently formed.

The purpose of the conference is to advance the interests of civil service employees of the

state and to serve as a unifying agency to promote effective representation.

Other officers elected were: David M. Schneider, of the State Department of Social Welfare, Vice-chairman; Eileen Dailey, of the State Employees Retirement System, Secretary, and Margaret Mahoney, of the Public Service Commission, Treasurer.

LEBER ELECTED PRESIDENT OF WESTERN ARMORY CHAPTER

The Western New York Armory Employees Chapter of The Civil Service Employees Association has elected the following officers: President, George A. Leber, of Tonawanda; Vice-president, Clifford G. Asmuth, of Rochester; Treasurer, Milton E. Klein, of Buffalo, and Secretary, Joseph E. Kenney, of Buffalo.

Robert R. Hopkins, President of the Western New York Conference of the Association, presented

the official charter to President-elect George A. Leber.

Guests included Norman Schlant, President of the Buffalo Chapter; Harry Schwartz, President of the Buffalo State Hospital Chapter, and Carl R. Fellows, Secretary of the Syracuse Armory Employees Chapter. Plans were laid for the active pressing of armory employee legislation in the present session of the Legislature, as well as general legislation affecting all State employees.

Utica Joins Assn. Central Conference

Special to The LEADER

BINGHAMTON, Jan. 19.—The Utica Chapter of the Civil Service Employees Association recently became affiliated with the Central New York Conference. Membership in this chapter is drawn from the following State offices located in the city of Utica: departments of State, Commerce, Health, Labor, Taxation and Finance; New York State Employment Service, Division of Placement and Unemployment Insurance; Bureau of Motor Vehicles, Division of Parole, Institute of Applied Arts and Sciences and the Division of Vocational Rehabilitation.

The officers of the chapters are Edward J. Riverkamp, Jr., President; Charles Hughes, Vice-president; Ella E. Weikert, Secretary and Sophia Perry, Treasurer.

The Utica Chapter is the fourteenth chapter to enter the Conference according to Chairman Clarence W. F. Stott. The other member chapters are as follows: Binghamton, Fort Stanwix, Ithaca, Oneonta, Oxford, Ray Brook State Hospital, St. Lawrence State Hospital, State College, Syracuse, Utica State Hospital, Willard State Hospital, Public Works, District 2, and New York State Armory Employees of Syracuse and Vicinity.

Resolutions

Following are the last of the resolutions adopted recently by the Civil Service Employees Association.

Sick Leave Credit for Military Service

RESOLVED, That the State Association request the Commission of Civil Service to allow sick time credit for men who were in the Armed Services during any war.

Make Examination Notices

RESOLVED, That the Association urge the State Civil Service Commission to make more readily available information and reports regarding examinations held or to be held for political subdivisions and to release within a reasonable time copies of past examinations.

Non-Teaching School Employees

WHEREAS, the matter of wages and hours of non-teaching employees of city, union free school districts and central school districts results in wide variance as to the number of hours actually worked and wide discrepancy in the pay received by non-teaching employees of school system to the State of New York, and

WHEREAS, the Legislature of the State of New York has considered and enacted legislation tending to fix the hours of employment and minimum wages in diverse fields of institutional employment and particularly State Hospitals and Prisons and also, at its last session fixed a minimum wage for school teachers,

NOW, THEREFORE, BE IT RESOLVED, that the Association consider the problem of wages and hours of non-teaching school employees towards the end that the legislative committee introduce and work for the enactment of laws to effectuate a standard program of wages and hours of employment for such non-teaching school employees.

WHAT'S IN A NAME

The suggestion that the name of the item as well as the order number be stated when contacting the Division of Standards & Purchase relative to back orders won a Merit Award. Adherence to this procedure will eliminate considerable correspondence and expedite the filling of orders.

CIVIL SERVICE LEADER

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First School Group In Dutchess Joins Assn.

Special to The LEADER

WAPPINGERS FALLS, Jan. 19 The non-teaching staff of the Wappinger Falls Center School District have become members of The Civil Service Employees Association (County Division), being the first such group to affiliate in Dutchess County. John J. Hare, of Wappinger Falls, was active in the membership drive and plans to visit other school units to augment Association membership.

Beacon Unit Urged

A Dutchess County Chapter of the Association will be formed within two months, Charles R. Culyer, Field Representative of the County Division, predicted before local Civil Service employees.

Mr. Culyer advised his listeners—mainly school custodians and city employees—to form a Beacon unit, which could later become integrated with the County Chapter when formation of that group is completed.

The speaker, who is in charge of organization of County Chapters throughout the State, said the "history of the Association has been one of accomplishment" and advised his listeners they would have representation on State bodies through the County Chapter. He said the "Association is an independent one and takes orders from no group except its members."

Cites Assn. Achievements

"The problem of civil employees today is not an easy one," Mr. Culyer declared. "We must have memberships in groups like yours if we are to be successful. Then we can knit all those small groups

together to form one large association."

Mr. Culyer cited the accomplishments of the Association and said it was continually striving to better conditions for Civil Service employees, particularly in obtaining adequate salaries, security of tenure, sound retirement, promotion rights, fair hours of work, fair sick leave and vacation, grievance adjustment and other valuable cooperative services.

He mentioned resolutions adopted at the annual meeting of the Association in October as the program for the County Division.

Local employees exhibited interest in the Association and engaged in a question and answer period which followed the address. The speaker was introduced by Supervisor William McCarroll, active in the Association at Matteawan State Hospital. Mr. McCarroll explained the advantages of unity and of proper preparation of requests for civil employees. Fred Haight presided.

It's Easy to Send in Ideas to Win Awards

Suggestions that may win cash prizes and Merit Awards may be sent by State employees at any time to the State Employees Merit Award Board, State Office Building, Albany 1, N. Y. No formalities are necessary. A letter, whether typewritten or handwritten, suffices. There is no restriction as to length. The Board is anxious to receive as many suggestions from as many employees as possible. Receipt of all suggestions is promptly acknowledged.

SUMMARY OF ASSOCIATION'S REPORT ON MEMBERSHIP

ALBANY, Jan. 19—The summary of the membership report of The Civil Service Employees Association, as of January 1, 1948, follows:

State Division:
"Paid 1948 membership as of Jan. 1, 1948 30,103
"Unpaid membership as of Jan. 1, 1948 8,593
County Division:
"Paid 1948 membership as of Jan. 1, 1948 2,490
"Unpaid membership as of

Jan. 1, 1948 1,547
"The paid membership in the State Division as of Jan. 1, 1949 of 30,103 compares favorably with paid membership as of the same date last year. Paid membership in the State Division as of Jan. 1, 1947 was 24,772; as of Feb. 1, 1947, 28,000 and as of March 1, 1947, 30,431.

"The County Division was not fully organized and approved as of the same date last year so that no comparison can be made."



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E. TREMONT AVE. at Bruckner Blvd.
THIRD AVE. at Boston Road
OGDEN AVE. at University Ave.
233d STREET at White Plains Ave.
FORDHAM ROAD at Jerome Ave.
HUGH GRANT CIRCLE at Parkchester

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STATE AND COUNTY NEWS

Assn. Labor Relations Bill Is Introduced

ALBANY, Jan. 19 — The Civil Service Employees Association bill for a State Public Employment Labor Relations Board has been introduced in the Legislature under bipartisan sponsorship.

The Board to be set up under provisions of the bill would be the final authority in deciding public employee disputes. Provisions also made for the selection of bargaining agencies and grievance procedure within departments. Handling of disputes is largely within the discretion of the department heads.

Bipartisan Bill

The measure was offered by Senator Thomas C. Desmond (Newburgh) and Assemblyman Win D. Davidson (D., N.Y.). It presents the results of a study the Association on how to cope with the most punitive features of the Condon-Wadlin law bar-

ring strikes by public employees. Committees Provided
Dr. Frank L. Tolman, President of the Association, explained that the bill is designed to correct the "obvious injustices" arising out of the lack of adequate machinery

for the settlement of disputes. The State Public Employment Labor Relations Board would be composed of three members appointed by the Governor, one of whom would be chosen from candidates nominated by employees.

One would be appointed to represent the public. Terms of members, who would receive \$10,000 each a year, would be for six years. Members would be required to devote their full time to the board. The board would set up regula-

tions governing the establishment of employer-employee committees and would have the authority to resolve disputes that cannot be settled by these committees. The power would be given to the board to subpoena witnesses and records relating to matters under investigation and to take sworn testimony.

Employer-employee committees would be set up on a unit, regional, divisional or state-wide basis as deemed appropriate by the board. Provisions are made for the selection of bargaining units and for prorated representation when bargaining rights are held by more than one organization.

Employer-employee committees which would be required to meet at least once every three months, would consider any matter relating to rules, promotion, classification, seniority, demotion, transfer, dismissal, salary, hours of work, retirement and leaves-of-absence.

Building Fund Plans Out Next Week

Special to The LEADER

ALBANY, Jan. 19.—Details of the great new building fund approved by the Board of Directors of The Civil Service Employees Association will be made public within the next 10 days, it was learned this week.

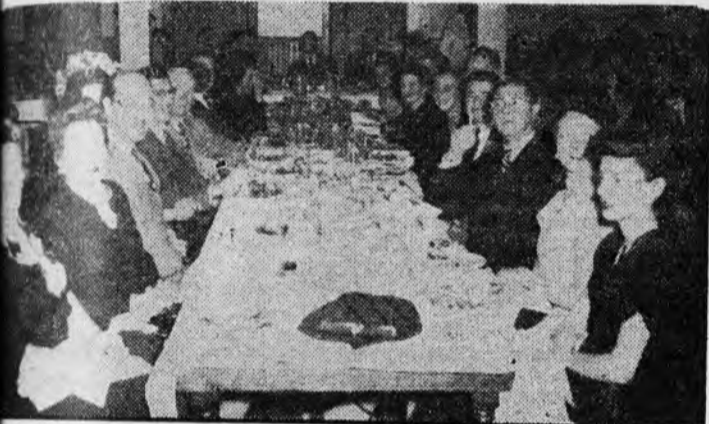
The approved plans call for the active participation of every Association member and the intensive cooperation of every chapter. Some worthwhile rewards for good work

in the campaign are contemplated. President Frank L. Tolman has appointed the Special Building Fund Committee headed by Dr. Charles A. Brind, past President of the Association. On the committee are Charles H. Foster, Harry Fritz, Robert R. Hopkins, Francis A. MacDonald, John McNamara, Arthur Marx, Victor J. Paltits, Robert K. Stilson and Clarence W. F. Stott.

The headquarters of the Association have been located in the

Capitol Building practically since its organization in 1910. Ten years ago its personnel staff consisted of two employees—today it has twelve office employees and two field representatives. The amount of office furniture and equipment necessary to render the increased services and housed in the headquarter's office has increased in like proportion. But the amount of space occupied by the headquarters has remained the same.

Employees and Officials in Action



Left to right, Frances Mullarkey, Chairman; Loretta McKee, W. S. Farrell, Mrs. Mary Wilbur, Hudson Wilbur, Ben Lynch, Mrs. Mary Martin, Arthur E. Becker, Ruth Van Campen, Abe Wabnick, Meyer Moses, Joan Guiry and Shirley Guiry. The picture was taken at the Public Service Chapter charter dinner.



Frances A. Becker, Vice President of the Civil Service Chapter; Charles E. Campbell, Administrative Director of the State Civil Service Department, and Theodore Becker, President of the Chapter, at the first annual dinner of the Chapter held at Loudonville.



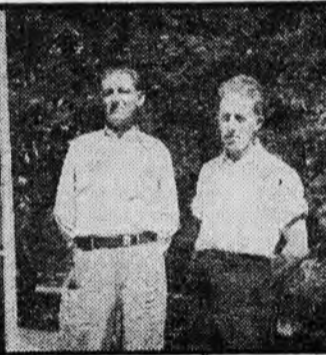
Left to right, Herbert C. Campbell, new Director of the Division of State Publicity; Harold Keller, Commissioner of Commerce, and Alfred J. Worsdell, Jr., new First Deputy Commissioner, all in the New York State Department of Commerce. Commissioner Keller appointed Messrs. Worsdell and Campbell to their new positions. Mr. Worsdell was formerly Deputy Commissioner and Mr. Campbell was Director of the Bureau of Information in the Department.



Dorothy Futscher receiving a Certificate of Merit of the Merit Award Board from John F. O'Connell, Chairman of the State Liquor Authority.



Officers of District No. 8 Public Works Chapter. Left to right, Hazel D. Walsh, Secretary; Frank Fetter, Treasurer; C. L. Vogt, Delegate, and F. C. Fox, Vice-pres.



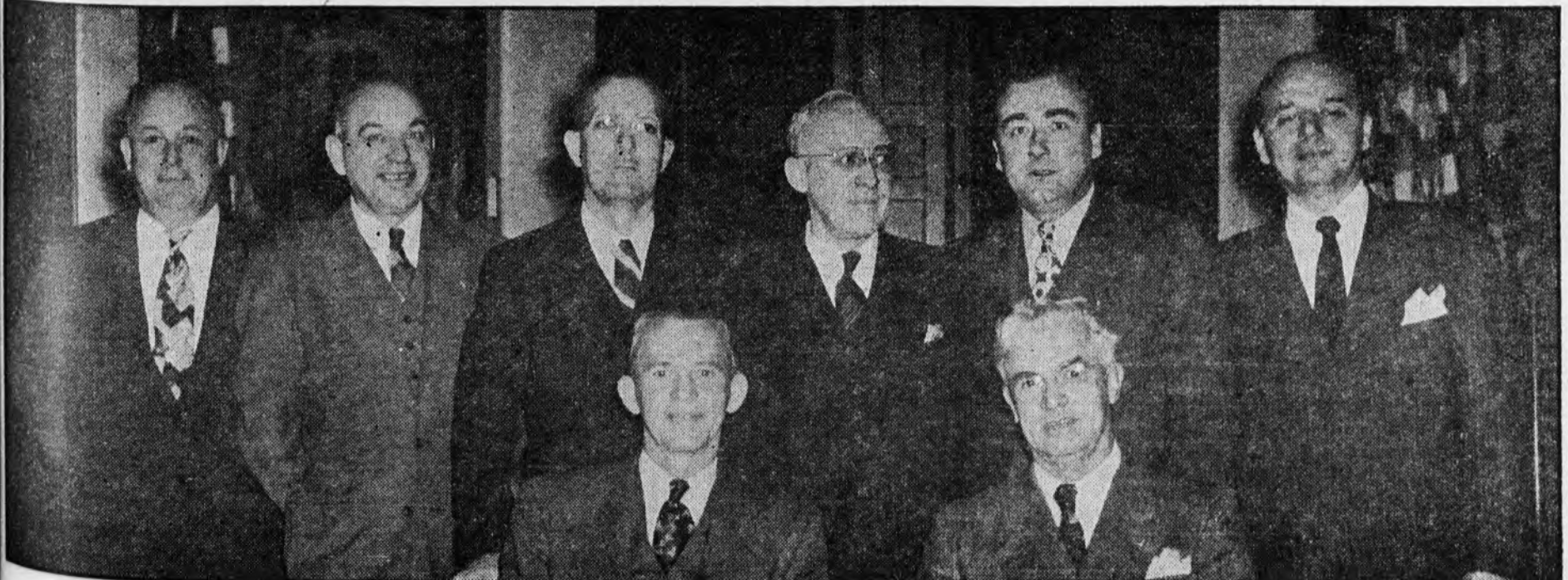
Elwood DeGraw, President, Kings Park State Hospital Chapter, and Michael Corley, Chairman of the chapter's Publicity Committee.



Emil Bollman, Vice-president, Rockland State Hospital Chapter, and Kathleen Hennessy, Secretary of Chapter. Both are active in the membership drive.



Joe DiMaggio, visiting the State Office Building, 80 Centre Street, NYC, being congratulated by his Number 1 rooster Herbert Wharton, of Public Works.



Meeting at charter presentation ceremonies of the Western New York Armory employees. Seated (left to right) Clifford G. Asmuth, Vice-president; George A. Leber, President. Standing, Carl R. Fellows, Secretary, Syracuse Army Employees Chapter; Milton E. Klein, Treasurer; Robert R. Hopkins, President, Western Conference of The Civil Service Employees Association; Norman Schlenk, President Buffalo Chapter; Joseph F. Kenney, Secretary; Harry Schwartz, President, Buffalo State Hospital Chapter.

STATE AND COUNTY NEWS

16 More Win Awards From State Merit Board

Special to The LEADER
ALBANY, Jan. 12.—The New York State Employees' Merit Award Board announced three awards of \$200, \$150 and \$50, six of \$25, one of \$10 and awarded six certificates of merit. Thus 16 employees received recognition and \$460 was awarded.

\$200—Harold V. Northrop, Fair Haven Beach Park, Conservation Department. He received \$100 for each of two improved types of park equipment which he designed. The first, a demountable picnic table that makes possible more efficient transportation, painting and storage of such tables. Its construction and knock-down feature will increase the capacity of storage sheds 300 per cent. The second was a new model fireplace containing no built-in hinges of firebrick. This feature, together with a counterbalance arrangement, will reduce the cost of fireplace construction by approximately 50 per cent. The adoption of these two improvements in the parks under the Finger Lakes Park Commission has already resulted in a considerable saving.

\$150—Margaret Esposito, Department of Public Works, Babylon. Miss Esposito developed a procedure for multiple posting to payroll tax cards by bookkeeping machine. Her method is much

simpler than that offered by the representative of the equipment company since the machine will not require constant mechanical resetting. The simplified procedure will increase efficiency and has been instituted in all offices of the Department where such book-keeping machines are used.

\$50—John D. Healey, Department of State, Albany. Mr. Healey modified a photostat machine with parts from other equipment. As a result, considerable operator's time is saved and the processing of prints speeded up. In addition, 100 rolls of photostat paper per year will be conserved, having an approximate value of \$1,800. This achievement is especially timely in view of the extreme shortage of paper.

\$25—Mabel Breault, Agriculture & Markets; Frank V. Burgess and George A. Hamilton, Audit & Control, Albany; Jessie M. Lockwood and Helen G. Sutin, Social Welfare, Albany; Helen B. Lindsay, Workmen's Compensation Board, NYC.

\$10—Warren B. Berard, Public Works, Albany.

Certificates of Merit—Solomon Friedman and Jacob Rosen, DPUI, NYC; Theodore L. Thomas, DPUI, Batavia, Frank D. Cusato, Audit & Control, Albany; Arthur E. Menzer, Public Works, Middletown; Margaret Dillon, Workmen's Compensation Board, NYC.

Presents Checks To 4 Award Winners

ALBANY, Jan. 12.—State Comptroller Frank C. Moore made formal presentation this afternoon of checks for \$175 and Certificates of Merit to four employees of the Department of Audit and Control for suggestions for the improvement of state service submitted to the New York State Employees Merit Award Board. Martin P. Lanahan, Chief Audit Clerk, received an award of \$100 for suggesting a method of pooling more than 60 separate contracts for postage meter ma-

chines leased by state departments. Adoption of Mr. Lanahan's suggestion, it is estimated, will save the State \$2,000 per year because of a 30 per cent discount resulting from the single contract. The Award Board has announced that the proposal is being acted upon.

George A. Hamilton, R.D. Feura Bush and Frank V. Burgess, received \$25 awards for their contributions to governmental efficiency, while Frank D. Cusato won a Certificate of Merit for his suggestion.

NEWS ABOUT STATE EMPLOYEES

ROCHESTER—Orchids to Neil Goodman, the genial general chairman of the best annual chapter party ever put on by the Rochester office. It was held at the Rochester Hotel, ushered in by a cocktail hour from 6:30 to 7:30 and followed by an excellent dinner. The subsequent entertainment was the high spot of the evening. John D. Smith, Department of Commerce, recently-elected delegate, acted as master of ceremonies.

Robert K. Hopkins, chairman of the Western New York Conference, was the chief speaker. He urgently enjoined each State employee to be articulate, not only in discharging obligations as government employees but in expressing reactions to policies or privileges directly concerning each of them.

Guy Slover, of the Employment Service, and Joanne Fitzgerald, of the Department of Labor, performed most creditably in presenting Maxwell Anderson's "Elizabeth the Queen". The fact that both left sick beds to fulfill the engagement made it additionally remarkable.

Mary Jane Vetromile, of the Department of Tax and Finance, was very pleasing in soprano solos, also in a duet with Charlie Sullivan, well-known local Irish tenor.

Black magic as practiced by Ken Punnett wound up the program. Dancing completed the evening.

Department of Health—The professional and clerical staff, together with their husbands, wives and friends, began Christmas activity with a dinner party at the Green Room of the Hotel Sheraton. Christmas carols, dancing, and games contributed to making the evening well-rounded. Alice Malcolm, Madelyn Lauer, Anna McGinnis and Orpah Cable, supervising nurses of the Rochester District Office, at the district staff education meeting gave a luncheon at the Spring House for the public health nurses. Dr. D. W. Hargrave, Assistant District Health Officer, was the guest speaker.

Department of Labor—George Gerling, was operated on at the Park Ave. Hospital. Margaret Smith of the same department is laid up with one foot in a cast.

Social Welfare—An unusually fine Christmas Party was held in Mary Pixley's new apartment.

State Insurance Fund—An attendance of 45 marked Christmas party, which was high-lighted by a special floor show number by Natalie Walak. Glenn Huggins engineered the party.

Department of Employment—A Christmas Party at the Rochester Yacht Club and a New Year's Party in their Recreation rooms at 32 State Street were greatly enjoyed. Helen Speidel was General Chairman of the former and James T. Baldwin of the latter.

SUFFOLK—The Suffolk Chapter of the Civil Service Employees Association, Inc. has noted the flat rejection of its resolution by the County Board of Supervisors, providing for equalization of County salaries and alignment of salary scales with similar titles and responsibilities in the State. The plan also would have provided some adjustment of living costs except in those cases where adequate consideration has already been granted, since in no case could an adjustment exceed the applicable minimum salary plus annual earned increment credit since 1943. The adjustment would have affected in the main

the positions with standardized salary ranges and which are not given special individual consideration on recommendation of departmental heads, as in the case of the non-standardized positions.

Employee morale which has long been at a serious low due to salary inadequacies, is expected to be further lowered because of the modesty of the request, said the chapter.

The request by the Suffolk employees was not for full adjustment for living costs, but for a tie-in with at least the State scales which have already been described above as inadequate. County employees feel that the taxpayer does not possibly hope to retain administrative efficiency by paying his employees even less than this inadequacy level. The Chapter will urge reconsideration of the resolution and asks public support in its appeal for consideration against soaring costs.

CHAUTAUQUA—At a recent meeting of the Chautauqua County Employees Association the membership was addressed by Charles R. Culyer, Field Representative, County Division, The Civil Service Employees Association. The following officers were elected: N.Y. Elliott, President; Charles B. McBride, Vice-president; Esther W. Cross, Secretary-Treasurer; Executive Committee: Alfred Randall, Roy Stoelitzing, Merle Campaign, Ruth Shepard and Laurence Worster.

Membership in the Association, with the idea of forming a County Chapter, was discussed and many members joined the Association. It is believed that sufficient membership will be obtained in the County to enable a charter to be granted in February. The city of Jamestown employees, who have their own group, have been asked to become interested in joining the Association as a unit of the Chautauqua Chapter, when it is organized.

ULSTER COUNTY—At a recent holiday meeting of the Ulster Chapter of the Civil Service Employees Association, Charles R. Culyer, Field Representative, County Division, presented the chapter with its Association Charter. President A. Foster Winfield presided and almost 100 members were present. Mr. Culyer's presentation made clear the chapter's place in the Associations activities quota.

Entertainment was furnished by Fred Van Dusen, of the Water Department, who presented a well-received program of sleight-of-hand tricks. The Catskill Mountaineers led by Mike Amorilla, Public Works Department, provided the music for the entertainment. Mr. Culyer said:

"The needs of the civil service employee determines the program of the Association. He brings his needs to the attention of his Association directly, or through his chapter delegate or chapter officers. This is the first important function of a chapter—the bring-

ing of employee needs to the high councils of the Association. This is in accord with the Association's Constitution.

"The needs are usually put in resolution form. The resolutions are adopted by the democratic process of due consideration and majority vote of members through their delegates.

"The things sought through the resolutions—salary adjustments, overtime, leaves, classification, promotions, tenure and each of the improvements desired to satisfy the "needs" of the workers—establish the duties and responsibilities of the officers and board of directors and the headquarters staff until the ends are attained or new needs are substituted.

"The officers, committees and delegates of individual chapters not only crystallize the needs of workers but they also present suggestions for meeting the needs. To realize the needs of employees may require: (a) Legislation; (b) Contacts with administrative heads; (c) Legal action; (d) Action by local chapter committees on local matters."

WESTCHESTER COUNTY—The Nominating Committee of the Westchester County Competitive Civil Service Association, a local unit of The Civil Service Employees Association, has recommended the following for election at the annual meeting of the Association, to be held on January 26 (asterisks denote incumbents):

Officers
 President, Michael J. Cleary, Public Welfare; 1st Vice-president, Anne H. McCabe*, Health; 2nd Vice-president, John J. Breen, Park Commission; Secretary, Ruth M. Delehanty, Probation; Financial Secretary, Carl R. Ellis*, County Clerk; Treasurer, Eileen Kelleher*, Public Welfare; Sergeant-at-Arms, Solomon Leider, Grasslands.

Directors for 3 Years
 Richard A. Flinn*, Children's Court; J. Harold Keeler*, Public Works; Francis J. McNulty*, County Clerk; Delos J. McKinstry, Public Welfare.

Directors for 1 Year
 Julia Dugan, Planning; Viola C. Berg, County Attorney; Wilbur F. Curran*, Purchase & Supply.

The Committee announced that independent nominations may be made at the annual meeting of any member in good standing. President Ivan S. Flood declined renomination because of his added duties as President of the Westchester Chapter of The Civil Service Employees Association, a post to which he was elected recently. The nominating Committee consisted of Gordon W. Molyneux, Chairman, Health Department; Margaret M. Luongo, County Clerk; Mary C. Dugan, Grasslands; Margaret M. Hughes, Child Welfare; Leonard Mecca, Finance; Anthony Paracise, Public Works; Reed Ferris, Building & Power; Gerald A. Moore, Penitentiary; Ralph Anderson, Land Records; and J. Allyn Stearns, Park Commission.

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STATE AND COUNTY NEWS

Progress Report

Following changes in the progress report on State examinations published in The LEADER issue of December 30 are based on latest announcement by the State Civil Service Department. Where no examination is listed below there has been no change since December 30.

Open-Competitive

1
List out soon.
Business Consultant, Commerce, State and County Depts.

2
All rating completed.
Dairy and Food Inspector, Agriculture & Markets.
Gas Inspector, Public Service Comm.

3
Awaiting clearance of veteran preference claims.
Field Investigator of Narcotic Control, Health.
Employment Interviewer, DPUI.
Assistant Forest Surveyor, Conservation.
Assistant Game Research Investigator, Conservation.
Architectural Draftsman, State Depts.
Library Assistant, State Depts.
Nutritionist, State Depts.
Principal Stenographer, 8th Judicial Dist.

4
Written completed, training and experience completed, interviews completed, clerical work in progress.
Assistant Librarian, State Depts.
Associate Economist (Social Research), State Depts.
Employment Assistant for the

Blind (Type B), Social Welfare.
Junior Librarian, State Depts.
Institution Fireman, Mental Hygiene.
Pharmacist, State Depts.
Senior Education Supervisor (Home Economics), Education.
Senior Pharmacist, Mental Hygiene.
Senior Psychiatrist, State Depts.
Senior Social Worker, State Depts.
Institution Patrolman, Mental Hygiene.
Sergeant, Park Patrol.
Telephone Operator, State Depts.
Title Examiner, Law.
Dietitian, State Institutions.

Promotion
1
List out soon.
Senior Physician, State Depts.

2
All rating completed.
Principal Clerk, Health.
Senior Stenographer, Workmen's Comp. Board.

3
Awaiting clearance of veteran preference claims.
Senior Office Machine Operator (Tabulating), Audit & Control, Bureau of Office Audits.
Senior Office Machine Operator (Tabulating), Audit & Control, Employees' Retirement System.
Senior Office Machine Operator (Tabulating), DPUI.
Junior Compensations Claims Auditor, State Insurance Fund.

6
Written completed; qualifying practicals to be held soon.
Head Account Clerk, Public Wks.
Principal Account Clerk, Public Works.
Institution Patrolman, Mental Hygiene.
Senior Office Machine Operator (Tabulating), Health.

8
Written completed; practicals being rated.
Senior Office Machine Operator (Key Punch), Audit & Control, Employees Retirement System.
Senior Office Machine Operator (Key Punch), Audit & Control, Bureau of Office Audits.

10,000TH GUARD RECRUIT
Special to The LEADER
ALBANY, Jan. 19—The 10,000th recruit of the postwar New York National Guard was welcomed into the ranks by Governor Dewey.

Dinner to Loysen To Honor 10 Years As DPUI Director

Representatives of industry and organized labor will join with employees of the State Division of Placement and Unemployment Insurance and other State departments in paying tribute to Milton O. Loysen, Executive Director of the Division, at a testimonial dinner in the Starlight Roof of the Waldorf Astorial Hotel on Thursday night, February 26. Former Governor Harold Hoffman of New Jersey, new Executive Director of the New Jersey State Unemployment Compensation Commission, will be toastmaster.

The dinner, arranged by a committee of Mr. Loysen's associates, marks his tenth year in the post. He was appointed Executive Director when the unemployment insurance program was near breakdown, says the committee, and put the program on its feet. Since then he has achieved a nationwide reputation as a leader in social insurance administration.

Last month the Harold J. Fisher Memorial Award Committee cited him with special commendation, the first time a State employee not in the classified service has been so honored. The citation was made on behalf of the National Civil Service League, as Mr. Loysen was ineligible for an award by the committee as judges of classified employees' work.

Tickets are obtainable through DPUI office managers or from the chairman of the ticket committee, Howard Kiernan, Associate DPUI Field Superintendent, 2 Park Avenue, NYC. Reservations must be made by February 2.

Goldstein Rules On Escaped Trainee

Special to The LEADER
ALBANY, Jan. 19—An official of a New York State training school may not journey to another State for the purpose of taking an escapee into custody and returning him to the school, even though the restraining authorities in such other State are willing to release him, Attorney General Nathaniel L. Goldstein ruled in a formal opinion. Section 434 of the Social Welfare Law limits the authority of an employee or official of the school to the boundaries of New York State, he held.

Credit Unions Hold Meetings

ROCHESTER, Jan. 19. — The thirteenth annual meeting of the members of the New York State Rochester Employees Federal Credit Union was held tonight in the Council Chamber of the City Hall. All State employees and those Federal employees located in the Terminal Building were invited.

The nominating committee appointed in December consists of John J. Smith, of the State Insurance Fund, Neil Goodman of Taxation and Finance, and Edward C. Fund of the State School at Industry. These men had the responsibility to find members to fill vacancies as follows: four members for the Board of Directors, two members each to the Credit Committee, and Supervisory Committee. Nominations from the floor were in order also.

Other business before the meeting was the declaration of dividends for 1947, approving a budget for 1948 and salaries for the Treasurer and Assistant Treasurer.

According to a report released by Treasurer A.L. Thomas, the organization continues to grow, having 466 members at present who have invested \$58,861.58 in

shares and who have loans outstanding to 113 members of \$25,718.93. Since organization in 1935, a total of \$401,395.74 has been loaned with a total of losses of only \$534.94. Dividends to members ranged from 2 to 5 1/2 per cent and the Board of Directors state they intend to hold the interest rate on loans at 3/4 of 1 per cent per month on unpaid balances.

DPUI Group to Meet Jan. 22
The Board of Directors of the Placement and Unemployment Insurance Employees Federal Credit Union met at 2 Park Avenue NYC. The annual meeting was set for Thursday, January 22, at 6:30 p.m. in the Conference Room, 1125, at 342 Madison Avenue. Election of officers, members of the Board, and of the Supervisory and Credit Committee, whose terms are expiring, will be held. The annual reports of the President and Treasurer will be made. Various recommendations of the Board will be voted on. Among these recommendations is one that a dividend rate of 2 1/4 per cent be declared. All members were urged to attend.

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A THOUGHT FOR THE WEEK

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TUESDAY, JANUARY 20, 1948

State Workers' Plight Backs 25 P. C. Raise

WITH great anxiety, State employees await the details of the raise in pay that they'll get—how much and how apportioned. They ask, through The Civil Service Employees Association, a 25 per cent across-the-board increase. All the facts and figures prove that to be a modest request indeed. There should be no hesitancy about granting it.

In many departments employees are working in private industry and commerce after hours and during weekends, to supplement their inadequate State income. That should not be necessary. It's an imposition.

Highly-trained workers have resigned to accept positions in private employ at appreciably larger salaries. Many employees are making loans against their annuity contributions toward the Retirement System. Veterans are using their bonuses from the State to lighten the load of financial debts.

The most effective argument for the 25 per cent raise is that the salary scale is inadequate by many points to meet the present price scale. The State public worker has been left far behind since the cost-of-living rises started. Increases of 14 to 30 per cent, even with an additional increment in some cases, have been greatly deficient in achieving even an approximately close ratio between salary and cost of living.

Uniformed Fire Force Deserves Gains It Asks

THE recommendations made by the Uniformed Firemen's Association and the Uniformed Fire Officers Association to Commissioner Frank J. Quayle are in line with the policy of rationalization and documentation that marks the superior type of public employee organizations. The approach is high-minded, even when the organizations deal with a matter so close to themselves as the quota of the department, on which they see eye to eye not only with each other but also, except only for the number of Firemen, with the Commissioner himself, as disclosed by him in the departmental budget request. (The uniformed personnel data of the Commissioner's request are published this week exclusively in The LEADER, P. 1).

Commissioner Quayle has responded with a comment that should also make the two organizations feel that he appreciates the hard work and intense thought that have gone into the preparation of their scientific and scholarly letter. He was deeply impressed.

Men Deserve What They Ask

It is nice to see a department head dealing at close range that way with the employees of his department, and equally heartening to find the two organizations uniting in praising the morale of the department, the rampant esprit de corps, under the Commissioner's administration. It has been many a long year since an organization of uniformed men has been able to speak so highly of its Commissioner.

That the Fire Department is being efficiently and capably managed the public is well aware. The praise from the two organizations is therefore in the form of corroboration. May the men get what they ask—a \$600 salary increase, inclusion of cost-of-living bonus into base pay, reduction of pension contribution rates and the other benefits which, all told, represent a conservative request.

FBI SUSPECTS ONE IN 700 IN ITS LOYALTY CHECK-UP

WASHINGTON, Jan. 19—Approximately one of every 700 Federal employees warrants additional loyalty investigation, the FBI reported after having completed processing data on 191,234 government workers.

The loyalty forms of all but 277 employees have been returned to the U. S. Civil Service Commission, the FBI said. "Full field investigations" have been ordered to obtain additional data on the 277 employees. Loyalty data forms and fingerprints have been filed by some 2,000,000 Federal workers.

Meanwhile, the FBI announced that 11 employees resigned from Federal service while they were being investigated.

Don't Repeat This!

MAYOR William O'Dwyer of NYC delivered a nice, friendly talk to his cabinet to put the members at their ease about those Budget Analysis Bureaus he asked them to set up in their departments. There will be "no snooping," said the Mayor, and all the information will go direct to the Department head for his own recommendation. Also, the Mayor stressed, there are to be no reductions in pay or number of present personnel. He gave the idea that he believed the city administration can be run more economically and efficiently in some respects and that he was all for such plans. The Commissioners, who had gone to the conference a little skeery, left it well satisfied. . . . Nothing's been done yet by Mayor O'Dwyer about filling the Civil Service Commissioner's position vacated by Ferdinand Q. Morton on his recent resignation. Reason: the New York, Bronx and Queens county Democratic organizations are battling it out for the post, each claiming, "We are entitled" etc. The appointee, whoever he will be, won't come from Brooklyn, because Commissioner Joseph A. McNamara (D.) hails from Joe Madden's Ninth A.D. over there, and Mrs. Esther Bromley (R.), LaGuardia holdover, hails from Kings, too. Commissioner McNamara will be moved up to the Presidency, but the new Commissioner will draw the longest term—the unexpired part of Mr. Morton's, to May 31 next, plus reappointment for the full six years. Mr. Morton was President.

As long ago as last July the State Civil Service Department was asked by Governor Dewey to report on labor relations aspects of the Condon-Wadlin anti-strike bill, and subsequently did so. Nary an administration bill has shown up yet on that subject, and none is expected. The Civil Service Employees Association is pressing hard for adoption of its own bill to safeguard employees' rights. . . . Harold Keller making good as State Commerce Commissioner. 'Twas certain. . . . Authority to NYC to increase debt limit and real estate tax limit, of no use to employees seeking a raise now, because benefit would be three years off. It is up to the NYC administration to find the money for the much-needed raise to employees and subject has Mayor O'Dwyer and Budget Director Thomas J. Patterson worried.

A distinguished journalist attended a meeting for press pre-discussion with the Citizens Budget Commission of its report on its intensive study of five NYC departments. He was introduced to Secretary Henry J. Amy, of the Commission, by its public relations director. It became apparent that the distinguished journalist had never heard of Colonel Amy, so the Colonel taxed him with it, and got an admission. Was Amy surprised! The Colonel had never heard of the distinguished journalist, either, but was too diplomatic to say so. Shows population of notables is increasing too fast for them to keep track even of one another. . . . A candidate in one of the NYC medical-physical examinations explained he couldn't show up at the designated time and place, but hoped that the Commission would pass him, because he's for Wallace for President. . . . By the way, Mayor O'Dwyer will stay quiet on the Wallace question just as long as he dares. Most of Wallace's strength, if any, in New York State is among members of a party that through its NYC organization indorsed O'Dwyer when he ran for Mayor. In fact, O'Dwyer even refused to run unless he got the indorsement. . . . Asked what prompts NYC to give medical and physical tests to Telephone Operator and Social Investigator candidates, Paul M. Brennan explained that for Telephone Operators, arms are checked, and for Social Investigators, legs.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Temporary versus Permanent Certification For Special Eligible List Status

ONE of the protections accorded to veterans and others who perform "military duty" under the terms of the New York State Military Law relates to the retention of status on eligible lists although unable to accept appointments therefrom because of such duty. Such eligibles are entitled to have their names certified for appointment and may be appointed though absent. If reached for appointment and some one else also reachable is appointed, the employee on military duty is entitled to at least two years of eligibility after termination of his military duty, provided request therefor is made. Such request may be made at any time during the two year period but the period runs out two years after the date that "military duty" terminates. If the eligible list has expired or expires during the two year period, the eligible involved is granted special eligible list status for all or the balance of the two year term, as the case may be.

Where the eligible involved was reached for certification for a permanent appointment (i.e. was one of the three highest on the eligible list) there is no question that he is entitled to special eligible list status. He has lost a substantial opportunity for an appointment of indefinite duration (a so-called permanent job).

Temporaries Have No Tenure

But what if the appointment for which he was reached was temporary only? Temporary employees have no tenure. The appointment lost by virtue of military duty could have been terminated the day after it was received. Does the loss of this opportunity for temporary appointment entitle the eligible to special eligible list status for possible permanent appointment?

This question was recently raised in a case involving an eligible on a New York City list for medical officer.

The eligible in question was No. 19 on the list. While he was on military duty, eligibles Nos. 20 and 21 on the list were certified to temporary military substitute appointments. No. 21 was appointed and served for about a year and a half. Thereafter the list expired and No. 19 returned from military service. He requested special eligible list status but was turned down. He petitioned the Supreme Court for relief but lost at Special Term. On appeal to the Appellate Division, the eligible was more successful.

The appellate court saw no distinction between lists for temporary appointments beyond one month in length and lists for permanent appointment. Accordingly, it sent the case back to Special Term for a trial of the facts. The Court wanted to know (1) whether the temporary appointments of those lower on the list than the petitioner were such as to require the selection of one of the three highest on the eligible list—in which event "it is manifest that petitioner was reached for certification," and (2) whether such temporary appointments ripened into permanent appointments. (Battaglia vs. Morton, 273 App. Div. 372).

propry appointments beyond one month in length and lists for permanent appointment. Accordingly, it sent the case back to Special Term for a trial of the facts. The Court wanted to know (1) whether the temporary appointments of those lower on the list than the petitioner were such as to require the selection of one of the three highest on the eligible list—in which event "it is manifest that petitioner was reached for certification," and (2) whether such temporary appointments ripened into permanent appointments. (Battaglia vs. Morton, 273 App. Div. 372).

Trial Court Decision

After a trial, the lower court reached the following conclusions:

1. That the question of whether or not it was the legislative intent to grant special eligible list status for permanent appointment to those eligibles reached only for temporary appointment was not before it because the higher court had already decided this question in the affirmative.
2. That eligible No. 21 received an appointment calling for a certification of the three highest eligibles, but that his appointment did not ripen into a permanent appointment.
3. That on the trial, the petitioner established that eligibles Nos. 16, 17 and 21 had been certified for permanent appointment and No. 16 received a permanent appointment as a result.
4. That the petitioner is clearly entitled to special eligible list status because, as No. 19, he would have been reached for certification for permanent appointment. It is not necessary for an eligible lower on the list to be appointed so long as the petitioner could have been appointed as the result of a certification of the three highest.

Because of the turn of events at the trial, it was unnecessary for the trial court to go far as the Appellate Division went to entitle the petitioner to special eligible list status. Hence, strictly speaking, our question—whether being reached for temporary appointment justifies special eligible list status for permanent appointment—remains unanswered by the instant court case.

However, the Supreme Court in Saratoga County had previously held that the "certification" referred to in the Military Law had to be "for the purpose of a permanent appointment," in order for the eligible certified to obtain special eligible list status. (Isolda v. Huppuch — reported in these columns of the LEADER on March 12, 1946.)

Comment

College Degree Requirement

I read with interest a statement of Acting President Joseph A. McNamara of the NYC Civil Service Commission, published exclusively in your paper, opposing the unwarranted stress placed on educational requirements, in particular a college degree, for eligibility to various types of city examinations.

Though I am a college graduate I do not feel that I should be given preference in competing for certain type City positions, for which actual experience would be of equal or greater value to the city. This abuse of discretion in eligibility requirements has been rampant for the past fourteen years. Commissioner McNamara has taken the first step toward eliminating the injustice foisted on New Yorkers during that period. He deserves high praise for showing moral courage.

I suggest another abuse that he could correct. A test should have questions in pertaining to

the position and not 50 to 60 I.Q. type questions, which have no bearing on the position at all. I have taken examinations and know whereof I speak. The theme of the Commission for many years has been that it is not especially interested in whether or not a contestant knew anything about the position for which he was taking the test. Actually, these tests were made for people who were still in educational institutions or had been graduated recently. Hence, a person who is working could not well compete with them. In years past, mathematics used to be the elimination part of exams. However, questions of this type, which appeared on a test for charwoman a number of years ago, were and are assigned: "How deep a hole is dug in the ground in order that a telegraph pole may be placed therein?" May I ask the connection between cleaning offices and a hole in the ground, in order to pass a test for charwoman? Thus was a standard abused.

FRANCIS X. DUNN

Education Dept. Goes in for Education

ALBANY, Jan. 19 — Commissioner Francis T. Spaulding initiated an educational program for all employees of the Education Department by speaking on "Understanding Our Department" in Chancellors Hall on January 9. Dr. Albert B. Corey, president, Education Department Chapter, Civil Service Employees Association,

presided and explained the general program of the Education Committee, which will include monthly talks by Charles L. Campbell, administrative Director, Civil Service Department; Mary Goode Krone, Chairman, Personnel Council; and Dr. Frank L. Tolman, President, Civil Service Employees Association.

BILLS INTRODUCED IN LEGISLATURE

Introductory numbers given

SENATE

STATE

Police Retirement. 44, Condon (A. 112, Wilson). Civil Service Law, § 68-d new. Provides for optional retirement of policemen who are members of state employees' retirement system in counties, cities, towns, villages, special districts and other subdivisions, by contributing on basis of retirement after 25 years of total service or at age 60. Sponsored by Civil Service Employees Association and State Police Conference. To Pensions Com.

State Employees Retirement. Civil Service Law, §§ 61, 77, 45, 46 Condon (A. 114, 113, Wilson). Provides for service allowance for member of state employees' retirement system discontinued from service between 1933 and 1937 after continuous employment in classified service with 20 or more years in competitive class. Sponsored by Yonkers Civil Service Employees Association. To Pensions Commission.

Inspection pay. 47, Condon (A. 3, Beck) Labor Law, § 220. Provides civil service employee employed for inspecting work performed by mechanics on public or private work, be paid at same rate paid to such mechanics. Sponsored by Yonkers Civil Service Employees Association. To Labor.

Loyalty oath. 31, Young (A. 69, Demo). Constitution, Art. 13, § 1. Includes in constitutional oath for public office, provision denying membership in or sympathy with organization designated by U.S. attorney-general as communist, fascist or subversive or one approving acts of force to deny constitutional rights to others or seeking to alter form of U.S. or state government by unconstitutional means. To Judiciary.

Laborer's oath. 33, Young (A. 71, Demo). Civil Service Law, § 30. Includes laborers among those required to take and file constitutional oath. Civil Service Law, § 30-a as b; § 30-a new. S. I. 34, Young (A. 70, Demo) Civil Service Commission. Requires public officers to take and file oath of loyalty; see I. 31-A, I. 69 above. To Civ. Serv.

Removal. 57, Fine—Civil Service Law, § 22. Prohibits removal of competitive civil service employees with 10 or more years of service, without court review and right of hearing. Passed Senate, 1947. Forum bill. To Civil Serv.

5-Day Week. 61, Fine (A. 56, Brinster) Labor Law, § 161-a new. Provides for five day week for civil service employees in cities of 100,000 or more; permits employee to select Saturday or Sunday for religious observance and one other day. To Labor.

Emergency pay. 96, Hammer. Authorizes additional emergency pay to State officers and employees of 30 per cent, not to exceed \$1,500, for fiscal year commencing April 1, 1948. To Finance Com.

Death benefits. 98, Hammer Civil Service Law, § 80. Strikes out provision that ordinary death benefit payable for member of state employees' retirement system shall not exceed 50% of pay earnable during last 12 months of service; provides that it shall be based on pay earned during that period; additional benefit shall be allowed equal to 50% of pay if total number of years in which allowable service rendered exceeds 10. To Pensions Com.

Disability retirement. 102, Parisi. Civil Service Law, § 78. Provides that ordinary disability retirement pension, together with member's annuity, shall equal 1/70th of final average salary multiplied by number of years of total service credit. To Pensions Com.

Overtime. 104, Wachtel. Public Officers Law, § 88-b new. Provides that public employees earning less than \$5,000 a year be paid time and a half for overtime. (Same as S.I. 243 of 1947; In Committee.) To Finance Com.

Sick leave. 103, Parisi. Civil Service Law, § 10-a, new. Provides for 18 days sick leave per annum cumulative for six months for all civil service employees except police and firemen; provides physical examination by department head without expense. (Same as S.I. 58 of 1947; In Committee.) To Civil Serv. Com.

Labor class demotion. 120, Halpern Civil Service Law, § 31. Provides that suspension or demotion in civil service labor class in NYC shall be in inverse order of original appointment. (Same as S.I. 355 of 1947; To Governor.) To Civ. Serv. Com.

Strikes. 58, Fine Civil Service Law, § 22-a repeal. Repeals provision prohibiting strikes by public employees and penalties imposed therefor. To Civil Serv.

Military duty. 75, Friedman Military Law, § 245. Provides differential pay for civil service employees absent on military duty shall be allowed whether duty was entered upon with or without the consent of employee. To Natl. Defense.

Guard Service. 76, Friedman Military Law, § 43. Provides rights of civil service employee for service with N.Y. guard. To Mil. Affairs Com.

Firemen, hours of duty. A.I. 65, 66, Curto Labor Law, § 168-b new. Fixes maximum hours for firemen in cities and municipalities at 120 hours in consecutive period of 14 days and 14 hours in consecutive 24-hour period; makes exception for emergency and provides for vacation allowance. Labor Com.

Holidays, Peace Day and oGod Friday. A.I. 87, Morrissey. Gen. Const. Law, § 24. Establishes as holidays, first Monday in August as Peace Day and Friday preceding Easter Sunday as Good Friday. Gen. Laws Com.

Soc. Welfare Dept., loyalty oath. S.I. 64, Mills, (A.I. 92, Carney). Requires employee of social welfare dept. to file oath denying membership in or sympathy with organization whose aims and principles are totalitarian, fascist, communist or subversive or who have approved acts of force denying persons constitutional rights or seeks to alter form of U. S. government by unconstitutional means. Rel. & Welf., and Public Serv. Coms.

COUNTY

Westchester code. 93, Williamson (A. 94, T. Hill) Provides an administrative code for Westchester county supplemental to county charter. To Int. Affairs.

Herkimer county judge and surrogate. 106, Young (A. 79, L. A. Lawrence) County Law, § 232. Increases from \$7,500 to \$10,000 annual salary of county judge and surrogate of Herkimer County and provides that he shall not practice as attorney or act as referee in any court of record held in county. To Int. Affairs Com.

Holiday leaves. I. 83, Mills (A. 63, Carney) Public Officers Law, § 63. Provides refusal of public officer to give leave of absence to veteran on Memorial and Armistice days, shall be wilful neglect of duty. To Finance.

Paid holidays. 99, Hammer General Construction Law, § 24. Requires that employees in NYC depts. or independent agencies paid from city funds, be paid for not less than 12 holidays. To Gen. Laws.

Transit Overtime. 3, Wicks (A. 106, Wilson). § 16-a new. Requires N.Y.C. transportation board to pay its employees in operating division overtime at 1 and 1/2 times regular rate. To Pub. Serv. Com.

Transit sick leave. 4, Wicks (A. 72, DeSalvio; 4, Wicks A 105, Wilson) § 16-a new. Provides for sick leave with pay for N.Y.C. transportation board employees and permits them to apply unused sick leave allowance time towards sickness or death in family or for observance of religious holiday. (Pub. Serv. Law, § 133-b repeal.) (Same as S.I. 112 of 1946. Vetoed.) To Pub. Serv.

40-hour week. 5, Wicks (A. 108, Wilson). § 15-a new. Prescribes maximum of 40 hour week and 8 hour day for employee of NYC transportation board with overtime rate at 1 and 1/2 times regular pay. To Pub. Serv.

Leaves. 6, Wicks (A. 109, Wilson) § 16-b new. Gives employees of N.Y.C. transportation board leaves of absence with full pay in lieu of legal holidays and in addition to sick and vacation leaves without interference with necessary operation of transit facilities. (Same as S.I. 113 of 1946. In Committee.) To Pub. Serv. Com.

Sickness. S. 7, Wicks (A. 102 Wilson). Empowers N.Y.C. transportation board to deduct from wages of employee for hospitalization and medical plan, subject to authorization of employee. To Pub. Serv. Com.

Increments. § 15-a, new. 8, Wicks (A. 103, Wilson) Fixes annual increases on annual salaries of employees of NYC transport board. To Pub. Serv. Com.

Pension revival. 9, Wicks (A. 110, Wilson) Rapid Transit Law, § 90-a new. Provides that the Board of Transportation shall continue the employees' pension system that was in existence at unification and shall grant this pension to the employee at whatever age he retires under the City pension system. (Same as S.I. 104 of 1946. In Com.) To Pension.

Prior service. 10, Wicks (A. 104, Wilson). NYC Adm. Code, §B-3.6.0. Extends to Jan. 1, 1949, prior service credit for new members of N.Y.C. employees' retirement system. To Pensions.

Prevailing rate. 11, Wicks (A. 107, Wilson). Sec. 220, Labor Law. To Labor. Requires Board of Transportation to pay prevailing rate of wages to laborers, workmen or mechanics upon public work, without regard to civil service classification.

Retirement, mil. duty. 86, Mills. NYC Adm. Code, §B-3-36.0. Requires city shall pay into retirement fund amount necessary for annuity and pension. To Pensions.

Pension credit, mil. duty. 87, Mills. NYC Adm. Code, §B3-1.0. Prescribes for retirement purposes war service in U.S. armed forces in any war. To Pensions Com.

Retirement, preferred list credit. 105, Wachtel (A 62, Carney) NYC Adm. Code, §3-5.0. Allows member of NYC employees' retirement system with not less than five years' service and on filing application by June 30, 1948, credit for the period during which he has been on city preferred list but not to exceed five years. To Pensions.

ASSEMBLY

Promotion examination. 54, Beck Civil Service Law, § 16-c new. Provides examination for promotion to competitive position shall be in two parts of equal weight: one a test and the other credit for seniority and record in grade or rank and for length of continuous service in classification. (Same as S. 1.821 of 1947. In Committee.) To Civ. Serv. Com.

Disability retirement. 73, Gittleson Civil Service Law, § 79. Strikes out provision that member of State Employees' Retirement System shall be under 60 years of age for accidental disability retirement. To Civil Serv. Com.

Unemployment insurance, gov't. employees. 111, Wilson. Labor Law, § 513, 560, 579, 590. Extends unemployment insurance benefits to the employees of local governments with payments from State appropriations for support there-

of. To Ways & Means

Occupational disease. 10, Ribustello Civil Service Law, § 79. Allows member of state employees' retirement system to retire for occupational disease in same manner as for accidental disability. To Civil Serv.

25 years' service. 46, Martinis. Civil Service Law, §§ 75, 76. Permits member of state employees' retirement system to retire after 25 years or more of credited service. To Pensions.

Retirement pension. 51, Volker Civil Service Law, § 76. Allows member of state employees' retirement system on superannuation retirement, pension equal to the difference between 1/140th and 1/120th of final average salary times number of years of member service and additional pension equal to difference between 1/70th and 1/60th of final average salary times number of years for which he has prior service credit. To Pensions Com.

Veterans division. 47, Martinis Executive Law, §§ 161, 167. Provides officer and employees of veterans' affairs division in executive dept. and of state and local veterans' service agency, shall be subject to Civil Service Law and

rules. (Same as A. I. 543 of 1947. In Committee.) To Ways & Means

COUNTY

Erie, probation. 52, Baczkowski Criminal Code, § 938-c. Strikes out provision that Erie Co. probation dept. shall have jurisdiction of Buffalo city court and provides for transfer to city court probation dept., officers and employees heretofore transferred therefrom. To Codes Com.

NYC

Disability retirement. 74, Gittleson N.Y.C. Adm. Code, §B-3-39.0. Provides for retirement for ordinary disability of member of N.Y.C. retirement system after 5 instead of 10 years of city service. To N.Y.C. Com.

30 years' service retirement. 89, Schneider NYC Adm. Code, §B3-37.1 new. Provides member of NYC retirement system may retire on application after 30 years of service. To N.Y. City Com.

Board of Estimate votes. 33, Peck, 91, Wilen N.Y. City Charter, § 62. Provides, as member of N.Y. City board of estimate, presidents of Bronx and Queens boroughs shall each be entitled to cast two votes instead of one vote. (Same as A.I. 86 of 1947. In Committee.) To N.Y.C. Com.

Public Works Safety Engineers To Hold 2-Day Conference

ALBANY, Jan. 19—Safety engineers of the State Department of Public Works meet tomorrow in the State Office Building to open a two-day conference. S. Thomas Vosburgh is Director of the Department's Bureau of Safety.

R. Murphy. There will also be a round table discussion featuring William A. Reed of Poughkeepsie, Ceylon W. Anderson, of Babylon, and Marshall Jackson, of Buffalo.

The various District offices of the Department will be represented by the following safety engineers: Albany, Joseph Corr; Utica, Robert L. McVoy; Syracuse, Glenn H. Austin; Rochester, Philip C. Walker; Buffalo, Marshall Jackson; Hornell, Kenneth W. Cosgrove; Watertown, Harold I. Folsom; Poughkeepsie, William A. Reed; Binghamton, Elmer Winterberger; Babylon, Ceylon W. Anderson.

Speakers on the conference program will be State Superintendent of Public Works Charles H. Sells, State Director of Safety Thomas W. Ryan, John J. Fitzpatrick, Jr., Bernard A. Lefevre and Walter W. Timmers.

Wednesday meetings will be addressed by Frank J. Pouliott, representing the State Insurance Fund; Francis C. Maher, Chief Investigator of the Department of Law, and also by Assistant Attorneys General Frank M. Noonan, James G. Austin and Edward

Reservations can be obtained from Association representatives or from Frank J. English, 208 State Office Building, Buffalo.

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Evenings by Appointment

Buffalo Chapter To Dance Jan. 29

BUFFALO, Jan. 19—The Buffalo Chapter of The Civil Service Employees Association will hold an informal dinner-dance on Thursday, January 29, at the Cold Spring Post, Veterans of Foreign Wars.

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LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BARGET REALTY CO., INC. has been filed in this department this day of January, 1948, and that it appears therefrom that such corporation has complied with Section 15 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this twenty-third day of December, one thousand nine hundred and forty-seven. Thomas J. Curran, Secretary of State. Edward D. Harper, Deputy Secretary of State.

Where to Apply for Tests

The following are the places at which to apply for Federal, State County 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 employ, 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 1/8 x 9 inches or larger, should be enclosed with the letter requesting application blanks from the State.

Investigator Test Expedited By Night Sessions

Day, night and Saturday sessions have been scheduled for the Social Investigator, Grade 1, oral test, the NYC Civil Service Commission announced. Work on the examination is being expedited to give the Welfare Department an eligible list as soon as possible.

Welfare Commissioner Benjamin Fielding is awaiting a list to make the first of more than 1,000 appointments in his department. A number of appointments from the list also are planned by the Hospitals and Health Departments.

Day sessions, from 10 a. m. to 3 p. m. started Monday and also will be held January 23, 26, 28, February 2, 6, 9, 24, 27, March 1, 5, 8, 9, 12, 15 and 19. Night sessions, from 6:30 to 7:30 p. m., are scheduled for January 28, 29, February 4, 5, 19, 20, 26, 27, March 3, 4, 10, 11, 30 and 31. Saturday sessions will be held from 10 a. m. to 12 noon on January 24, 31, February 7, 14, 28, March 6 and 20.

Eligibles who pass the qualifying medical test now in progress will be notified when to appear for the oral test at 299 Broadway. The medical test is being conducted on the following dates: January 13, 14, 16, 20 and 28. Approximately half of the 2,250 el-

igibles have taken the medical test. published several weeks ago subject to investigation of veteran claims for preference.

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FEDERAL NEWS

Letter Drive Is Urged To Support Postal Raise

According to Ephraim Handman, President of the New York Federation of Post Office Clerks, the second session of the 80th Congress will find that postal employees have closed ranks on their demands for an increase in wages. He points to the record of events which he claims have put the campaign into high gear.

On December 9, 1947, a meeting of the Government Employees Council of the AFL, of which President Lee E. George, of the National Federation of Post Office

Clerks, is chairman, decided to ask for an \$800 increase for postal employees, effective to January 1, 1948. The Council includes, besides the Federation, the Letter Carriers, Mail Handlers, Railway Mail Clerks Association, Supervisors, Special Delivery Messengers and Motor Vehicle Employees. In addition to those affiliated postal groups, the Council includes all AFL unions of federal employees. The Federation brought in their request for a \$1,000 increase previously agreed upon by the Federation representatives at a national conference in Chicago,

but the majority of the Council decided in favor of \$800.

A flood of bills along the lines of the Council requests was presented to Congress even before it reconvened and it is also known that further bills along the same lines are being prepared for introduction.

The next step will be for the House and Senate Civil Service Committees to call hearings on the measures before them, and in that connection, President Handman has called upon all of the 6,000 members of the New York Local to begin an immediate letter-writing campaign addressed to their respective Congressmen, requesting them to vote favorably on pay increase bills for postal employees.

A weekly income of \$23 provided more than a paupers existence, yet the laws of our country deem it enough to provide all the necessities of life for those who have honorably and faithfully devoted the best years of their lives to its service," he said.

He cited reports of the U. S. Department of Agriculture, which indicate the food costs have risen 107.6 percent since 1939.

"This means that the wife of the postal worker now pays \$20.75 for the same amount of feed she purchased in 1939 for \$10." Commented Mr. Handman. "Also the costs of clothing, fuel, medicine, etc., have increased from 60 to 100 per cent since 1939. During the same time the increase in the average postal salary has been approximately 50 per cent, hence the postal salary of today contains less in purchasing power than the lower pre-war salary of 1939."

Passage of 2 Bills Urged

Postal clerk objectives were listed by Mr. Handman as the basis of proposed letters to Congressmen; "(1) HR-4127, the Stevenson Bill, with amendments to provide annuities for minor dependents of widows, and to permit retirement before the completion of thirty years of service;

"(2) S-1849, the Langer Bill and HR-4704, the Dingell Bill, both of which propose to raise the annual salaries of postal employees by \$1,000."

He described the plight of the retired postal worker as most pathetic, at \$23 a week.

"It has been many years since

Bonus Aid Is Given To Coastguardsmen

Local Chapters of the Coast Guard League will give all aid possible to former Coastguardsmen in authenticating their overseas service, required for those Coastguardsmen applying for the New York State veterans bonus who wish to establish overseas service credit. Commander A. Adrems of the Manhattan Chapter of the League will expedite all such requests to National Headquarters of the League. His address is 11th Street, New York City. Requests may also be made of Commander Robert J. Brien, 15 Market Street, Paterson, N.J.

Disability Pension Exempt From Tax

Special to The LEADER
ALBANY, Jan. 19.—The Civil Service Employees Association has received from Internal Revenue Service Office at Albany a statement indicating that it is the opinion of that office that the accidental disability retirement allowance received by a member of the New York State Retirement System, who is permanently disabled as the result of an accident which occurred in the performance of his duties, is exempt from taxation under section 22(b) (5) of the Internal Revenue Code, as such payments appear to be in lieu of and in place of workmen's compensation.

tion act. No appeal was taken in those cases and it is the position of the Bureau that the decision of the Court is correct.

Compensation Cases Different

"... The question of whether "disability" retirement pay is exempt from income tax under Section 22(b) (3) of the Code is present only in those cases where, as in the case of New York City and District of Columbia firemen and policemen, the individual may not be entitled to the benefits of workmen's compensation law and the retirement plan or system makes specific provision for the payment of retirement pay in case of permanent total disability incurred or induced in connection with the actual performance of the duties of his position which carries with it an implication that such provision was intended to confer the same benefits which the individual would otherwise have been entitled to under the workmen's compensation law. In other words, before the provisions of Section 22(b) (5) of the Code may be applied to "disability" retirement pay, it must be established that such retirement pay is actually and really in the nature of and in lieu of workmen's compensation."

"On the basis of the information presented, it is the opinion of this office that the Accidental Disability Retirement pay received by a member of the New York State Retirement System, who is permanently disabled as the result of an accident which occurred in the performance of his duties, is exempt from taxation under Section 22(b) (5) under the Internal Revenue Code, inasmuch as such payments appear to be in the nature of and in lieu of workmen's compensation.

"It is the further opinion of this office that ordinary disability

payments received by a member of the New York State Retirement System because of physical or mental incapacity, arising from sources other than in the performance of his duties, is taxable and should be included in gross income under the applicable section of the Internal Revenue Code pertaining thereto. Insofar as the refunding of taxes which were paid by reason of the inclusion in gross income of such disability pensions is concerned, you are advised that a claim for refund must be filed within three years from the date such return was filed."

TRACTOR EXAM CANCELED

The Tractor Operator promotion examination for the Queens Borough President's Office has been canceled by the NYC Civil Service Commission.

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NEW YORK CITY NEWS

Eligible Lists in Probable Appointment Order

CAPTAIN, FIRE DEPARTMENT (Prom.) Subject To Preference Claims

The eligible list is given in the prospective of appointment (A) assuming all vet pre- claims granted. The record number on is the order of standing (OS) in relative per- age.

(A) is final average. (B) Written test and (C) record and seniority. (D) represents disabled veteran claimant, (v), non-disabled.

Table with columns for name, score, and order. Includes names like Ed. P. McAniff, D. McConnell, Daniel Clancy, etc.

Table with columns for name, score, and order. Includes names like Arthur J. Glenn, Jacob Goldstein, Arthur J. Golden, etc.

NYC OPEN

Office Appliance Operator (I.B. M. Numeric Key Punch), Grade 2.—(V) Charles Bohnacker, 70 P.C.; (NV) Ruth I. Callender, 100 P.C.; Viola A. Hagan, Katherine M. Gaffney, Eunice Marshall, Vera Driscoll, Teresa J. Tolan, Pearl Mileaf, E. Helen Kaplan, Martha N. Palombelli, 11. Shirley Smith, Rose Bel- lows, Eileen E. Collmore, Lucille Rutledge, Helen L. McArthur, Marie A. Pellegrino, Elizabeth T. Schuster, Hilda Friedman, Mar- jorie E. Rutherford, Anne L. Ifill, 21. Caroline F. Hogan, Elizabeth M. Smith, Minnie A. Seay, Sarah A. Seabron, Genevieve M. Spataro, Vincenza LePresti, Mercedes A. Shinnery, Zina Kader, Rita T. Pagano, Edna J. Sandlain, 31. Evelyn Boglietti, Maggie J. Mitchell, Goldie Leikind, Sandra A. Smith, Patricia A. Riley, Peter A. Daraio, Agnes E. Henderson, Kathleen V. Keegan, Bessie Fis- chetti, Carmen O. Lord, 41. Bessye D. Schwarz Lois C. Cooper, Madeline Benton, Mar- garet E. Gallahue, Catherine B. Downes, Julia B. Durante, Ida Barkan, Shirley Handel, Roselle Russo, Irene A. Murphy, 51. Dorothy H. Reed, Almeda C. Benoit, Gloria Lewis, Bernice V. Dusseldorf, Mabel Handy, Marion T. McCrane, Josephine M. Hurson, Mabel M. Robinson, Rose E. Smith, Ralph Isralewitz, 61. Margaret Mulholland, Lorna H. Gittens, Anna H. Siporin, Bes- sie M. Childs, Rose Ostrow, Caro- line C. Frick, Patrick B. Gilroy. Total, 67.

Inspector of Construction, Gr. 3.

(Prom.), Water Supply Gas & Electricity, NYC Div.—(NV) An- thony C. Maffettone, Eugene J. Hearty, Anthony Lombardi, Charles Kirshberg. Total, 4.

Institutional Inspector, Grade 2.

(Prom.) Department of Welfare— (NV) Marion E. McDermott, Kathryn Walsh. Total, 2.

Section Stockman—(D)

Anthony S. Carlantone, Henry J. Courmettes, Arthur Frisch, Car- mine W. D'Amato, Thomas J. Murphy, Thomas J. Byrnes, Eman- uel Mojzls. (V), William J. Tier- ney, Sylvester H. Sacks, Thos. J. Cunningham, Ernest J. Werner, Max Hyman, Edward J. Alberts, Ralph V. Hayden, Frederick W. Birchhoffberger, Arthur Pielsticker, Sidney L. Paloff, (V) Eugene R. DeDomenico, Harry W. Klotz, Mario L. Pinnavaia, Edwin A. Molitor, Vincent Iorio, Milton

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(NV): Edwin M. Kelley, Albert W. Fine, Max Vinograd, Milford J. Moore, Fred A. Caprista, S. Philip Fox, Alfred J. Langlois, Norman F. Donovan, Nicholas R. Paternostro, Thomas Lazard, Wal- ter Matakas, Louis Arlen, Domi- nio J. Bochicchio, Harold J. Suggs, Edward J. Collins, Louis G. Small, James J. Campbell, Joseph A. Volgare, Aniceto P. Portas, George F. Sweeney, Francis E. Roos, John Kinsella, Thomas J. Lynch, Ken- neth Clapp.

Langdon Is Appointed Head of Fair's Exhibits

Harry R. Langdon, Administra- tor with the Sanitation Depart- ment's Bureau of Finance and Supply, has been named Director of City Exhibits for the Golden Anniversary Exposition, Grover A. Whalen, Golden Jubilee Chair- man, announced. The exposition will be held August 3 to Septem- ber 19 at Grand Central Palace.

Motorman Exam Key

The final key answers for the promotion and special military written tests for Motorman, IRT Division, have two changes from the tentative answers: 50, D to A or D, and 65, D to D or K.

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C License Exams Open Continuously

Applications are being received continuously by the NYC Civil Service Commission for the fol- lowing license examinations: Mas- ter Electrician; Master Rigger; Motor Vehicle Operator; Portable Engineer (any motive power ex- cept steam); Portable Engineer (steam); Refrigerating Machine Operator (ten ton capacity); Re- frigerating Machine Operator (un- limited capacity); Special Rigger, Stationary Engineer, First, Second and Third Grades; Stationary

Fireman; Structural Welder; Oil Burning Equipment Installation. License applications and de- tailed information may be ob- tained at the Application Bureau of the Commission, 96 Duane Street, Manhattan, N.Y. 7, oppo- site The LEADER office.

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NEW YORK CITY NEWS

FIRE LINES

Bernard's Authentic Inside News of What's Happening and What's Ahead

By H. J. BERNARD
(Continued from Page 1)
Present quota, request and increase in number:

Title	Present	Request	Inc.
Chief	53	57	4
Deputy Chiefs	144	176	32
Battalion Chiefs	351	353	2
Captains	969	1,081	112
Lieutenants	8,756	8,756	0
Firemen	10,273	10,423	150

Prospect of Officers' Hours
The officers' hours, instead of the present 56 a week, would be normally 48, the same as the firemen's present hours. Literally, because of overlap in the day off, the hours are 46 and a fraction a week.

The officers will be given a choice of the tours of six days of 48 hours, followed by 48 hours of two tours of nine and two sixteens. The present likelihood reported to be in favor of the 9-15 plan, although the 9-15 method has increased in popularity since the experience of Firemen who elected those hours. The firemen have a choice between two systems, within administrative practicability, but whether it would be possible to afford choice of the two methods to officers generally, has not yet been decided. The Fire Administration is inclined to believe not. The third system, like the one used by the Marine Police Bureau, preventing working two nights in a row, which came out second in an officer straw vote, is not believed by the department administration to be quite practical for fire officers. Nothing is officially said on this, as yet.

Quayle Notes Faults in Survey Report

While agreeing with recommendations of the Citizens Budget Commission on the advantage of the Fire Department taking over the emergency squad now performed by the Police Department, and favoring consolidation of motor transport administration in a new Department, under the jurisdiction of the Department of Public Works over some buildings by the Fire Department, and improvement of budgetary methods, Commissioner Frank J. Quayle took exception to nearly all the other recommendations of the Commission regarding his department. He did this in a letter to Mayor LaGuardia, special counsel Louis Yavner, and some of his associates. The survey had been members of the previous city administration, which had not attempted any of the "reforms" now recommended. Mr. Yavner was Commissioner of Investigation in the LaGuardia administration.

A copy of the letter was sent by Fire Commissioner to Mayor LaGuardia and the gist of its contents was disclosed at City Hall, although the text was not released.

On one subject the Commissioner was silent. The survey report recommended that no civilians be admitted at fires, and that would be the Commissioner himself as his civilian aide who, shows with him at four- and five-man fires, lest some order be given to the experienced firemen that would not be scientifically defensible, yet would be regarded, with possible danger to life and property.

The Commissioner wrote that during the previous administration, for many years, the men and their colleagues, were part of that official setup, and must have been at the Fire Department at all times through rose-colored glasses. He said that he had no intention to be ashamed of any of the changes that he had intro-

duced during his two years as Fire Commissioner and took a particular whack at the proposal to consolidate the Bureau of Public Assembly with the Fire Marshal's office. He explained that such union of dissimilar services had been in existence during the horse and buggy days and was not feasible. Moreover, anybody who made a recommendation of that kind didn't know anything about the operation of the Fire Department, in the Commissioner's opinion.

The Commission's comment about men in top positions lacking knowledge of the Fire Department was denied by the Commissioner.

Horwitz Heads Board For Budget Analysis

Departmental Budget Analysis Boards are being set up in all the NYC departments, pursuant to Mayor William O'Dwyer's request. This is in line with recommendations of the Citizens Budget Commission, but the Division of Analysis in Budget Director Thomas J. Patterson's office, headed by Chief Examiner William F. Shea, had been in existence for months prior to the issuance of the report. Commissioner Quayle has appointed his board, with Third Deputy Commissioner Nathan C. Horwitz at its head, the other members being Assistant Chief of the Department William J. Hennessy, Acting Deputy Chief Joseph J. Scanlan and Acting Battalion Chief Winford L. Beebe. In addition, a Consulting and Advisory Committee has been named to aid the Budget Analysis group where any information has to be obtained or action taken in regard to work in or operation of the fire houses. This group is headed by First Deputy Commissioner James J. Moran and his co-workers are Chief of Staff and Operations Frank Murphy, Assistant Chief of Department Edward G. Conway, Acting Deputy Chief Thomas P. O'Brien, in charge of the Telegraph Bureau; Acting Battalion Chief Arthur J. Jones, in charge of the shops, and Captain Albert B. Whitley, in charge of uniformed personnel.

Fire Captain Eligibles Invited to Organize

All the Fire Captain eligibles are invited to attend a meeting at UFOA headquarters, 160 Chambers street, on Wednesday, January 21 at 8 p.m. to form a Fire Captain Eligibles Association. The main objects are to expedite promotions and to see that every eligible is promoted.

Lieutenant Eligibles' Association to Meet

The Lieutenant Eligibles Association, N.Y. Fire Department, will hold a regular meeting at 160 Chambers St., Manhattan, at 10:30 a.m. on Thursday, January 22. The program includes reports by officers and committees, as well as discussions of the latest developments concerning the list.

All Captain Eligibles Will be Promoted

The Fire Captain eligibles can look forward to the practical certainty of promotion, every last

one of them, before the list expires in four years, because the promotions are expected to average 50 a year and there are 187 eligibles on the list as it now stands. Some of the Lieutenants who missed out by a little are trying to get on the list, mainly by protesting key answers. The written examination was in two parts, the first half consisting of selective answer type questions (short-answer questions), the second an essay type. Unless one passed the first part he was not rated on the second. Therefore, since the protests are against Part I, the protesting Lieutenants have to take their chances, in prosecuting their aims. If they are marked passed on Part I they will still have to be up to snuff when their Part II performance is rated.

The Fire Department is ready to make the first batch of promotions to Captain as soon as the list is promulgated. That is the first moment that promotions can be made, and it will probably be early February. Meanwhile the list is merely "published" for the benefit of the eligibles. (See p. 13). The identities of all the candidates were revealed in the alphabetical list of their names published first and exclusively in The LEADER, issue of January 6 last.

There are 22 Captain vacancies and arrangements have been completed with Budget Director Thomas J. Patterson for official approval of budget certificates to "make" this number as soon as the list is out. Commissioner Quayle is very anxious to make the promotions, and as fast as possible, but this would be the last batch for this rank until the new budget goes into effect on July 1 next, unless the Battalion Chief list comes out sooner and unless any vacancies result from retirement, resignation or other causes.

Of the 187 on the Captain list, nine are disabled veterans of 10 per cent or greater disability, 32 are non-disabled veterans and 146 are non-veterans, hence a total of 22 per cent are veterans, regardless of class, and nearly five per cent are disabled veterans. However, there are veteran preference cases in the courts which decided that 10 per cent is the minimum for primary preference, but if these are reversed on appeal some of the 32 eligibles included merely as veterans would gain disabled veteran preference and move up on the list. They would get promoted sooner than otherwise, but the certainty of promotion would not be altered, since all eligibles will be promoted.

Medical Division Ceremonies Feb. 2

The Medical Division is now functioning at the fire house at 278 Spring Street. The dedication ceremonies will take place on Monday, February 2, and will be attended by Commissioner Quayle and other notables.

Fireman Appointments Depend on Promotions

The promotions to Captain would produce as many Lieutenant vacancies as there would be Captain promotions. Also the promotion of the Lieutenants would enable the appointment of as

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UNDER THE HELMET

By QUENCH

An anniversary Mass for the late Rev. Edward P. Costello, former Chaplain of the Fire Dept., was held yesterday morning at the Church of Our Lady of Mercy, Forest Hills, under the combined auspices of the Fire Department Holy Name Society for the Boroughs of Brooklyn and Queens, the New York Fire Dept. Civile Post of the American Legion, and the Fire Patrol.

Because of the recent snowstorms, the supply of skid chains and cross links for the Chiefs' cars has become exhausted. Drivers and maintainers are urged to make every effort to prolong the life of chains now in use.

many Probationary Firemen. There are no Fireman vacancies at present.

UFA-UFOA Letter Impresses Quayle

Commissioner Quayle was much impressed by the joint letter sent by the Uniformed Firemen's Association and the Uniformed Fire Officers Association, giving their proposed quota for the department and setting forth their principal aims, which include salary increase, bonus inclusion as base pay, pension rate reduction and welfare benefits.

"The letter shows the thorough knowledge of these effective organizations of the intimate workings of the department," said Commissioner Quayle, "and impresses me very deeply with its fairness, showing that the officers and men, through their organizations, desire the city's needs fully satisfied, yet without asking for any more personnel than they deem necessary. The broad scope of the letter, the soundness of viewpoint and the expert treatment of the technical phases gave me renewed reason to feel proud of the officers and men of the department."

"Subjects were contained in the letter that fall within the authority of the Board of Estimate and the legislative branch of government. While I have now, as I always have had, a deep interest in the welfare of the officers and firemen, those matters not within my jurisdiction were, I know, addressed to me, and properly so, for purposes of information."

The quota recommended by the two organizations was substantially the same as the one proposed by the Commissioner in his official departmental estimate with the sole exception that the organizations asked for an increase in the number of Firemen, and the Commissioner did not.

The letter was signed by Fireman John P. Crane, for the UFA.

Officers and members are warned to fully comply with the provisions of all sections of the Rules & Regulations, Official Action Guide and all Circular Orders regarding injuries to, and death of, active and retired members. Failure to comply with these provisions may result in members, or their dependents, being deprived of benefits.

In accordance with a ruling of the Municipal Civil Service Commission, Medical Officers Menasch Kalstein and Lester Blum have been granted retroactive seniority under the N. Y. State Military Law, to September 16, 1943 and September 4, 1943, respectively.

of which he is President, and by Captain Richard Denahan (out-of-touch papers please copy spelling of that name) as President of the UFOA. The Denahan name is new on such communications, for he was only recently elected President, and so got off to a fine start as co-signer of a letter that made a hit with the head of the department. Captain Denahan is an affable, diligent, conscientious and well-informed officer who has been working hard for the UFOA since its inception. Much is expected of his administration. His family has seen precious little of him during his off hours, on that account, and the prospect certainly will not improve with the new honor and duties that have befallen him.

Beebe Receives Thanks For Job Well Done

ABC Beebe is now off the Executive Committee of the Uniformed Fire Officers Association by operation of the constitution of the Association. He was one of the most active of the founders of the UFOA, was its temporary chairman during the hectic days of its organization, when there was opposition to it (from the previous Fire administration), and was the first President. He gave sound advice and expert executive guidance during the tough days. Now he's a very busy man at Fire Headquarters, as aide to the Chief of Staff and Operations, but not too busy to take a very keen interest in UFOA affairs and help out whenever he is asked, as opportunity permits. His friends and fellow-workers in the UFA have expressed appreciation of what he has done and asked me to publish the fact, which I am glad to do, adding my own expression of high regard for a swell guy.

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NEW YORK CITY NEWS

UNIFORMED FORCE SUBMITS ITS PROGRAM TO QUAYLE

The Uniformed Firemen's Association, in a letter to Fire Commissioner Frank J. Quayle, signed also by the Uniformed Fire Officers Association, listed its principal objectives:

1. A \$600 salary increase for all members of the uniformed force.
 2. All cost-of-living bonuses to be made a permanent part of base pay.
 3. Legislation to permit members of the Article 1B pension system to transfer into the Article 1 system in which most members are now enrolled, to eliminate discriminatory pension rates.
 4. Increase in the number of personnel.
- Numerous other recommendations were made.

Argument for Raise

The argument for the \$600 included the sharp rise in living costs and the small increase—25 cents an hour—requested. The letter continued: "Many arguments may be advanced to justify an adjustment in salary. The most obvious is the fact that the cost of living has risen approximately 70 per cent over the 1939 base with only a corresponding cost of living pay increase of 30 per cent, of which less than 17 per cent is applied to pension. (This 30 per cent increase is only nominal. In terms

of take-home pay the increase is far less than 30 per cent.

"Cost-of-living bonuses are essentially an injustice to widows and children of firemen killed in line of duty because, under the law, the Board of Trustees of the Fire Department Pension Fund is permitted to grant only a pension of one-half of the base pay and not one-half of the true salary, thereby resulting in a continuous injustice to these widows and children, and making poverty the reward for the loss of a beloved husband and father."

Pension Rectification Sought

On the score of pensions the letter referred to the lowered interest rate on annuity contributions, an addition of 25 per cent to the employees' pension burden and no corresponding benefit.

"Men in this department pay as high as 14 per cent of their salaries for pension protection without any provisions being made for their widows or dependent children," the letter continued. "Therefore, an adjustment should be made to assure all families of firemen a proper pension protection. Members in the Article 1B system have a take-home pay of approximately 10 per cent less than the men in the Article 1 system. Inasmuch as the occupational hazards of firefighters are common to all of us it is patently unjust that one man should re-

ceive two hundred dollars (\$200) more than another for the same service."

An indication of the pension discrepancies was shown in the following table:

	6 % Pension Group	12 % Pension Group
Pensions	\$189.00	\$378.00
Income Tax (1 Child).....	380.00	380.00
Insurance	36.00	36.00
Firemen's Widows	60.00	60.00
Commissary	24.00	24.00
Uniforms	70.00	70.00
Charity	6.00	6.00
Surgical Plan ...	8.40	8.40
Total.....	\$773.40	\$962.40

"The inequities in take-home pay and the discrepancies between the two pension systems could be rectified by legislation to enable members in the 14% system, that is Article 1B, to transfer into the Article 1 system," it continued. "This organization plans to offer such legislation to you and to His Honor, Mayor O'Dwyer, for consideration in the very near future."

Proposed Fire Quota

The following personnel quota was offered as permitting the highest possible efficiency:

Firemen	9220
Marine Engineers	95
Marine Pilots	45

Quayle's Work Praised

In a letter suggesting items and amounts for inclusion in the 1948-49 budget of the Fire Department, the Uniformed Firemen's Association and the Uniformed Fire Officers Association have jointly included high praise of Commissioner Frank J. Quayle's Administration. The two associations offered "sincere and grateful appreciation to the Fire Commissioner for the eminently fair and understanding manner in which he has administered the Department since his advent in office and for the many benefits which have accrued to the personnel through his unstinted efforts."

The laudation continued: "The record of the past year contains many progressive changes effecting the welfare, economy and working conditions of New York Firefighters. A partial inventory

of of the Fire Commissioner's efforts in behalf of the uniformed force of the Department should include the installation of shorter work-week; the support he brought to bear to achieve salary increase granted by Board of Estimate in the closing days of 1946; the cooperation extended by him to help meet increase in the cost of living permitting the establishment ambulance service within the department; the creation of blood donor system, and the general assistance plan."

The letter remarked "on great improvement brought about in general fire protection and prevention." It added: "Such improvement not only has benefited the general public, but has creased the esprit de corps of entire force."

Lieutenants	1081
Captains	373
Battalion Chiefs.....	160
Battalion Chiefs	160
Deputy Chiefs	58
Asst. Chiefs	1
Chief of Department	1
Chief of Staff & Operations	1

Internal Changes Asked The following changes in the organizational structure of the Department were asked:

The office of the Fire Marshal and the Telegraph Bureau, together with all personnel, to be transferred to the uniformed force with the following stipulations:

- (a) Special ratings for all employees in classifications not now covered by the uniformed forces.
- (b) All present members to be continued in their current pension systems.

Other recommendations were: "1. That \$5,000,000 appropriated by the City for the Hospital Insurance Plan be divided and a portion set aside to pay one-half of the Hospitalization Insurance of all firemen participating in the Blue Cross Hospitalization Plan.

"2. Heart and related diseases are most prevalent in the Department. It is suggested, therefore, that all new appointees to the Fire Department be X-rayed at the chest and back and cardiographed to reduce to a minimum the possibility of any appointee suffering from an injured back, impaired respiratory tract, or from heart disease being admitted to the uniformed force of the Fire Department. Such examination should be made part of the regularly required physical tests.

"3. That a system be installed to bring about a reduction in the number of alarms transmitted to each fire house. An investigation made sometime ago by the International Association of Fire Fighters, A. F. of L., disclosed that the

bell system of transmitting alarms is one of the primary causes of heart disease among firemen. In our desire, therefore, to reduce the transmission of alarms of the bell system to a practical minimum consistent with the efficient operation of the Department.

"4. Application of the principles of preventive medicine as applied by the U.S. Army during World War II to the common cold, influenza and other related respiratory diseases to which firefighters are prone. This should aid in maintenance of the fire fighting force at a point of maximum efficiency by reducing the time lost due to sick leaves for men suffering from respiratory diseases. The city of Seattle last year innovations were offered to members of the uniformed force on a voluntary basis. As a result, sick leaves (time lost in man power hours) among the group involved were reduced by 80%."

National Defense On the need of better national defense of the city, in which the Fire Department would be a part, the letter said:

"We recommend that a civilian defense organization be set up with financial assistance from State and Federal Government and that integrated in this organization should be such key departments as the Fire Department, Department of Water Supply, Gas & Electricity; Sanitation Department, Department of Hospitals and Department of Health of the department.

Overtime pay for future snow work or other emergency in the future, by budget appropriation was asked.

The letter was signed by Joseph P. Crane, President, UFA, and Richard A. Denahan, President, UFOA.

Sanitation Union Presents 7 Requests

Sanitation Workers Union, United Public Workers of America (CIO), in a letter to Sanitation Commissioner William J. Powell, made the following requests:

- 500 additional collection trucks and other equipment; employment of 3,000 additional Sanitation men; salary increase of \$600; adequate funds for increased per-

sonnel in the Safety Division; sick pay from the first day; the and a half pay for all overtime and Sunday work (at present men work a 6 day—48 hour week and 11 legal holidays off a year. At present the men receive holidays except Christmas Day and then only if it does not snow, said the union.

1948

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