

THE CASE OF PAUL KERN

AN EDITORIAL

No public agency has been subjected to such a barrage of venom and hatred as has the Municipal Civil Service Commission. Its head, Paul J. Kern, has been a storm center almost from the day he took office.

When any agency is the constant target of attack—whether justified or not—it is a matter of serious concern to the community. The morale of both its

employees and of the whole citizenry is involved.

Yes, an investigation is called for. (For that matter, there are many persons in, and on the fringes of, the Civil Service who should be investigated. The Leader intends to delve into the problem more deeply in the near future.)

An investigation may clear the air, relieve tensions, set doubts at rest. That is, if it is an

Continued on Page 4

Civil Service LEADER

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CITY
STATE--U. S.
EXAMS

Vol. 1. No. 32

New York, April 23, 1940

Price Five Cents

Sanitation Exam Made Easy

Details About Coordination Test on Page 3

SUBWAY LABOR TESTS

See Page 3

Many Park Jobs Open

Page 2

DELAY in Police and Fire APPOINTMENTS

Page 3

TESTS FOR 10,000 ATTENDANT JOBS

Story on Page 18

Spring Brings Horde Of Jobs to New Yorkers

LEADER PRESENTS EXCLUSIVE SURVEY

Spring means jobs—2,200 of them.

When New York goes outdoors to play, eligible registers begin to move—and when they move, they move fast. Playground Directors, Life Guards, Attendants, Gardeners, Conductors—hundreds are hired.

The Leader this week made a check-up of departments which will increase their staffs as the spring and summer seasons approach. Leading the field is the Department of Parks, which will use approximately 1,925 more men

and women to carry on its new seasonal duties. Appointments to all departments will be made from Civil Service eligible lists.

According to unofficial estimates of the Parks Department, the following will get jobs:

600 Attendants (500 may be appointed May 15 for parks and beaches, and 100 this month on golf courses and tennis courts).

300 Life Guards (may be appointed May 15).

350 Playground Directors (to be appointed May 1 or May 15).

582 Assistant Gardeners (292 already appointed; 90 may be appointed this month; and 200 more in July).

20 Ticket Agents.

30 General Mechanics.

9 Chief Life Guards (May 1 or 15).

10 Park Foremen (May 1 or 15).

21 Watchmen (May 1 or 15).

World' Fair Railroad

The opening of the World's Fair railroad will be responsible for hiring 214 new employees in the Board of Transportation. Prospective appointments, as announced by the department, are as follows:

113 Conductors.

44 Station Agents.

19 Motorman-Conductors.

12 Trackmen.

6 Porters (Railroad).

4 Assistant Train Dispatchers.

4 Towermen.

4 Maintainer's Helpers (Group 3, with some knowledge of electrical equipment).

3 Signal Maintainers (Group B, with some knowledge of Line Maintenance of Signals).

EXAMS--NOTICE

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This examination offers an excellent opportunity for men who have been graduated from technical or vocational high schools or who have had some experience in the various trades to secure positions as HELPERS or MECHANICS leading to a life-time career in the New York City railroad system.

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FACTORY INSPECTOR—CLASS FORMS THURSDAY, APRIL 25, AT 8:30 P. M.

Examinations Expected in the Near Future:

FIREMAN - PATROLMAN - STATE PRISON GUARD

Exams for Which Applications Have Been Filed

- FIRST GRADE CLERK
- STENOGRAPHER TYPIST Gr. 2
- STRUCTURE MAINTAINER
- TELEPHONE OPERATOR (Female)
- TELEPHONE OPERATOR (FED.)
- JR. & SR. STENO-TYPIST (FED.)
- POST OFFICE CLERK-CARRIER
- RAILWAY POSTAL CLERK

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Welfare Eligibles Gird to Fight Vets

Eligibles on the Social Investigator list will take first steps within the next few days to oust 176 provisionals in the Veterans Division of the Welfare Department.

H. Elliot Kaplan, attorney for the eligibles association, is about to file mandamus papers upon the Municipal Civil Service Commission and upon Welfare Commissioner William Hodson. The order seeks to force the two to certify and appoint eligibles. Hearings are expected in court next week.

On Wednesday, Kaplan will intervene for the eligibles in the *Moates v. Kern* case before Supreme Court Justice McCook. In this action, the veterans in the Division insist they cannot legally be displaced on two grounds:

- Vets' Arguments**
- 1) they have served long enough so as to have eliminated the need for further examination;
 - 2) Governor Lehman has be-

fore him the Coughlin-Crew which would continue their jobs until June 30, 1951. The veterans have already granted one stay.

The case of the eligibles, will probably remain in the court for some months, is known as *Sherman v. Hodson*; first named on the list is J. Walter Sherman, who has been serving as chairman of the association's search committee since it was formed a month ago.

Sherman at a recent meeting urged all other eligibles who wish to take part in the action to contact him; his address is 129 St., Manhattan.

Kaplan addressed the eligibles Thursday night at Union Baptist Church, 229 W. 48th St.

- 1 Assistant Foreman (Track).
- 1 Light Maintainer.
- 1 Maintainer's Helper (Group D, with some knowledge of Structural Maintenance).
- 1 Structure Maintainer.
- 1 Third Rail Maintainer.

Borough President
The Office of the Borough President of Manhattan will soon add 55 persons to its staff. These appointments, usually made at this season, probably will be permanent. They follow:
25 Laborers (\$1,500).
6 Bridge Painters (\$9.50 per day).
1 Foreman of Bridge Painters (\$10.50 per day).
5 Attendants (3 female and 2 male at \$1,200).

- 2 Clerks (\$840).
 - 10 Asphalt workers (5 at \$7.20 per day, one at \$7.20 and \$6.72).
 - 1 Junior Chemist (\$1,500).
 - 1 Foreman (\$1,800).
 - 1 Machinist Helper (\$7.50 per day).
 - 1 Foreman, Asphalt Worker (8.60 per day).
 - 1 Asphalt Steamroller Engineer (\$12 per day).
 - 1 Auto Machinist (\$9 per day).
- In addition to the appointments to the above departments, the borough Bridge Authority expects to hire additional toll collectors and the Bureau of Ferries and the Dept. of Docks will take on deckhands and other personnel to handle the heavy summer season.

Commission Replies To Smith Charges

Offers Blanket Denial to Councilman's Attack

Last week Al Smith Jr. introduced into the rules committee of the City Council a resolution. Its purpose: "to examine into the affairs of and conduct of the Commission of Civil Service and his Department."

The charges, and the answers to them by an official of the Commission, follow:

Charge 1. That the Commission disregarded its own rules in failing to discharge provisional announcers in the Municipal Broadcasting System, when an eligible list existed.

The Commission contends that WNYC requested the provisionals to be replaced on a stagger basis, one at each payroll period. Four jobs are involved, and if all four announcers were released at once, it would impair the work of the studio.

Charge 2. It takes too long to rate test papers.

The Commission answers that it is doing as good a job as it can in view of its small staff; and that with rating machines being used, tests are rated more quickly than they were before the present Commission took office.

Political Charge
Charge 3. The Civil Service Forum contends that the Commission delays the publishing of lists in order to thwart appointments and promotions for political reasons.

The Commission insists it has no political purpose in holding appointments; the reduction of provisionals to the record office is the great record.

Charge 4. That jobs are advertised at one salary, and the points offered at a salary.

If a person is on a list for a job at one grade which is available, and if a job at a higher grade is available, the person should be offered the lower-grade job. He is not compelled to take the higher-grade job, states the Commission. He doesn't want to. And he doesn't lose his standing on the list if he doesn't accept. The purpose is to provide the eligible with employment while waiting for a promotion in his grade to come through. (Continued on Page 3)

SANITATION MAN

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New Delays in Police, Fire Appointments

Another delay in Police and Fire appointments cropped up last week, and the chances are that no new members will be added to the uniformed forces of either department for at least two weeks.

The Budget Director's office, the Mayor and the officials of the Police and Fire departments were all set to appoint 200 to 250 Patrolmen and 100 to 125 Firemen on May 1. The Leader has learned from reliable sources.

A hitch in these plans developed when it was discovered that accountants have not yet determined the pension rates which new appointees must pay. Until these rates are set no new appointments will be made, since the department would not be able to make accurate pension deductions.

The amount of deductions for the pension fund will be scaled on an actuarial basis and the range may be from 6 to as high as 11 percent. Those men who are near 30 when they join either of the two departments will have to pay the highest rates.

At present there are between 500 and 600 vacancies in the Police Department where no appointments have been made in nearly a year. There are also several hundred vacancies in the Fire Department.

Full details on the date, number of jobs, and other information about Police and Fire appointments will appear in The Leader as soon as they are officially announced.

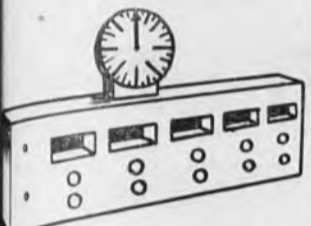
Sanitation Coordination Test Is Made Easier

First Report of Improved Exam

The coordination test for sanitation men (described fully in an exclusive story in last week's Leader) will probably be simplified.

The simplification is to be in the manner in which the signal apparatus will function. This apparatus consists of a long, narrow box placed in front of the cab in which the candidate sits. The box contains five rectangles. The first of these carries the words **Left Foot**; the second, **Right Foot**; the third, **Left Turn**; the fourth, **Right Turn**; the fifth, **Right Hand**.

Beneath each of these rectangles are two little lights.



The upper row consists of green lights; the lower row of red lights.

When the candidate seats himself for the test, he finds the row of green lights illuminated. The red lights are out.

Suddenly a red light goes on, under the first rectangle (**Left Foot**). The candidate immediately pushes in the clutch.

Suppose a red light goes on under the fourth rectangle (**Right Turn**). The candidate immediately turns the steering wheel to the right.

One Signal Light Only
The major change from the original specifications—a most important change for the sanitation candidates—is this: **there will be only one light flashing at a time.** This means that the attention of candidates need not be diverted over a number of flashing lights.

Important to remember are these facts:

1) The green-red combination does not mean the same thing as traffic lights. Forget all about traffic lights!

2) The sanitation candidate need not worry about the green lights at all. They're for the examiner.

3) The candidate should watch the red lights and the clock. When the red light flashes on, he should perform what the signal indicates.

4) As soon as he has done so correctly, the light will go off, and the

WANT THE TRUTH?
See Polices Calls On Page 5

hand of the clock (which is calibrated to the hundredth of a second) will stop moving.

The clock measures the candidate's time. At the end of the test, he knows what his score is.

The coordination test will be given at the same time as the physical exam. It will precede the physical exam, and will take only a short time to finish.

The Leader will keep sanitation men thoroughly informed of progress on the exams. The next issue contains an important story concerning the medical test. Sanitation candidates are invited to ask any questions which may be troubling them about the coming tests.

What the Subway Men Think About Unification

The Leader Asked the Workers; Here's What They Said

Everyone has heard what Mayor LaGuardia and Mike Quill and Paul Kern think about unification of the city subway lines. But who knows what the man in the subway thinks? The Conductor, the Motorman, the Ticket-Agent—the men who will be most affected—what do they have to say about going under Civil Service after unification?



STUDENT SUBWAY MOTORMAN learning his job. He'll be working for the city before long. At present he, and all other IRT and BMT employees, are having their records checked, their fingerprints taken.

⊙ The Leader sought an answer to this question last week; and the results show opinions just as varied as those of the men higher up.

Take Mr. A., ticket agent at the 14th St. station on the BMT: "Sure I'm in favor of unification! It's a city job, isn't it? Everyone I've talked to is in favor."

But consider the opinion of Mr. B., carpenter at the Brooklyn Bridge station of the IRT: "I would rather stay just like I am, because I don't know what's coming. That's the whole trouble. We don't know whether we'll have our jobs or not."

Fatalist is Mr. C., conductor on the Lexington Avenue local for the past fourteen years: "It doesn't make any difference whether I'm in favor. What's done is done."

Putting it more bluntly was Mr. D., conductor on the same line: "We've got to be in favor of it whether we like it or not."

Non-committal is the attitude of Mr. E., BMT Negro porter at the 14th St. station: "I don't know, and I ain't sayin'."

The questionnaire sent out by the Civil Service Commission also brought a varied response.

The IRT carpenter, who wants no part of unification, says the Commission has no reason for asking such detailed questions: "We've been working here for years and years; I don't think we should answer such questions."

But Mr. F., conductor for the BMT, believes otherwise: "No, I don't mind the questionnaire. I've never been locked up. In fact, I think it's a good way to catch up with a lot of criminals. I understand there are about 1,000 who don't have their citizenship papers."

Questions and Answers on Labor Reclassification

DETAILS ON CHANGE AFFECTING 10,000 MEN

Ten thousand men were asking last week what's to become of them when the Municipal Civil Service Commission switches them from the Labor to the Competitive class. Their representatives pelted Commissioners Wallace Sayre and

Ferdinand Morton with questions at a public hearing last Thursday. Principal objections to the proposal are two-fold:

1. The new grading system may cause employees to be "frozen" in their positions without opportunity for advancement.

2. Persons whose salaries lie between two of the five grades may be given pay cuts to conform with their grades.

The reclassification plan, as outlined by the Commission, will consist of these five grades:

- General Helper, Class A—\$720
- General Helper, Class B—\$900
- General Helper, Class C—\$1,200
- General Helper, Class D—\$1,500
- Senior General Helper, Class E—\$1,800.

Fearing that these grades will work hardship on certain laborer groups, representatives at the hearing propounded a series of pertinent questions. The Commission's answers, all of which were tentative, indicate that every effort will be made to protect the salaries of incumbents and provide them with adequate promotional opportunities.

Questions and Answers
Following are some of the principal questions and answers:

Q. When a salary of an incumbent falls between two grades, where will the incumbent be placed—in the lower or higher grade?

A. The employee probably would be placed in the grade which more nearly conforms to his salary.

(Continued on Page 20)

Office Appliance Eligibles Organize

An organizational meeting of the Office Appliance Operators Eligible Association will be held on Thursday, April 25 at 8 p.m. in the offices of the Federation of Municipal Employees, 63 Park Row, Manhattan. All eligibles who are on the list are urged to attend the meeting.

Exams Ordered For Subway Jobs

Four examinations for subway jobs, one competitive and three promotion, were ordered by the Municipal Civil Service Commission last week. At the same time the Commission cancelled the eligible lists for Towerman (competitive); Motor-Man Conductor (promotion); and Chief Towerman (Promotion).

The new exams are: Towerman (competitive); Towerman (promotion); Motor-Man Conductor (promotion); and Chief Towerman (promotion).

The duties of the position of

Towerman, which pays 80 cents an hour, include the operation of electric or electro-pneumatic interlocking machines, subject to rules and regulations of the Independent City-Owned Subway System; responsibility for the safe passage of trains over tracks and switches; and related work.

When the last exam for Towerman was held, the following requirements were set:

Height: 5 ft., 4 inches; three years' recent railroad experience as Motorman-Conductor, Towerman or Signal Maintainer, one year of which must have been in the operation of mechanical electric or electro-pneumatic interlocking machines or in testing or maintenance of interlocking equipment.

The Municipal Civil Service Commission will set filing dates for these exams later. Full details will appear in The Leader.

See column on the left for new subway exams for which filing opens shortly.

Five New Labor Exams FILING TO OPEN SOON

Five competitive tests—four of them for popular jobs in the city subway systems—head the list of tests which the Municipal Civil Service Commission will open for filing early next month. The subway series is for the following positions: Maintainer's Helper, Group A; Maintainer's Helper, Group B; Maintainer's Helper, Group C; Maintainer's Helper, Group D.

The other exam will be for the job of Section Stockman (Commodities Distribution). Thirteen vacancies now exist in this title and others are expected by the time the test is completed. Salaries range from \$1,500 to \$2,400.

It is expected that requirements for the subway posts will be liberal and that no formal railroad training will be necessary.

The Municipal Civil Service Commission is encouraging young people with an aptitude for electrical, mechanical, carpentry, masonry, and similar work to apply for these exams.

Full official requirements, filing dates, and other information on all these exams will be published in The Leader early next month.

Civil Service LEADER

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Advertising Rates on Application

Tuesday, April 23, 1940

The Case of Paul Kern

(Continued from page 1)

investigation planned in the public interest—careful, unbiased, sober, clean.

The Leader charges that the Smith probe now under consideration in the City Council is *not* such an investigation.

The Leader charges that the Smith probe is designed to hunt muck, not facts.

The Leader charges that the resolution introduced by Al Smith Jr. is but another step in the smear-campaign against the merit system.

The Leader charges that Mr. Smith himself doesn't know what it's all about—and the incoherence of his resolution shows it!

To anyone in the least familiar with Civil Service in New York, this investigation seems to have been engineered by a single faction. Smith is the fall guy. It looks as if someone has sold him a bill of goods.

With such a set-up, the verdict is prepared in advance.

Let there be an investigation. But from start to finish, this is not the investigation New York City's Civil Service should have.

The Leader suggests that Miss Grace A. Reavy, Chairman of the State Civil Service Commission, be asked to do the job. The State Commission has a duty, legal and moral, to see that municipal commissions work smoothly and efficiently. The State Commission has the facilities to do the investigating. If those now clamoring for an investigation are really honest, they can't object.

Certainly, let's have an investigation.

And let's call in the State Commission to do it.



Merit Men

“... and don't be surprised.”

Mark Vloch, D.D.S.

AT 6 o'clock on the morning of April 2, Mark Vloch, dentist, was aroused from his bed by a jangling telephone. A moment later he knew he had another fight on his hands.

This time he learned from an excited voice that the fight was with the Mayor and his budget. Sleepy-eyed Dr. Vloch didn't go back to bed. He was too worried about the fate of 500 other dentists and doctors in the Dept. of Health; and besides, a dozen more phone calls, just like the first, came in by 8 a.m.

Dr. Vloch has been a Civil Service employee of New York City for the last ten years, and he knows that if Mayor LaGuardia decides to pay the medical corps on a per diem basis, instead of on a per annum basis, there's something strange afoot. That's why the doctor was worried.

It is his responsibility, he feels, to see that the dentists and physicians in the city get a square deal. More than that, he feels it's his responsibility to see that New York City gets a square deal. And the city can't get a square deal, he reasons, if its doctors and dentists lose their morale; if they don't get decent wages, leaves of absence, vacations with pay—and all the other benefits that are rightfully theirs under the laws of Civil Service.

Dr. Vloch is chairman of the coordinating committee of the two Medical and Dental chapters of

the State, County and Municipal Workers of America. Under his leadership, the medical men of the city have won more than one important fight for their rights. For one thing, they have gone to court to prove they deserve the annual \$120 increments under the McCarthy law. And they will not hesitate to go to court again—this time to argue that the Mayor's most recent decision was made in bad faith.

Dr. Vloch, who weighs his words before he says them and therefore does not speak rashly, charges that if the Mayor's recommendation goes through the board, the entire merit system is in danger of being voided—that the way will be paved for the return of the spoils system in Civil Service.

Where Mayor Is Wrong

On three major points, Dr. Vloch attacks the Mayor and his budget.

1. The Mayor's statement that the city's doctors and dentists are “disinterested and apathetic oldsters” is an insult—a “gratuitous cynical insult,” says the dentist. The average age of the physicians and dentists is 40, and the service ratings of these men stand as high as any in the city.

2. The decision to place the doctors on a per diem basis was made as a punitive measure, he charges, because these men had asserted their rights as American citizens to fight for increments under the McCarthy law. If the Mayor can

do this to the doctors, he can do it to any group which dares to oppose him.

3. If the clause is kept in the budget, the public health service may be transformed into a “study course” for young and inexperienced physicians and dentists who will have greater opportunity of employment on the per diem basis. This is possible because legally the city could restrict the working days of the older doctors and make way for the younger ones. “They would use our school children and indigents as human guinea pigs,” Dr. Vloch charges.

Veteran

The fight that Dr. Vloch is making is not one for his personal gain. He stands little chance of benefiting either way, he says, because of his war veteran status. Court decisions protect him from losing any of his share of the work under Civil Service. But only 20 per cent of the 500 doctors affected can claim this preference. To protect the others, the Union local, under its president, will take the case to court.

Dr. Vloch is a Columbia man, a graduate of the College of Dental and Oral Surgery in 1922. Though he was born in London, he's been a New Yorker since he was 10. He attended Commerce High and got out in time to volunteer in the World War. The Armistice saved him a trip across the ocean, and soon thereafter he began his Columbia studies.

After graduation he engaged in private practice until a dentistry Civil Service exam came along in 1929. He took the exam, along with hundreds of others, and placed No. 6 on the list—which just proves that he's a good dentist as well as a strong champion of the merit system.

And don't be surprised if some day he confides to you that he has a couple of other hobbies—modeling with clay and doing some writing. Both, he admits, are purely for “home consumption.”

letters

More Cops for Less Money

Sirs: A suggestion follows that will enable the city to acquire more police personnel, and yet virtually to enact savings in so doing; and a means for aiding those on the Patrolmen's Eligible List

In the Post Offices throughout the country, the personnel recruited are Postal Substitute Employees, who are used during peak loads to facilitate the handling of mails. These men are paid only for the time employed. This system permits sufficient help to handle the work, and yet on an economy basis. The same system is being used by the Board of Education.

Likewise, a similar system can be initiated in the Police Department. There are many periods when the present Police personnel is handicapped by a shortage of men. The coming World's Fair, fairs, elections, opening of new tunnels and bridges, constant retirement of Patrolmen, and many other emergencies require that some plan (perhaps the one suggested) be put into use to supplement the strength of the Police Department.

The Police Eligibles are clamoring for work; the Police Department is constantly “belching forth” a shortage of personnel; and the Budget Director, of necessity, limiting appointments. Well, here's a plan which should sooth all three groups.

CONSTANT READER

What do you think? The Leader is interested in hearing the reaction of readers to this plan.

Doctors Thank Leader

Sirs: The Public Health Officers Association wishes to thank The Leader for its support in the fight to retain per annum salaries for doctors under Civil Service.

If the Mayor's proposal to pay doctors on a per diem basis passes the Board of Estimate this week, the public, as well as the doctors, will suffer. For this reason your paper is rendering a public service in telling its readers the truth behind this issue.

DR. HARRY G. GOLDMAN
 Secretary,
 Public Health Officers Assn.

From Grade to Grade

All type-copyists grade 2 who have not as yet been appointed to permanent positions, are confronted with a serious problem.

This list was promulgated June 23, 1939 and still has some time to run before it expires. The difficulty is not the fact that it might expire before appointments are made, but that a type-copyist grade 1 list is now in the process of marking and this list may be ready for promulgation in June.

We were informed by the Civil Service Commission that should this grade 1 list be ready by June, (regardless of the fact that all appointments from the grade 2 list will not be completed) the grade 2 list will not be used unless grade 2 jobs come up—and we know that

there is very little hope of grade 2 jobs.

All those grade 2 type-copyists who have been appointed, both temporary and permanent, have been appointed at the status of grade 1 at the salary of \$960. per annum. This new grade 1 list will be used to fill all temporary ap-

This column is offered to readers who have legitimate complaints to make about their jobs, salaries, working conditions, etc. Only initials are used with letters.



complaint corner

How long will the “labor-minded” administration be permitted to defraud its lowest paid employees, thus reducing them and their families to a starvation level of living below that of relief clients. How am I expected to feed, clothe, and shelter my family of four on \$59. per month, or less than \$15 a week? I am entitled to an annual salary of \$1200 by virtue of the Clerk, Grade 2 list, from which I was appointed as Clerk, Grade 1, at a starvation salary of \$840 per annum. I believe that in view of the fact that I am performing book-keeping duties, my work merits the higher salary of \$1200 to \$1800 per annum.

Now the administration which rode into office on a labor vote has the nerve, adding insult to

pointments now being held by grade 2 typists at \$840. per annum.

Approximately 250 grade 2 eligibles who are now working temporarily will be out of work should the grade 1 list be promulgated. The grade 2 temporary typists will just be out of luck and never get a chance for permanent appointment from this list.

It is very discouraging to find that after going to the expense and trouble of taking a civil service examination, one finds that even if he does pass, he is unable to get an appointment. We are writing

with the hopes that you may be in a position to advise us what. Any suggestions you may have make concerning our problem which to us is vital, will be greatly appreciated.

TEMPORARY

Editor's Note: Civil Service states that vacancies shall be filled from the eligible lists which conform to those jobs. Accordingly, the new Type-Copyist Grade 1 list will get the call for Grade vacancies. While this may be a hardship on some persons, there is no way to avoid it.

to save money. With a minimum statute on the books, it would be to look elsewhere. Ed Note.

HOSPITAL WORKERS COMPLAIN AGAIN

Sirs: Please help the hospital workers in the Dept. of Hospitals. They are receiving only \$50.00 per month and are getting no money they must support families. As a result, they are in debt and cannot get ahead.

If His Honor, the Mayor, can support his wife and two children on the above salary and make a word of it, I'll eat this letter, word on the City Hall steps.

And now, my dear readers, challenge His Honor to come to the employees' dining room, which is in the basement in most hospitals and eat one of the delicious meals the hospital employees get. And hope a roach pops out of the stove and says hello to the Mayor.

We appeal to the public to interest and investigate the Dept. of Hospitals and help to improve the above conditions. Disc...

H.B.S.

FIRST GRADE CLERK
 Unless the city were to pass a minimum wage law for its employees, poor salaries of this kind are bound to be given. The budget situation being what it is, the administration is always on the look-out for legal outs in which

Police Calls

By BURNETT MURPHEY

Some Straight Talk

Weeping like a spoiled child, Frank Prial, publisher of The Chief, last week printed a long, garbled story entitled "Warning to Police Sergeants." Prial is burning up because his aging paper has been scooped again by The Leader, in this case by this column on the final answers for the Police Lieutenant promotion test. Since Prial's reporters read many of their stories first in this paper, he is understandably sore.

To the Police Sergeants, if any, who read Prial's hysterical warning, we would like to print the facts: On every exam the Municipal Civil Service Commission gives, a tentative set of answers is released a day or so after the test. Thereafter for a number of weeks or months, men who took the exam may file objections to these answers. There were many objections to the Police Lieutenant answers and the Commission made 14 changes from the tentative key.

Now here's the payoff: Ferdinand Q. Morton, senior member of the Commission, is the sole arbitrator of objections to tentative answers. He decides the final key. Morton, a Democrat, has served on the Commission for more than 17 years—before Paul Kern got out of high school.

Morton has decided the final answers for every Patrolman, Sergeant, Lieutenant, and Captain exam for the last 15 years.

To charge Paul J. Kern with trying a "fix" to pass a favorite Sergeant is not only malicious, but silly. The first person who produces a Sergeant who is a Kern favorite wins this column's annual award of one dozen ripe bananas straight from Honduras. We hope Prial accepts the challenge!

The only time Kern had intimate relationships with the Police Department was last Spring when he was accused of "slugging" an oversized doorman during the tail-end of a heated altercation. Kern was calmed down by a Sergeant later.

This column doesn't attempt to pass any professional judgement on the final key for Lieutenant (beyond suggesting that question 72 be looked over again); but we do think Sergeants are too smart to be taken in by any small-time Prial rabble-rousing.

For future scoops read The Leader!

The Court of Appeals last week released an opinion upholding Commissioner Valentine in his dismissal of Leonard J. Smith, former Patrolman. Smith was tried on charges of accepting three \$3 checks from a lawyer who practiced in a court on Smith's beat. Smith said the checks were Christmas presents for his children.

The Court declared that even if such acts were innocent, they could hurt the morale of the force and lead to corruption. Valentine, the court added, "was justified . . . in disbelieving the explanation offered and in finding the petitioner guilty . . ."

Irrked by a persistent shortage of his church candle fund for the last six months, the Rev. Vincent B. Gallagher of Darby, Pa., last week swore out a warrant for 62-year-old John Rogeri, former Chief of Police and currently a patrolman in nearby Swarthmore. Rogeri was accused of plugging a pipe leading from a slot in the church altar to the box in the basement.

The majority of the members of the Patrolmen's Benevolent Association are voting for a mandatory retirement age of 63. This was indicated last week on the basis of early returns from the 17,000 ballots sent to PBA members. The men have a choice of

60 to 65. Ballots must be in by May 10.

Members of the Sergeants' Benevolent Association also are voting on the subject. Meantime, the Captains have selected a retirement age of 64; the Lieutenants, 63.

The officials of the four line organizations soon will begin a drive for mandatory retirement legislation.

William G. Dolan has been selected as the new director of the Police Recreation Center at Platte Clove, N. Y. He is now getting it ready for the Spring and Summer season.

Twenty-two men from the Patrolman P. D. list were appointed last week to the Police Department as provisional Telephone Operators at \$1,200. This brings to a total of 300 the number appointed in the last four weeks. They'll continue in the positions until they get regular Patrolman jobs.

Sergeant Fred Meyer, President of the Sergeants' Benevolent Association is winning plenty of support from his members, in his drive to have the ranks of Sergeant and Lieutenant consolidated. Whether he'll be able to sell Police Commissioner Valentine on the idea remains to be seen.

There was much activity behind the scenes last week by officials of the four line organizations to have the present pension policy amended to give extra allowances to men, now on the force, who served more than



Which Shall It Be?

See Editorial on Page 1

25 years. Under the new pension system, new entrants will receive \$50 a year extra pension for each year they serve after 25. Present members of the force receive no additional annuity.

Send items to Box 100, Civil Service Leader, 97 Duane St., N.Y.C.



Fire Bells

By JAMES DENNIS

Division Chief Edward M. F. Conway defeated Fire Commissioner James J. McElligott for the second time in the courts last week. The background of the case is interesting and its potentials are important. Conway was promoted to Division Chief from Battalion Chief by McElligott and then the latter rescinded the order. Conway was not at the top of the promotion list, but he claimed preference as a disabled veteran. Conway fought McElligott's rescinding order and won in the Supreme Court last fall. Last week he was upheld by the Court of Appeals.

An important angle to the whole fight is this: McElligott resigned as Fire Chief two months ago (later returning as Fire Commissioner) and that post is now vacant. There is no eligible list for the position. A new exam will have to be held before it can be filled. Among the men who will probably be eligible for the test is Conway. If he is able to score 70 on the exam and pass, his name will immediately go to the top of the list because of his veteran's preference. In other words, if he can simply make a passing mark, he is the only man who has a chance of getting appointed.

The present muddle at the top of the Fire Department is not improved by this situation.

Joseph A. Siefring, former Lieutenant of H. & L. 156, Brooklyn, last week won the right to take his contention that he is entitled to three-quarters pension allowance because of service-connected disability to a jury for settlement. Supreme Court Justice Peter Schmuck granted the motion. Fire Commissioner James J. McElligott retired Siefring on half-pay, on advice of the medical board, and later refused Siefring's request for a rehearing. Siefring is blind in one eye as the result of a cataract, and his sight in the other is impaired. He contends that his eyes were injured from intense

smoke and heat at a fire last April, as a result of which he spent nine days in a hospital.

Though the medical board decided unanimously that Siefring's injury was not service-connected, one of the examiners included in his paper the opinion of an oculist that it was. "In the face of this," said Justice Schmuck in his opinion, "can it be said that the unanimous opinion of the nine members of the medical board was so conclusive that it could not be challenged in this proceeding?"

Rescue Co. 2 has a baseball team of which it is very proud. Last week Fireman John P. Mitchell asked this column to announce that the Company's baseball team would like to book games with those of other firehouses or police stations.

Baseball teams of the Fire and Police Departments will meet at the Polo Grounds on Saturday, June 8. Proceeds will go to the Police Department relief fund and the Fire Department honor emergency fund.

Story of the week: In North Andover, Mass., two Firemen confessed to the setting of three grass fires along the shores of Lake Cochichewick. They stole a car, dashed to the lake, returned to a dance they had been attending, and then responded to the alarm. City officials were trying, late last week, to decide what to do with them.

Charles "Chick" Rosenson, veteran Fireman of Eng. 59, will be honored at a banquet of the Grand Street Boys Association on Saturday, May 18. The occasion will mark Chick's completion of 20 years in the department. He joined the Fire Department in 1920, after serving in the U.S. Navy aboard the Torpedo Boat Destroyer, the

AN IMPORTANT official of the City Commission has been threatened with dire consequences if the abdominal-lift test in the Sanitation physical isn't eliminated . . . ASCSE Secretary Jos Lochner makes it a two-some with Annette St. John on May 4 . . . Contrary to published reports, Judge Mahoney's findings on the police investigation won't be ready for quite a while yet. As a matter of fact, they aren't even typed. . . .

Without reading it, Mayor LaGuardia urged the Governor to veto an education bill that has absolutely no effect on New York City. Whereupon Lehman killed the measure, quoting the Mayor . . . The proportion of women to men in Civil Service is constantly on the increase . . . Watch for a move to have State office buildings located in every large city in the State. With more State departments branching out, the feeling is that this will enhance the State government's prestige, as well as save money. . . .

Top men in the city and State commissions are in the running for that \$7,500 Connecticut personnel director job. It really amounts to a one-man Civil Service Commission . . . Editor Al Taylor insists his monthly publi-

U. S. S. Rowan.

He was voted the most popular man in the 10th Division in a contest several years ago.

James E. Ray, veteran chief clerk at the Brooklyn Fire Headquarters, died Monday, April 16. He was 63.

Mrs. John Durkin, widow of Lieut. John Durkin of Eng. 2, was awarded \$7,500 in the Su-

preme Court last week following a settlement agreed on by Justice Dineen and opposing attorneys. Lieut. Durkin died on Nov. 24, 1937, the day after he was knocked out by carbon monoxide gas in a cellar fire at 688 - 11th Ave. His widow charged that negligence was responsible for his death, since various materials were stored in the boiler room where they should not have been.

Eyebrows were raised when the Municipal Commission failed to appear at the Board of Estimate's budget hearing. You'll be interested to know that representatives of the Commission did speak up—at 10 p.m. Wednesday, when the members were just about ready to call it a day . . . Prof. Frank Wall won't be on hand when his Sanitation Man physical will finally be given. He'll be vacationing in Maine . . . Pity the poor cops, freezing in their new spring uniforms. . . .

Top three on the list for Superintendent of the Girls Training School at Hudson are from other states. This is quite a shock to those who objected to a Pennsylvania provisional . . . Rain tailed Paul Kern on his entire Southern vacation trip . . . Joe Schechter, legal adviser to the State Commission, has just been advanced to Counsel. To Miss Reavy, though, he'll always be "Judge Schechter." . . .

SCHOOL NEWS

Victory Theme

The Legislature closed four weeks ago. But the Joint Committee of Teachers Organizations hasn't let it be forgotten just yet. Friday an issue of the semi-monthly Bulletin of the committee appeared; victory is its theme, centering about the successful fight of the teachers to evade pay cuts in Albany.

An answer to Assemblyman Moffat's last-day attack on the so-called "teacher lobby" features one part of the pamphlet. The article denies that the Committee "has ever spent money to influence legislation."

It explains: "The Joint Committee, in its educational efforts, expends money solely in channels that are distinctly legitimate. It employs competent professional and technical help and pays current wages . . . it pays the hotel and transportation expenses of its legislative committee, minor incidental expenses of its other committee, and legal fees whenever it becomes necessary for it to defend in the courts a basic principle involving educational employees."

Scout News

Scout troops are forced to pay fees whenever they want to use a school building for meeting purposes, just like everyone else. The City Council doesn't like the idea.

At Tuesday's meeting, members passed a resolution requesting the Board of Education to rescind the order.

Communion Breakfast

Former president of Notre Dame, the Most Rev. John O'Hara, Auxiliary Bishop of the Army and Navy Diocese, was chief guest Sunday at the annual communion breakfast of the Catholic League of the Bureau of Attendance of the Board of Education. Two thousand attended the function, at the Waldorf-Astoria.

Guild Head

Albert Lee Smallheiser has been president of the Teachers Guild since 1936. He's also first assistant of Boys High School, in Brooklyn. May 11 he celebrates his 50th birthday. To mark the occasion, he will be guest of honor at a dinner party at the Hotel Bossert.

'Misstatement'

Ever since Mayor LaGuardia's executive budget was announced, teachers have been up in arms. The pudgy Mayor answered critics last week at the groundbreaking exercises of the new Benjamin Franklin High School: "It is not true that any regular teacher has been dropped from our budget. That is a miserable misstatement. We have 24,000 less children in our schools than we had last year. All that was done in the budget was not to fill vacancies."

Safe Driving

Sixteen-year students may now learn how to drive in approved high school or junior high school courses without having learner's permits. Motor Vehicles Commissioner Carroll E. Mealey announced that this was the result of a bill just signed by Governor Lehman.

This adds practical training in safe driving to educational courses in the theory of traffic safety.

Sewer Cleaners Protest Budget

Last hope of the city sewer workers to have their pay cuts restored in the city budget lies with the Board of Estimate, which goes into secret session Tuesday and Wednesday.

Peter P. Sheehan, president of the Municipal Laborers Union (Federation of Municipal Employees), declared Monday that the city is making an "unbelievable request" when it asks sewer cleaners to spend "eight hours underground for \$1 a day extra."

At present, according to Sheehan, workers work in two-hour shifts in the sewers.

"It is the most inhuman thing I

Fireman Huncharoff Leading!

He's Ahead in The Leader's Most Popular Fireman Contest

HERE'S HOW THEY STAND:

- FIRST HENRY HUNCHAROFF, Hook and Ladder 28
 SECOND JOSEPH J. JONES, Hook and Ladder 40
 THIRD SANFORD GOLDBERG, Engine 282

The other contestants, in the order of their standing, are:

- James Fitzsimmons, Engine 22
- Hugh Halligan, Department Chief
- Alexander "Scotty" Stewart, Hook and Ladder 31
- Walter C. Klippel, Hook and Ladder 14
- Elliot B. Bacon, Engine 210
- Henry Huncharoff, Hook and Ladder 28
- Joseph J. Jones, Hook and Ladder 40
- Anthony Flaherty, Headquarters Staff
- John O'Connor, Headquarters Staff
- Joseph Slamm, Hook and Ladder 143
- Deputy Chief Dennis Curtin, 5th Division
- Frank Hanifin, Hook and Ladder 80
- Arthur Hines, Hook and Ladder 104
- Anthony Jireck, 32nd Batt. Chief
- Joseph Kearney, Engine 27
- Joseph Christiano, Engine 228
- Harold P. Delle, Rescue 4
- Thomas Dore
- William Euler, Engine 20
- Martin D. Farrell, Truck 12
- Joseph Michael Finn, 51, S.I.
- August H. Fritz, Engine 39
- James J. Hughes, Engine 39
- Charles H. Johnson, 31st Batt. Chief
- Chester G. Kendall, Engine 239
- Edgar Slovak, Engine 6
- William Willis
- Otto Wulff
- Lieutenant Edward Gorham, Hook and Ladder, Stapleton, S. I.
- Deputy Chief John J. McCarthy, Headquarters Staff

- Tommy Kane, Engine 157
- George A. Ryan, 18th Battalion
- Richard P. O'Grady, Hook and Ladder 146
- Julius Fried, Rescue Co. 2
- Gerard Costello, Hook and Ladder 1
- Raymond F. Humphreys, 158, Staten Island
- Chief P. Joseph Connolly, 48th Battalion
- Thomas J. Barnes, 160, Concord, S. I.
- Walter X. Maloney, Engine 153
- Jack Kearns, Engine 210
- John Driscoll, Engine 80
- Capt. Liker Powers, Hook and Ladder 45
- George Hoffman, Hook and Ladder 24

- Timothy Dillon, Engine 5
- George T. Gaffney, Engine 155
- Charles Keutman, Engine 64
- Lieut. Howard Wright, Engine 217
- John M. Quevedo, Engine 22
- Edward O'Shaughnessy, Hook and Ladder 41
- James Haven, Hook and Ladder 146
- Albert Chall, Engine 202
- Chief Thomas Green, 56 Battalion
- Patrick A. Murphy, Hook and Ladder 125
- Arthur F. McKeon, Hook and Ladder 101
- Robert H. Herold, Hook and Ladder 246
- Edward Thompson, Headquarters Staff, Legal Division
- Joseph Tucker Jr., Hook and Ladder 119

The battle for the Presidency has nothing on the battle for Most Popular Fireman. Only two or three run for President. Look how many have been nominated for Most Popular Fireman!

New York's Most Popular Fireman, as determined by the voting, will receive from The Leader a silver Loving Cup, plus a free uniform made to order by the tailors of Merson Clothes, Inc.

Whom do you like best in the crew of boys above? Is Huncharoff going to take it with him—or is a black horse coming up from under to beat him? Let's have your vote. Any resident of New York City is eligible to vote. Final voting day is Friday, May 10—but don't wait till the last minute. Do it now. Give your man encouragement.

Please use this coupon to record your vote.

Most Popular Fireman Editor
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My vote for Most Popular Fireman goes to

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know to ask a man to spend eight hours down there," he said. "Look at the Board of Health records, and you will see what happens to men who work in the sewers."
 Salaries of the sewer cleaners were cut to \$1,500 by the Mayor, with the provision that the men who actually went into the sewers would get an extra \$1 per day. Only the Board of Estimate can restore the cut.

Anything you want to know about Civil Service? Come in and inquire of the Free Information Leader's FREE Information Bureau
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The exams will start at 1 p. m. and will continue for three or four hours. Arrangements have been made for candidates to take two or more tests if they filed for them. The following high schools will be used for the College Clerk quiz: Julia Richman (Manhattan and Richmond candidates) De Witt Clinton (Bronx candidates) Abraham Lincoln (Brooklyn candidates) Franklin K. Lane (Brooklyn candidates)

John Adams (Queens candidates).
 Law Stenographer candidates will be examined at Seward High School; those for Court Stenographer, at George Washington High School. Applicants for more than one exam will be tested at Stuyvesant High School.
 Rating for the College Clerk will be done entirely on the basis of the written entry; but qualifying oral exams will be given before appointment.
 Tentative key answers to these exams will appear in The Leader.

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INDEX TO EXAMS

Table listing various exam categories: COUNTY, STATE, FEDERAL, with sub-sections like Competitive, Probation Officer, Pathologist, etc., and corresponding page numbers.

Examination Requirements

STATE TESTS

Associate Diagnostic Pathologist
Division of Laboratory and Research, Department of Health. (\$5,200-\$6,450). Fee, \$5. Open to non-residents of New York State as well as residents. File May 3. Exam after May 4.

Duties
Conduct highly important and involved experimental research in pathology, with the aid of one or more assistants; specialize in diagnostic surgical pathology; collaborate with and advise pathologists in local approved laboratories; related work.

Requirements
License to practice medicine in New York State, or eligible to enter an exam for such a license. In addition, either a) post-graduate work in pathology and five years subsequent experience in pathological laboratory work, including three in major pathological research; or b) a satisfactory equivalent. Candidates must have a fundamental knowledge of pathology, bacteriology, and organic chemistry, and specialized knowledge of surgical pathology; ability to plan research; ability to prepare results of experimental study, as shown by meritorious scientific reports; recognized standing in the field.

Director of State Archives and History
Department of Education. (\$5,200-\$6,450). Fee, \$5. File by

by May 3. Exam after May 4.

Duties
Plan and direct the preparation of publications relating to the history of the Colony and State of New York; act for the protection, preservation, and retrieval of public records throughout the State; supervise erection of historical markers and monuments; co-operate in planning and management of occasions in celebration of historic events; co-operate with colleges and schools in encouraging and promoting historical study and understanding; co-operate with local historians, historical societies, and patriotic organizations in promoting interest in the history of the Colony and State of New York; assist officers of the State and local governments in all matters relating to such history; related work.

Requirements
Either a) five years experience in historical research, shown by publications in American history. Two years must have been in work involving administrative responsibility, preferably in direction and management of historical research projects. Graduation from college, and graduate study and research in history with special reference to American history, and/or allied fields, preferably including a Ph.D or its equivalent; or b) a satisfactory equivalent. Candidate must have a thorough knowledge of New York State and special ability in research in this field; ability to lay out and direct work for a historical research staff.

dy in the field of the optional branch selected, will be accepted for one year of the required experience.

Weights
Candidates will be rated on their education, experience and general qualifications on a scale of 100.

Chief Tool and Gauge Designer (\$2,600)

Principal Tool and Gauge Designer (\$2,300)

Senior Tool and Gauge Designer (\$2,000)

Tool and Gauge Designer (\$1,800)

Place of employment: Watervliet, New York. Open to any resident of New York State. No closing date has been set for filing. Age limit: 18 to 55.

Duties
Chief Tool and Gauge Designer: To carry out details involved in prescribed or standard methods, to perform the most difficult and responsible subprofessional work in the design of tools, jigs, fixtures, gauges, or other related equipment required in the manufacture, assembling, or inspection of machinery, machine parts or other equipment of similar nature, involving the application of a thorough knowledge of shop manufacturing methods and processes, tool or gauge practice and design, and mechanical drafting room practice; to supervise a small number of senior tool or gauge designers and others of lower grade.

signer: Under professional guidance to carry out the details involved in prescribed or standard methods, to perform very difficult and responsible subprofessional work in the design of tools, jigs, fixtures, gauges, or special equipment required in the manufacture or inspection of machine parts or mechanisms, involving the application of a considerable knowledge of shop manufacturing methods, tool or gauge practice and design, and mechanical drafting-room practice; to supervise the work of a few assistants or others of lower grade; and to perform related work.

Senior Tool and Gauge Designer: To work out original designs for tools, dies, jigs, etc., by rough sketch and complete drawings in detail; to calculate necessary dimensions not shown on drawings for toolmakers to work to; to plan machine operations and other work necessary in production to lay out sketches of punches, dies etc., for developing odd shapes and forms of work; and to perform related work.

Tool and Gauge Designers: To work out original designs for tools, dies, jigs, by rough sketch and complete drawings in detail; to calculate necessary dimensions not shown on drawings for toolmakers to work to; to plan machine operations and other work necessary in production; to lay out sketches of punches, dies, etc., for developing odd shapes and forms of work; and to perform related work.

Requirements
Chief Tool and Gauge Designer: Applicants must show that they have had at least seven (Continued on Page 8)

U. S. TESTS

Associate Metallurgist (Recovery), \$3,200

Associate Metallurgist (Physical), \$3,200

Assistant Metallurgist (Recovery), \$2,600

Assistant Metallurgist (Physical), \$2,600

Optional branches: 1) Ferrous; 2) Non-ferrous; 3) Ore dressing.

Duties
To conduct metallurgical investigations and to send out information to improve conditions in the metallurgical and other mineral industries, and to prevent unnecessary waste of research on problems arising from investigations of the physical, chemical and metallurgical characteristics of ferrous and

non-ferrous metals and their suitability for engineering purposes.

Requirements
Education.—A bachelor's degree with major study in chemistry, physics, engineering or metallurgy.

Experience.— Associate Metallurgist: Three years of professional metallurgical experience, at least two years of which must have been in production, fabrication, development, or research in the optional branch selected.

Assistant Metallurgist.— Two years of professional experience in metallurgical work in the optional branch selected.

Substitution.— Each year of graduate study, with major stu-

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Table with columns: Age, Rate, Dividend. Rows for ages 21 to 32.

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Federal Requirements

(Continued from Page 7)
 years of mechanical drafting experience which has included the designing and checking of tools; jigs, fixtures and gauges; or at least four years of mechanical drafting experience, and in addition, at least three years of experience in the supervision of a force of tool and gauge designers, or of a shop force manufacturing such equipment.

Principal Tool and Gauge Designer: Applicants must have had at least six years of mechanical drafting experience, and in addition, at least three years of experience in the supervision of a force of tool and gauge designers, or of a shop force manufacturing such equipment.

Principal Tool and Gauge Designer: Applicants must have had at least six years of mechanical drafting experience which has included the designing and checking of jigs, tools, fixtures and gauges; or at least three years of mechanical drafting experience in the manufacture of tools, gauges, and fixtures. One year of experience in the supervision of a force of tool and gauge designers, or of a shop force manufacturing such equipment must be shown, which experience may have been included within the six-year period.

Senior Tool and Gauge Designer: Applicants must have had at least five years of mechanical drafting experience including the designing of jigs, tools, fixtures, and gauges, or must have had at least three years of such mechanical drafting experience, and in addition, at least two years of machine shop experience in the manufacture of tools, gauges, and fixtures. Toolmaking experience alone is not acceptable.

Tool and Gauge Designer: Applicants must have had at least four years of mechanical drafting experience including the designing of jigs, tools, fixtures, dies, etc., or at least two years of mechanical drafting experience and, in addition, at least two years of machine shop experience in the manufacturing of tools, jigs, dies, fixtures, etc. Toolmaking experience alone is not acceptable.

Weights

Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100.

Machinist

Ordnance Service, War Department, Watervliet Arsenal, Watervliet, N. Y. (\$6.48-\$8.88 a day). Filing open. Age limits: 18-50. File with secretary, Board of U.S. Civil Service Examiners, Watervliet Arsenal.

Duties

Operate machines and tools of all types common to a modern machine shop, read drawings, make construction lay-outs and set-ups; obtain from blueprints a full knowledge of all tools, fixtures, and material required; be familiar with and use the various precision measuring instruments; be acquainted with mathematics of pulley ratios, gear ratios, taper computations, speeds, and feeds.

Requirements

Four years' apprenticeship or experience.

Toolmaker

Ordnance Service, War Department, Watervliet Arsenal, Watervliet, N.Y. (\$7.52-\$8.88 a day). Filing open. Age limits: 18-50. File with Secretary, Board of U.S. Civil Service Examiners, Watervliet Arsenal.

Duties

Under general supervision, perform work of average difficulty in bench, machine, and hand work in the making of gauges and tools in machine or instrument shop; cut, grind, lap, polish, temper, anneal, and harden tools and gages; related work.

Requirements

Four years' apprenticeship or experience.

Junior Graduate Nurse

Open

(\$1,620); not over 35 years old; filing open. U. S. Public Health Service, Federal Security

Agency, and Veterans' Administration.

Duties

Under immediate supervision, do general nursing work in hospital wards, infirmaries, or sanatoria.

Requirements

Completion of a four-year high school course; completion of a course in a recognized nursing school with a residence of two years in a hospital with a daily average of 50 bed patients; registration as a graduate nurse. Those in the final year in nursing school will be accepted if they furnish proof of fulfilling requirements during life of register.

Sr. Inspector, Ordnance Material (\$2,600)

Inspector, Ordnance Material (\$2,300)

Asso. Inspector, Ordnance Material (\$2,000)

Asst. Inspector, Ordnance Material (\$1,800)

Junior Inspector, Ordnance Material (\$1,620)

Open

Junior and assistant grades, 20-48 years; other grades, 21-55 years. File by May 22. Ordnance Dept., War Dept.

Duties

Inspect and test, at contact or plants, varied raw metallic materials, mechanical parts, castings, assemblies, and components of ordnance materials; prepare inspection reports; related work. Duties for the varying grades differ in degree of responsibility. In Inspector and Senior Inspector grade, duties involve planning, organizing and supervising work of subordinate inspectors.

Requirements

High school graduation or completion of 14 units of high school work. Experience (Junior Inspector, 1 year; Assistant Inspector, 2 years; Associate Inspector, 3 years; Inspector, 4 years; Senior Inspector, 6 years) in inspecting and testing, to determine compliance with specifications, of ordnance materials as armament, armor-plate, demolition bombbodies, etc., or raw materials including metal shapes formed with dies, sheets, and bars, and machined parts. Experience must have included use of testing equipment for the determination of physical properties as tensile strength, yield point, etc., and determination of agreement of finished components with specifications through checking dimensional requirements by the use of such standard equipment as micrometers, verniers, calipers, and gauges.

Applicants for Inspector and Senior Inspector must show specific knowledge of machine tool processes, acquired either in actual mechanical shop practice, in school shop courses, in process inspection on machine components, in tool, gauge, and fixture designing, or related capacity through which the requisite knowledge of shop processes could be acquired; and experience in planning, organizing, or supervising the work of subordinate inspectors. For Senior Inspector, this experience must have included supervision of other inspectors.

For the grades of Associate Inspector, and Senior Inspector only, college courses in engineering or metallurgy may be substituted, one year for six months' experience, up to two years.

Boilermaker (\$1,500, less \$330 for maintenance)

Carpenter (\$1,272, less \$272 for maintenance)

Linenman (\$1,152, less \$272 for maintenance)

Machinist (\$1,590, less \$330 for maintenance)

Master-At-Arms (\$1,242, less \$252 for maintenance)

Plumber (\$1,590, less \$330 for maintenance)

Second Steward (1,392, less \$252 for maintenance)

Stewardess (\$1,350, less \$330 for maintenance)

Third Steward (\$1,392, less \$252 for maintenance)

Wheelman (1,242, less \$252 for maintenance)

File by May 8. Place of employment: Army Transport Service, War Department, Brooklyn, New York (Home Port) for duty on transports plying between Brooklyn, Panama, Puerto Rico, San Francisco, and Hawaii. Age limits: 50.



Duties

Boilermaker: To make repairs while at sea to any part of boilers, including furnaces, mud drums, headers, tubes, staybolts, riveted or welded joints, plating water columns, steam drums, internal lead piping, boiler mountings, fastening, handhole plates and any or all other equipment directly pertaining to marine boilers; to repair high pressure steam valves up to 350 pounds, auxiliary machinery foundations and seatings, pipe hangars, pipe guards, incidental steel plate work, etc.

Carpenter: To perform carpenter work of all kinds aboard ship.

Linenman: To issue linen to men authorized to draw from ships' linen for use each day; to take care of soiled and clean linen; to keep record of linen exchanged from day to day; to keep record of linen sent to laundry at each port to check same on return to the ship, and to furnish the steward with a list of any shortage; to make rounds of the ship twice a day, picking up any linen that may be thrown about the ship.

Machinist: To operate lathes, shapers, and drill presses to make or repair marine machinery parts such as nuts, pump rods, valve seats, valve stems, etc., using steel, bronze and monel metal; and to maintain and repair the machine shop equipment necessary in line of duty.

Master-At-Arms: To exercise general policeman's duties aboard ship, reporting and taking any necessary action in connection with any infractions of discipline; to be responsible for cleanliness of latrines used by deck department and troops.

Plumber: To maintain and repair while at sea fresh and salt water piping, fittings, valves, flushometers, soil lines, traps, strainers, pumps, and all water supply and drainage systems and fixtures in connection with messrooms, pantries, scullery, galleys, washrooms, bathrooms, steam heating systems, steam tables, vegetable peelers, laundry equipment, etc.; to cut and thread pipes, reams and tap pipe fittings, etc.

Second Steward: To be responsible for the care and comfort of all first cabin passengers, the proper maintenance of first cabin quarters, the preparation and service of the meals, and the discipline of employees of the first cabin mess; and to perform the duties of chief steward when necessary.

Stewardess: To take care of nursing mothers and children; to arrange baths for women passengers, to take care of emergency cases of illness among women and children passengers and in general administer to

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Queens County

PROBATION OFFICER. (\$2,000), age limits: 21-55. Fee, \$1. File by April 26. Exam May 18.

Duties

Act as Probation Officer in Queens County Court, making preliminary investigations and supervising individuals released on probation; related work, as submitting written reports of preliminary investigations, obtaining physical, mental, and psychiatric exams, maintaining reports, and supervising individuals released on probation.

Requirements

Graduation from a senior high school, or equivalent education. In addition, either a)

three years full-time paid experience in probation work or social case work with a social agency; or b) one year experience in probation work or social work with a social agency, and a college degree; or c) a satisfactory training with supervised field work in school of social work may be substituted, year for year, for required experience. Candidates must show experience or knowledge to qualify them for probation work. Physical exam may be required.

Weights

Written, 4; training, experience, and general qualifications, 6.

the comfort of women passengers.

Third Steward: To be in charge of second cabin quarters and the preparation and service of meals in the second cabin mess, including the preparation of menus and the supervision of waiters and other employees, and to be responsible for proper berthing accommodations.

Wheelman: To steer the ship while at sea and to stand watch at gangway or other part of the ship designated by officer of deck while in port or at anchor. Appointees should be familiar with all signal flags and codes and the use of the lead line, sounding machines, and gyroscopic and radio compasses.

Requirements

Boilermaker: Four years of apprenticeship as boilermaker or four years of practical experience in the trade which is the equivalent of completed apprenticeship. Applicants must show that in this experience they have at least one year of experience on water tube boilers constructed for at least 150 pounds working pressure.

Carpenter: Four years' apprenticeship as carpenter or the equivalent; not less than one year must have been on ship carpenter work. Special credit will be given for sea experience.

Linenman: One year's experience as linenman in charge of linen; or two years of experience as steward or assistant steward, where experience included care and issuance of linen.

Machinist: Four years' apprenticeship in the machinist trade or four years of practical experience in the trade equivalent to apprenticeship, and not less than one year of marine experience.

Master-At-Arms: One year's experience in the deck department of ocean vessels, including six months' experience as Master-At-Arms, or one year's experience in the rating of seaman, second class, or six months' experience as seaman, first class or higher, in the seaman branch of the United States Navy. They must also be certified lifeboat men.

Plumber: Four years of apprenticeship in the plumbing trade or four years of practical experience in the trade equivalent to such apprenticeship. Applicants must show that they have included within their experience not less than one year of marine plumbing and piping systems.

Second Steward: Three years' experience as Steward on ves-

sels, preferably on ocean vessels. Additional credit will be given for ability to speak and understand modern foreign languages and for supervisory experience.

Stewardess: Six months' experience as stewardess on coastwise steamers carrying passengers or experience on at least one transoceanic voyage in the same capacity on a passenger vessel. Should the appointing officer so request, certification will not be made on eligible who have not reached their 35th birthday.

Third Steward: Applicants must show that they have had at least two years' experience as a steward on vessels, preferably ocean vessels. Additional credit will be given for ability to speak and understand modern foreign languages, and for supervisory experience.

Wheelman: Two years' experience in the deck department of ocean vessels. At least six months of the experience must have been in the position of wheelman or other position.

(Continued on Page 13)

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Civil Service MAGAZINE

CIVIL SERVICE LEADER FEATURE SECTION
FOR TUESDAY, APRIL 23, 1940

Page Nine

Should Vets Receive Civil Service Preference?

Do veterans deserve the special preferences granted them in the Civil Service? The extra credit on exams? The greater security? And the many other advantages that accrue to them? Even the Legionaires are divided on the issue.

YES, says Jeremiah F. Cross

Past New York State Commander
American Legion

Charles M. Kinsolving says **NO**

Chairman, Legislative Committee
Willard Straight Post, American Legion

ly in retention, to another person whom we shall for purposes of distinction refer to as a civilian.

No Room for Youth?

It has been argued that if veterans receive preference there will be no room for the contemporaries and youth in the Civil Service. The statistics have disproved this contention. But even if it were true I would certainly say that a government which owes its life to men who were willing or called upon to sacrifice theirs, ought to exhibit the proper evidence of gratitude by saying to them, "You, who served in time of war that I might survive, shall be preferred by me in time of peace that you too might live," and that a proper example be shown in private industry in compensating honorable and loyal service.

It would be fulfilling some of the promises made to men departing for war that "when you come back, nothing will be too good for you."

I venture a very ominous prediction: Within the next few years some young men of today or tomorrow may be called upon to protect their country. They must know from the tradition of the past, that the fulfillment of the most extreme obligation of citizenship will not be forgotten—if and when they return.

THE difficulty encountered in the interpretation of our veteran's preference regulations in the Civil Service seems to derive itself from the generally accepted definition of the term "Veteran."

What is a Veteran?
In its original sense, the name applied to a person long tried in military or naval service. In this country we apply it to anyone who wore a uniform in either the Army or Navy for 90 days or more.

Look up the term "veteran" in the encyclopedias and you will find that the word stems from the Latin "Veteranus"—meaning one who had served for 20 years with the Roman Legions.

What irks the average citizen applying for a Civil Service position today, is the disposition of our legislators to grant preferential treatment to individuals who were drafted into service in time of war, but never got outside of a training camp, and whose disability ratings are based on the Federal Veteran regulations governing such disabilities, but whose physical defects are rarely directly attributable to war service.

Law Needs Overhauling

Unfortunately the Federal Laws need overhauling. Much that is good and fair in Veterans Legislation has been instigated by the Veteran's lobbyists in Washington and Albany. Of course, it is a lobbyist's duty to ask of Congress and of the State Legislatures as much as he can get for those he represents.

Congress, on the other hand, is under

no such obligation. However, Congress and the Legislature, with more deliberateness than carelessness, seem disposed to favor legislation giving preference to Veterans whose present day condition is in no way connected with the service rendered by them during the World War, or who never saw more than a clean American training camp in 1917-18.

A great number of measures seek to extend the benefits to as many ex-service men as possible without regard to service rendered or disability sustained.

Now why is this? It is simple enough.

The Real Reason

Congress knows that the actual battle casualties were few and far between. The voting power of those who saw no service in the field is numerically far greater than of those who saw actual combat.

Since Congressmen retain their seats by virtue of the number of votes they control, they naturally seek to give as much as possible to the Veteran voters and their dependents, in the expectation that this voting element will in turn reward them at the polls.

Until the public awakens to the fact that they owe nothing to the ex-service man who received no disability as the direct result of war service, we "Veterans" will continue to get all we can for ourselves to the extent of plundering both the Federal and State treasuries, regardless of the superior qualities of some of our fellow citizens who seek Civil Service positions because they qualify for them through the merit system.

on equal pay for equal work and now applies to employes in Washington, though a number of agencies are paying their field employes the scales established by the Classification Act.

Politics Plays An Open Hand

Senator Schwartz, Wyoming Democrat, urged the committee to exempt Tennessee Valley Authority employes from the bill on the ground that TVA has a better merit system than is offered by the Civil Service Commission. There is no argument about TVA; it does have one of the best employee relations policies in the Federal government, but, as a union representative pointed out, TVA employes are pleased now without Civil Service, but what if Wendell Wilkie is elected president this Fall on the Republican ticket, where would TVA employes be then?

Senator Schwartz came right out and stated boldly what more than one partisan legislator has on his mind.

"Most of the employes who would be taken into Civil Service by this bill," Schwartz warned the committee, "are Democrats, and they wouldn't be worth a thin dime to the party under Civil Service."

Schwartz said he would support the bill as he believes the party is in such a position that it can afford to lose the employes. But it is obvious the senator won't be disheartened if the bill is pigeon-holed to soak up dust.



By Charles Sullivan

Killing the Ramspeck Bill

Patronage-minded senators are working on a plan to put the Ramspeck bill in cold storage. And the chances are believed to be pretty good that they will succeed. The bloc of senators is led by Kenneth McKellar of Tennessee who is reputed to have corralled more New Deal jobs for his constituents than any other legislator in either the House or Senate.

McKellar is in a singular position to kill the employee reform measure. He is the ranking majority member of the Senate Civil Service Committee, but more important, he is a last-ditch fighter who has an unusually high percentage of Senate victories.

The strategy of McKellar and his group will be to bottle up the merit bill in committee. Failing there, the wily Tennessean will attempt to keep it from coming up on the Senate floor for a vote. And a substantial Senate group is almost always successful in keeping legislation

from being voted on, particularly when the bill's sponsors are indifferent and apathetic. Another objective of the McKellar group is to load the Ramspeck bill down with amendments that would make the measure distasteful to Civil Service advocates.

However, if the bill ever gets to the Senate floor it is a cinch to pass. Fact is, the Senate approved main features of the Ramspeck bill in 1938 when it approved the Government reorganization bill that was later killed in the House. Moreover, President Roosevelt is extremely anxious to get the Ramspeck bill written into law and he can be counted on to needle Administration senators into action.

The bill would give the President authority to extend Civil Service to the bulk of the 275,000 patronage jobs. However, it is doubted whether more than 150,000 actually would be covered in by the President. Also given the President in the measure is power to extend the Classification Act to the field. The act is based

the consideration of veterans preference, we must proceed upon the premise that the Civil, Spanish-American and World Wars were not wars of aggression but represented active defense of our government, its territory, or its national security.

In a few words, this means that the Civil, Spanish-American and World Wars were wars of defense. In time of war the government selects its citizens either by voluntary enlistment or by conscription those men who are physically able to stand the rigors of a campaign, and it calls upon them to obey orders, and if necessary upon command, sacrifice their

lives. Many who desired to enlist were rejected. It was their duty thereafter to remain at home in the security provided by the breasts of their mothers interposed between enemy and the complacency of civil life.

Catastrophe Came

When we are to accept the hypothesis that we were not for the service of our armed forces during the period when the catastrophe of war visited our people, the political or material security of our nation would have been injured and destroyed, then we proceed upon the position that were it not for the service of the men chosen to serve, who remained at home, and their children and daughters who followed might have the privilege of competing for Civil Service examination, but that another type of selection based upon the aptitude of a conquering power would have been substituted. If what we have are the fruit of the sacrifice of men who served in time of war, should not those men be preferred for employment in the government which they preserved, and those who were not called for

Lost Soldiers

It must be remembered that the educational and cultural achievements (now considered so highly necessary in this age of super-intellectual period) of our people were seriously impaired not only by the element of time but also because of the stress of military training and the distortion of perspective did to our mental processes.

Can we conceive that highly intellectual men are worthy in selection of others in Civil Service whose jobs do not require special training, and who have heard no general criticism as to the ability of war veterans in Civil Service after their appointment.

On the contrary, the organizational discipline and discipline have often been of great value in filling executive positions.

There are not many positions in the Civil Service which veterans can fill today because of their advanced age (the average age of the World War Veteran is 45). It does seem reasonable that where a veteran has shown himself to be qualified by passing an examination and meeting the requirements of the position, he ought to be preferred for appointment, and more certain-

Work of the Fite Commission: No. 5

CIVIL SERVICE VOICES OF THE PAST

The Fite Commission is not the first legislative body to study the extension of Civil Service. What did its predecessors think? What were their recommendations?

By JOHN T. DE GRAFF
Counsel to the Fite Commission

NEW YORK seemed awfully surprised two years ago when the Court of Appeals declared that Civil Service must be used to select public employees throughout the State. Members of the Fite Commission discover wherever they go that the shock still hasn't worn off.

Actually, though, just how warranted is this surprise?

In the first place, as we learned last week, the Court of Appeals didn't pick its decision out of the sky. Its ruling in the Palmer case merely emphasized something that's been in the State Constitution for half a century.

The Fite Commission was appointed by the Legislature and the Governor to determine how this provision shall be carried out.

In the same way, other legislative commissions in the past have studied the same general proposition: extending the Civil Service Law to local units of government, those 44 counties, and thousands of towns, villages, school districts, and special improvement districts.

A Wealth of Data

Let's examine the findings of two of these: the Davenport and Mastick Commissions.

The Davenport Commission made a survey of public employment in the counties in 1923. It argued:

"Those interested in administration, whether public or private, are recognizing as never before that the quality of the administration is largely determined by the quality of the personnel."

A generation ago, people were begin-

ning to realize that the success or failure of a job depends on the man who fills it.

While the Commission found private industry paying much attention to recruiting problems, it sadly noted that public administrators were way behind. Yet, "since government deals in public service rather than in material products, its personnel is more significant than in industry and trade."

Counties Lax

Particularly lax were the counties of New York State. Responsibility was placed on those who picked public employees. The Commission had a lot to recommend to these counties and to the State at large:

On salary rates: 1) the State Civil Service Commission should classify jobs, whether under the merit system or not; 2) on the basis of this classification, a normal salary scale should be prepared each year, taking into consideration the size of the county, differences in responsibility, differences in cost of living and in the prevailing wage.

On selection: 1) the Legislature should instruct the State Commission to revise the list of exempt positions in a consistent way. Such revision should aim to place classified administrative ("confidential") and technical positions in the competitive class; 2) the State Commission should stop setting up residence requirements except where the need for acquaintance with local conditions is proved. This would mean more money

for the Commission's county work.

On compensation insurance: a special group should be established under the State Insurance Fund, consisting of the State, counties, towns, and villages, or of different groups on the basis of function. Annual assessments should be charged, amounting to the total cost of accidents for the year, plus charges for administration of the fund.

On retirement: 1) county authorities should be told of the advantages of joining the State Retirement System; 2) the State Retirement System should be extended to town and village employees.

The Mastick Report

Twelve years later, in 1935, the Mastick Commission brought in its findings on this matter of personnel in local government. In general terms, it sought:

"... to centralize responsibility for the enforcement and administration of the Civil Service Law in the State Commission, and at the same time to enable it to make its supervision of the local service effective."

The division between State and city commissions was not working well, it reasoned, largely because the State Commission had insufficient funds and staff.

It recommended:

1) increase in the staff of the State Commission; district field representatives to supervise and guide examination, appointment, and promotion of candidates for local employment;

2) exercise by the State Commission of its legal authority to require personnel reports from every local unit; publication

of such reports, with a view to extending the Civil Service Law at an increased rate, so that it would soon reach the entire local service;

3) abolition of residence requirements for candidates for local employment;

4) comprehensive classification and standardization of positions; uniform compensation for the local government service throughout the State—all modeled on the Westchester County system;

5) wider use of the State Insurance Fund and of the State Retirement System.

What's Still Valid?

Thus spoke our predecessors. Much of what they said may still be valid; some of it may be discarded. The Fite Commission will probably hear these recommendations again brought up during the next few months and will then have to decide whether to adopt, revise or reject the recommendations of its predecessors.

Let's keep them in mind, then see how they match up with the recommendations the Fite Commission makes to the Legislature next February.

(Next week, State Civil Service Commissioner Howard P. Jones, secretary of the Fite Commission, explains how Civil Service works. The 200,000 workers to be affected by the Fite Commission, plus thousands more who will fill these jobs in the future, want to know the workings of Civil Service. One of the State's foremost authorities explains all, in this exclusive Leader series. Ed. Note.)

Mental Hygiene Notes

By JOHN F. MONTGOMERY

In Memoriam: John Livingstone represented the Association of Employees of the Mental Hygiene Department, of which he is vice-president, at the funeral in Albany last week of Charles A. Brind Sr. Mr. Brind was the father of the president of the Association of State Civil Service Employees, Charles A. Brind Jr. A wreath from the institutions expressed the sorrow of the employees.

Over the Top: Workers out at Hudson River State Hospital are once more asked to help Poughkeepsie raise money for its community chest. The employees of the hospital have gone over the top every year since the Poughkeepsie chest was started. This year, they promise, will be right in line.

Dr. W. C. Groom is chairman of the hospital's campaign. General assistants, Carleton Nuhn, Otto Faust; Office assistants, Mrs. Marguerite F. Smith, accountant; Mary M. Senkier, stenographer.

Solicitors: Main building, north wing, George Hein; south wing, Kate Riddle and Mary Meighan; Pilgrim Hall, Anna Kenney; infirmary, Mrs. Anna Leonard; central group, Ruth Protheroe; Inwood, Thomas Hanlon; Ryon Hall, Olive VerValin; cottages, male division, James Bumpster; female division, Edith Hurley; Edgewood, Karl P. H. Wilson; medical staff, Dr. Groom; Administration office, Howard Chase.

Steward's office, Mae Belton; police department, Raymond Puff; engineering department, paint department, and plumbing department, George W. Magee; electrical department, John Whalen; carpenter department, Daniel Ryan; Tailor Shop, John Hart; laundry, Frederick Conrad.

Farm and grounds department, Aaron Decker and John Livingstone; kitchen and stores department, George Lozier; occupational therapy, Mrs. Margaret Schoonmaker; main building domestics, Mrs. Lillian Eisert; physical education department, Arthur Sullivan; laboratory de-

partment, Sadie M. Galbraith; telephone office, Mrs. Helen Latimer; mattress and shoe shop, Carl Weil; floral department, Donald Holden; roads and grounds, A. McKee; domestics, August Eitzen; social service department, Mrs. Margaret Kohler, and Walter Murphy.

Spring: Spring means baseball. And although we're wondering what's happened to the Spring this year, out at Harlem Valley they're making real diamond plans. One thousand dollars clinked in the cash registers, for example, after last week's carnival. The money goes to install flood-lights for the Hospital ball team. Tops among the team's fans is Superintendent Ross.

Starred in the review that featured the musical program were Mrs. Signe Mosier, Mary Morgansteen, Mary Louise Baker, Aleida and B. Goode, Mrs. Edith Mitchell, Anna Coccaro, and Christina Campbell. Gordon Carlisle emceed.

A radio-victrola, with records, went to Mrs. Mary Haire that night. A New York school teacher, she spends weekends at neighboring Dover Plains.

Back home: Mrs. Victoria Sullivan from Poughkeepsie, Hattie Davis from Hope-well Junction, Alice Kowalski from Newburgh, Mrs. Elizabeth Merrick from New York, Jack Reed from New York, Mr. and Mrs. Henry Rohr from Oneonta, Tom Darcy from Albany, Mr. and Mrs. Walter Madden from Pawling, Mr. and Mrs. Frank Roe from Hudson, Harold Poluzzi from Poughkeepsie, Ruth Silvernale from Millerton, Mr. and Mrs. Wayne Ray from Beacon.

Kings Park State Hospital contributed three eligibles to the list for Social Service Worker, Department of Correction, just established. They are: 9, Florence Jones, 81.20; 14, James F. X. O'Connell, 79.70; 77, Alice G. Sowell, 76.50.

Hot Time: There was a hot time in Wassaic last week. Thursday and Fri-

day, the annual minstrel show was presented for the patients, and last night for the employees and anyone else interested in seeing a good show. Patriotism was the theme of the show, which was handled by Frank MacDonald.

New Additions: James Buckley, of Hartford, Mrs. Elsie Whitney, of Sharon. Returned: Mrs. Grace Ridgeway from Stottville, Charles Heady, Laura O'Connor from Poughkeepsie.

Versatile: James Robb, who joined the staff out at Utica State last month, has proved that his Phi Beta Kappa key from Colgate was no fluke. Jim has already won his spurs at Utica in editing and dramatics, and promises to move into new fields as soon as they make themselves known. Although a graduate of Colgate in 1939, Jim blames that suave-ete on the year he spent at The Sorbonne in Paris. . . . A \$20,000 archery range has just been opened by the city, and archery will be one of the favorite sports of the employees this season. . . . Dr. Edwin N. Bink and Dr. Samuel R. Lehrman have been advanced from Medical Interne to Assistant Physician. . . .

Wanted: Any old books or magazines, out at Marcy State Hospital's library. Ring the O.T. Department, 6-328, or a card will bring quick pick-up.

Hats Off: Still strutting at Rockland State, after the success of their recent meeting, are committee members Sven S. Munson, Harold A. Williams, Edmund T. Logue, Emil Bollman, Robert Ortlieb, Irving Scott, Samuel Stuart, Oswald Graf, Charles Davidson, Margaret Merritt, Marion Howell, Mrs. Alyce Watt, Mrs. Mary McInnery, and Mrs. Agnes Mulcahy.

Fun: Employees of three large Long Island institutions will gather Friday

night, April 26, at a monster rally at Central Islip Hospital. Workers from Pilgrim and Kings Park are to be guests that night. Dr. David Corcoran, superintendent, and James P. McKiernan, president of the employees association, are jointly making the plans. Speakers will be Paul O. Komara, secretary of the National Committee for Mental Hygiene; Charles A. Brind, Jr., president of the Association of State Civil Service employees; Joseph Kirk, of the Central Islip Board of Visitors, and Seward Brisbane, editor of the Civil Service Leader. "Close understanding and better cooperation between officers and employees" is the purpose of the meeting.

Politics: Shhh! Employees of the State institutions are really a potential political force. Hundreds of workers seeing each other every day in the week, thinking together on many issues, could very easily become a powerful political bloc, able to sway elections. You politically-minded guys and gals, maybe it's something to think about in spare moments.

Lest We Forget: The legislative committee of the State Hospital Employees Association had trouble during the home-and-buggy days. . . . Getting to and from Albany was quite a task, and members often stayed at the Capitol many days on their own time during the session. With the coming of the auto, more frequent attendance was made possible. With the reorganization of the state departments, State schools under the Welfare Department came under the Department of Social Hygiene. . . . The association kept pace by changing its name to the State Employees Association of the Department of Mental Hygiene, admitting ALL employees to membership. . . . More next week.

By the bye, you fellows who want to know all about Civil Service, what's the transfer of non-competitive employees into the competitive class? Don't forget next week on "How Civil Service Works" in the Leader series on the Fite Commission, but applies to everybody.

Handsome Cop Contest Judged by

**DOROTHY LAMOUR—COBINA WRIGHT JR.
GERTRUDE LAWRENCE**

THE great man-hunt steadily approaches its end. With increasing clamor, the question is asked on every side: Who is New York State's handsomest cop?

Elsewhere on this page you see 13 more entries. They are but a handful of the hundreds now in the Leader office.

Those three lovely judges—Gertrude Lawrence, Dorothy Lamour, Cobina Wright Jr.—are getting ready to cast their votes.

Today the answer is harder than ever before. Just who is New York State's handsomest cop?

In all the indecision, though, one thing is clear. That is, The Leader will GET ITS MAN!

When the decision is finally announced, you can bet your (police) boots that the winner is absolute tops among the good-looking men on the police, detective, and trooper forces of New York State.

Things are really coming to a head. The end of this great contest is just beyond the horizon. Just a few more weeks now, and it will be all over.

Remember—there's still time to get your favorite in the running. Maybe he's been skipped over in the rush. Any entry received up to the very last minute has as much chance as all others.

The coupon below is ready!



Joseph R. Suarez
46th Precinct



Anthony A. D. Naclerio
Headquarters



Ken E. Goodspeed
Troop B, Malone, N. Y.



Eugene Mooney
110th precinct



Herman E. Hartz
Troop G, State Police



George Maguire
79th Precinct



John Quinlan
Scotia, N. Y.



Tom Healy
Staten Island



Julius Shulman
44th Precinct



Harry Duberg
114th Precinct



Thomas F. Myers
9th Precinct



Leon Jansen
10th Precinct



George W. Walsh
Traffic Precinct "E"
"The Voice of Safety"

Your Ballot

Handsomest Cop Editor
Civil Service Leader
97 Duane St., New York City

Your search for New York State's handsomest cop is over!

He's
of the

(Signed) Name

Address

Question, Please?

by H. ELIOT KAPLAN

CONTRIBUTING EDITOR

This department of information is conducted as a free LEADER service for Civil Service employees, for eligibles, for all who desire to enter the Service. Address your questions to Question, Please? The Civil Service Leader, 97 Duane St., New York City. If space does not allow printing your answer, you will receive a reply by mail. Therefore, state your name and address. Questions for this column receive thorough analysis by a well-known Civil Service authority.

Politics Don't Count

M. G.—The Civil Service Commissions are prevented by law from attempting to find out the political affiliation of any candidate for a position. They are also prevented from seeking such information at the time of the appointment. Any official who attempts to interfere with the appointment of a person for political reasons is guilty of a misdemeanor.

Preferred List

J. J. Q.—Employees holding positions which are abolished in the county services in New York City go on preferred lists which may be used for similar jobs in the county, city or State service in New York City. Appointments from such preferred lists must be approved by the State or Municipal Civil Service Commission.

Feld-Hamilton

B. M.—The Feld-Hamilton law, which reclassifies salary grades and the titles of positions and provides for annual salary increments, does not apply to the various county services. It affects only the State service.

Certifications of eligibles in the State service are made the same way as in the New York City service. The appointing officer must select one of the top three persons whose names are sent to him.

Post Office Reinstatements

E. W. H.—The Post Office Department has the right to decide whether persons dropped during the economy wave in the early thirties shall be reinstated. However, if reinstatements are made they must be okeyed by the U. S. Civil Service Commission.

More Feld-Hamilton

H. F. N.—State employees will get salary increments, provided for in the Feld-Hamilton law, on July 1, 1940. Funds to pay these increments were provided by the Legislature in next year's budget. The 1939 increments were suspended and will not be included this year or added to the next increments.

Promotion Before Competitive

L. E.—Promotion eligible lists are used before competitive lists, even though the former may have been established after the latter. An eligible list may be certified to any department, even though the original exam was given for jobs in only one department.

Cops Can't Be Investigators

I. J.—Eligibles on the Patrolman, Special List, aren't eligible—out of the regular order—for appointments as Social Investigator or Special Investigator in the Department of Public Works. The fact that you are on the Social Investigator list doesn't alter this.

Hospital Helpers Reclassified

A. S.—Hospital Helpers in the city service will be reclassified into the labor class after the State Civil Service Commission approves a resolution which is now before it. The resolution may be adopted on May 1.

There are no provisionals in the non-competitive or labor classes. Provisional appointments are made only to competitive jobs during the period necessary to prepare eligible lists for the positions.

Color Blindness

A. K.—Color blindness will not disqualify for all Civil Service positions. It depends upon the nature of the job. When the position is one in which color blindness would be a distinct handicap, such as a Chauffeur, Attendant or Truck Driver, you will not be qualified.

A Look at Exam Papers

L. S.—The Civil Service Commissions will permit a candidate to see his examination paper within a reasonable time after the list is established. Application should be made direct to the Commission.

Red Tape

R. D.—You have unfortunately been the victim of red tape. The fact that you were promised an appointment as a patrolman in 1937 and gave up another appointment in the Sanitation Depart-

ment will not help you now. Both eligible lists have expired and your right to appointment ended with their expiration. Even the mistakes of the departments and the Commission can't survive the life of the eligible list. That's the law!

Subway Jobs

D. K.—Employees in the BMT or IRT system who accept appointments to the Transportation Board from an eligible list established after competitive exams will continue in their jobs after unification. The fact that they may have been employed with the private systems after the passage of the Wicks Law will not interfere with their Civil Service status. No further examination will be required.

Declining a Job

E. D.—An eligible may decline appointment for any reason set forth in Civil Service rules. He may decline as many times as he wishes. He will not be certified for any position again where the circumstances prompting his declination are similar. If you do not wish to be certified below a certain salary level, or to a position outside of the city limits, or for a fixed period of time because of some temporary disability, you should notify the Commission. Your name will be kept on the list but certification will be withheld for the period of time you request. Declinations for reasons permitted by the civil service rules will not hurt an eligible's right to enter certification.

STATE CIVIL SERVICE NEWS BRIEFS

Welfare Officials To Help Draft Tests

EVER SINCE 1,058 welfare workers in 44 counties learned that they are requested to take exams in October to hold their jobs, the talk has come hot and heavy. Main worry seems to be: who will make up the exams, will they be fair?

Last week the State Civil Service Commission moved to stifle criticism, present and future. Two of its officials sat around the conference table with representatives of the Social Welfare Department and 10 county welfare commission-

April 23—Oneida County Public Welfare Department—Director, Children's Division.

April 23—Westchester County—Assistant Director.

April 25—Conservation—Foreman, Gypsy Moth Control.

April 27—Health—Consultant Public Health Nurse (Educational Supervisor).

April 27—Public Service—Chief Grade Separation Engineer.

April 28—Niagara County Public Welfare—Credits Adjuster.

May 2—Westchester County—General Storekeeper.

Check, Double Check

The State Civil Service Commission has long been sending sample tests to local commissions. Frequently, the local commission would take only a few of the questions and make them the entire test. Criticism was heaped on the tired brow of the State Commission. Now this is all to change: the State Commission will provide the sample questions provided that it's allowed to see the test for approval before given. Says the Commission:

"Examinations are so prepared that if any parts are omitted, tests of equal difficulty and of equal similarity must be included, as the combination of the various tests is what has usually made the examination effective."

Lucky Three

Forty-one took Buffalo's test for Accountant, Auditor, and Senior Bookkeeper. This week the results showed that only three had passed. They are Mildred H. Derner, Joseph R. LaSpica, and Harry A. Foley. Incidentally, no vacancies exist right now.

Sick List

Oneonta's Civil Service employees—and all others in town too—are hoping for a speedy recovery for John T. Lawler. A school teacher, John doubles as a member of the local Civil Service Commission.

He's in Fox Memorial Hospital with a severe case of grippe.

Yonkers Veterans

The economy bug recently hit Yonkers. Among the laborers dismissed as a result were a number of veterans. When vacancies arose, the vets claimed they had prior right to the jobs. Then came the furore.



Ruled the Civil Service Commission: all workers must register before applications will be considered, and veterans will be given preference.

Last week Assistant Corporation Counsel J. Raymond Hannon ruled anew on the whole matter. Honorably discharged veterans and exempt firemen, according to Hannon, cannot be dismissed as city laborers except for incompetency or misconduct shown after a trial. In addition, the laborer is entitled to a review of the charges by certiorari.

State Helps

Ten citizens of Dunkirk took an exam Saturday for Investigator in the Welfare Department. They were getting a practical application of cooperation between the State and city commissions. The State Commission prepared the questions, then got the papers back for correction, marking, and rating.

Binghamton, Defendant

Vincent Guerrieri says he reported on January 2 for duty as a street laborer. Robert J. Cary, Binghamton's Commissioner of Public Works, however, sent him home with the word that there was no work for him to do. This, Guerrieri claims, was illegal; how come Cary has since hired dozens of workers for jobs which he could easily have filled? On Saturday it all came into Supreme Court in Ithaca; Guerrieri seeks reinstatement in his \$4.50-a-day job. Defendants in the

case are Cary, Mayor Kress, the City Treasurer, Comptroller, and Civil Service Commissioner.

New Application Forms

The State Commission has sent a Manual of Procedure to the local commissions. Included are suggested forms of all kinds. The Senior Municipal Research Accountant reported this week that Long Beach has just begun use of various new blanks; New Rochelle has started to use the application form suggested; Utica is setting up a new payroll card file.

Investigation—And After

A year ago, the Buffalo Civil Service Commission was the subject of a State Commission investigation. One member was removed as a result; another resigned. This week the local commission reported back to Albany. Miss Cecil B. Wiener, president, pointed out that virtually every recommendation made by the State Commission is now in effect.

Here's a partial list: Use of a revised application form; adoption of a system of fingerprinting; use of a local radio broadcasting station's equipment for holding examinations in various places at the same time; use of the machine scoring method for rating



papers; employment of an investigator to check on applicants; appointment of a technical examiner to assist in the preparation of examinations and rating; establishment of a separate division for the placement of city laborers; a system of photographing an applicant and using his picture on a card for identification purposes; equipment of a room for holding physical examinations.

—MORTON YARMON



ers. Chairman was Waite Hicks, Washington County Commissioner. The outcome: three welfare commissioners in counties already under Civil Service will cooperate with the Commission in drafting the tests.

Representing the Commission were Commissioner Howard P. Jones, and Charles K. Campbell, chairman of the classification board; the plan decided upon belonged originally to Jones, who has been battling for its acceptance these past few months.

Meanwhile Jones continues his question-and-answer tour of the State. This week he is scheduled to address welfare officials in Washington and Wayne counties.

Wanted: New Lists

The State law states that titles of open competitive lists requested by departments or institutions must be publicly announced for 15 days before the State Commission takes action. The following lists are now being advertised (the date denotes when the 15 days are up):

U. S. JOBS OPEN

(Continued from Page 8)

having similar duties. They must also be certified lifeboat men.

Weights

For all these positions, no written tests will be given. Applicants will be rated on their experience and fitness on a scale of 100.

Student Nurse

St. Elizabeth's Hospital (Federal Institution for Treatment of Mental Disorders), Department of the Interior, Washington, D. C. It is expected that 15 male and 35 female students will be enrolled, as the result of this test, after September 1, 1940. The salary of student nurses at St. Elizabeth's Hospital will be \$288 a year with quarters, subsistence, laundry, and medical attention, except during affiliation, when the student may or may not receive the salary given by the affiliating hospital to its own students. Student nurses who complete the course and are graduated will be eligible for promotion to the grade of nurse at \$1,620 a year. Subsequent promotions may be made to higher positions on the nursing staff, depending upon the occurrence of vacancies and the efficiency of employees. Age limit: 18 to 30. File by April 29.

The St. Elizabeth's Hospital School of Nursing offers a three-year course of training to those desiring to become graduate nurses. The course extends over a period of three years, consisting of a probationary term of 12 months; a junior term of 12 months; and a senior term of 12 months. The hours of duty will not exceed 48 a week, arranged according to the required class of work. Those successfully completing the course will be granted certificates of graduation and will be eligible for promotion to positions on the nursing staff, depending on vacancies and efficiency during the course of training. Those students who are found, during the course of training, not to be acceptable to the duties of nurse in a psychiatric hospital, or who do not maintain a satisfactory record during the course of training, will be separated from the service.

Requirements

Education.—They must have been graduated from an accredited high school giving a 4-year course upon completion of at least 16 units, including: 4 units of English; 1 unit of high-school mathematics; 2 units of science, including a general science of biology and a second science, preferably some form of chemistry (home economics units do not constitute acceptable science units); 2 units of history (1 unit must be United States history except that 1/2 unit of civics may be substituted for 1/2 unit of United States history).

Senior students.—Applications will be accepted from students ranked as seniors and now in attendance in their last year of senior high school, provided that applicants are otherwise qualified, and subject to their furnishing during the existence of the eligible register resulting from this examination proof of successful completion of their high-school course prior to June 30, 1940 (including the 16 units and the required number of units in each subject specified above). This proof should consist of a certified or photostat copy of diploma, or letter or brief certificate from the proper school official. The names of senior students who attain eligibility in this examination may be certified and a provisional appointment may be made at any time their names are reached for certification during the existence of the eligible register, but such eligibles may not enter on duty until they have furnished proof of successful completion of the required high-school course.

Weights

Written test, 100.

NAVY YARD JOBS

Open

Twenty-eight jobs are open for filing at the Brooklyn Navy Yard. Applications may be se-

cured from the Navy Yard, from the Federal Building or from any first class Post Office. No examination will be given, but experience is required. The jobs are: Anglesmith, Heavy Fires; Anglesmith, Other Fires; Blacksmith, Heavy Fires; Blacksmith, Other Fires; Boatbuilder; Boilermaker; Chipper and Caulker, Iron; Coppermith; Die Sinker; Driller, Pneumatic; Flange Turner; Frame Bender; Gas Cutter or Burner; Holder-On; Loftsmen; Molder; Pipecoverer and Insulator; Puncher and Shearer; Riveter; Rivet Heater; Sailmaker; Saw Filer; Sheet Metal Worker; Shipfitter; Shipwright; Toolmaker; Welder, Electric (Specially Skilled); and Welder, Gas.

Park Superintendent

National Park Service, Department of Interior. Salary: \$6,500. File by May 6. Age limit: 53.

Duties

To serve as the responsible administrative officer in charge of the park system of the District of Columbia and environs.

Requirements

Education.—Completion of a full four-year course in a college or university.

Substitution.—Applicants may substitute, year for year, for the education prescribed above, responsible experience in park work.

Experience.—Seven years of full-time progressive, and successful experience in the administration of park activities, three years of which were in the administration of a large municipal, metropolitan, or county park system.

Weights

Candidates will be rated on their education and experience on a scale of 100.

Principal Information Specialist

Optional subjects: 1) press and publications; 2) radio. Salary \$5,600. File by May 6. Age limit: 53.

Duties

Option 1 (Press and Publications).—To assume responsibility for informational activities of the agency in which employed; to inaugurate, review, recommend, and develop informational programs designed to interpret the work of the agency to special groups and the general public.

Option 2 (Radio).—To assume major responsibility for radio broadcasting activities of the agency in which employed.

Requirements

Education.—A four-year course leading to a bachelor's degree in a college or university.

Substitution of additional experience for education.—Applicants may substitute, year for year, for the education, experience in writing or editing for newspapers, magazines, news or information service agencies, college or university extension services, or Federal or State departments or agencies or in radio broadcasting.

Experience.—Full time paid experience as follows:

Option 1 (Press and Publications).—Seven years of broad experience in interpretative writing or editing for a large daily newspaper, national magazine, news or informational service operating on a national scale, college or university extension service, or Federal or State department or agency, at least two years of which must have been in an executive or senior administrative capacity in the direction of reporting, writing, editing, and interpreting of current information and developments.

Option 2 (Radio).—Five years of broad experience of an exceedingly high order in radio broadcasting, at least three years of which must have required the preparation or the supervision of preparation of radio manuscripts and the managing and broadcasting or recording for broadcasting of radio programs.

Weights

Basis of ratings.—The examination will consist of consideration of the qualifications of applicants and assignment of

ratings by the special boards of examiners.

Senior Information Specialist (\$4,600)

Information Specialist (\$3,800)

Associate Information Specialist (\$3,200)

Assistant Information Specialist (\$2,600)

Optional Subjects

- Press and Publications:
 - Conservation (Natural Resources)
 - Economics
 - Sociology and Social Welfare
 - Agriculture (Biology, Physical Science, Agricultural Economics, and Rural Sociology)
 - Aeronautics
 - Public Health
 - Forestry
 - Education
- Radio:
 - Conservation (Natural Resources)
 - Economics
 - Sociology and Social Work
 - Agriculture (Biology, Physical Science, Agricultural Economics, and Rural Sociology)
 - Aeronautics
 - Public Health
 - Forestry
 - Education
 - Radio and Motion Picture Script Writing.

File by May 6. Age limits, 53. Separate lists will be established for each of the optional subjects in each of the grades.



Duties

Option 1 (Press and Publications).—Direct or assist in directing informational activities of the agency in which employed; plan and preparation of interpretative publications, documents, articles, reports, or manuscripts for dissemination of information to special groups and the general public.

Option 2 (Radio).—To direct the radio broadcasting activities of the agency in which employed; to plan and prepare or direct the preparation of interpretative radio manuscripts for dissemination of information to special groups and to the general public.

Requirements

Education.—Completion of a full four-year course leading to a bachelor's degree in a college or university.

Substitution of additional experience for education.—Applicants may substitute, year for year, for the education, experience in writing or editing for newspapers, magazines, news or information service agencies, college or university extension services, or Federal or State departments or agencies or in radio broadcasting.

Experience.—Applicants must show in their applications, and in corroborative evidence, full-time paid experience as follows:

Option 1 (Press and Publications) Senior Information Specialist.—Five years of comprehensive experience in writing or editing for a large daily newspaper, national magazine, news or informational service operating on a national scale, college or university extension service, or Federal or State department or agency, at least one year of which must have been in interpretative writing in one of the suboptional fields listed under Option 1 (Press and Publications).

Information Specialist.—Four years of responsible experience of distinctive merit in writing or editing as shown for Senior Specialist.

Associate Information Specialist.—Three years experience in writing or editing as shown for Senior Specialist.

Assistant Information Specialist.—Two years of successful experience in writing or editing as shown for Senior Specialist.

Option 2 (Radio)

Senior Information Specialist.—Four years of progressive experience in radio broadcasting, at least two years of which must have required the preparation of radio manuscripts and the managing and broadcasting of radio programs.

State Promotions

Filing for the following State promotion exams is now open

TUESDAY, APRIL 23

SENIOR ACCOUNT CLERK

No. 1103. Albany Office, Department of Mental Hygiene. (Usual salary range, \$1,600-\$2,000). Fee, \$1.

Requirements: Permanently employed in Albany Office, Department of Mental Hygiene, must be serving or have served for one year in Service 3, Grade 1-B preceding date of exam, and must have had two years experience in keeping or auditing financial records or accounts; working knowledge of the rules of the Department in checking the various types of vouchers received from the Mental Hygiene institutions.

FRIDAY, APRIL 26

ASSISTANT MAIL AND SUPPLY CLERK

No. 1104. Department of Taxation and Finance. (Usual salary range, \$1,200-\$1,700; appointment may be made at less than minimum). Fee, \$1.

Requirements: Permanently employed in Department, must be serving and have served on a permanent basis in the competitive class for six months in service 3, grade 1-a; working knowledge of various types of mailing machines and auxiliary equipment, and be familiar with mail room and supply room practices.

ASSISTANT FILE CLERK

No. 1105. Department of Taxation and Finance. (Usual salary range, \$1,200-\$1,700; appointment may be made at less than minimum). Fee, \$1.

Requirements: Permanently employed in the Department, must be serving and have served on a permanent basis in the competitive class for six months in service 3, grade 1-a; be familiar with standard rules of correct indexing and filing applicable to filing systems, and with the filing system in use in the Department.

ASSISTANT CLERK

No. 1106. Department of Taxation and Finance. (Usual salary range, \$1,200-\$1,700; appointment may be made at less than minimum). Fee, \$1.

Requirements: Permanently in Department, must be serving and have served on a permanent basis in the competitive class for six months in service 3, grade 1-a.

ASSISTANT CLERK

No. 1109. Insurance Department, Albany Office. (Usual salary range, \$1,200-\$1,700). Fee, \$1.

Requirements: Permanently employed in the Albany Office of the Department, must be serving and have served on a permanent basis in the competitive class for six months in service 3, grade 1-a.

SATURDAY APRIL 27

ASSOCIATE COMPENSATION CLAIMS EXAMINER

No. 1110. State Insurance Fund, New York Office. (Usual salary range, \$3,500-\$4,375; appointment may be made at less than minimum.) Fee, \$3.

Requirements: Permanently employed in the New York Office of the Fund, must be serving or have served for one year in service 6, grade 4, preceding date of exam; either a) eight years experience in workmen's compensation insurance claim work; or b) college degree and six years experience; or c) satisfactory equivalent; knowledge of the Workmen's Compensation Law, workmen's compensation insurance practices and procedures, principles of business administration and personnel management.

ASSISTANT FILE CLERK

No. 1115. Department of Education, Albany Office. (Usual salary range, \$1,200-\$1,700; appointment may be made at less than minimum.) Fee, \$1.

Requirements: Permanently employed in the competitive class for six months in service 3, grade 1-a, in the Albany Office of the Department; must be familiar with Standard Library Rules of correct indexing and filing for all systems, and with the Department's filing systems.

SENIOR STATISTICS CLERK

No. 1117. State Insurance Fund, Actuarial Department, New York Office. (Usual salary range, \$1,600-\$2,100; appointment may be made at less than minimum.) Fee, \$1.

Requirements: Permanently employed in the New York Office of the Fund, must be serving and have served in service 3, grade 1-a, for one year preceding date of exam; two years experience in statistical work, one for a workmen's compensation insurance carrier (statistics education may be substituted for the other year of experience); skilled in use of figures; knowledge of New York Unit Statistical Plan and the New York Experience Rating Plan, or of the special group plans of the Fund, or of the differential plan of the Fund.

ASSISTANT COMPENSATION CLAIMS AUDITOR

No. 1118. State Insurance Fund, Department of Labor. (Usual salary range, \$2,400-\$3,000.) Fee, \$2.

Requirements: Permanently employed in the Fund either a) seven years business or office experience, three in workmen's compensation claims work, three in accounting or auditing work; or b) three years experience in compensation work and two in accounting or auditing work, plus college degree in accounting; or satisfactory equivalent.

JUNIOR COMPENSATION CLAIMS AUDITOR

No. 1119. State Insurance Fund, Department of Labor. (Usual salary range, \$1,800-\$2,300.) Fee, \$1.

Requirements: Permanently employed in the Fund; either a) five years business or office experience, two in workmen's compensation claim work and two in accounting or auditing work; or b) two years compensation claim work and one in accounting or auditing work, and a college accounting degree; or c) satisfactory equivalent.

ASSISTANT STATISTICS CLERK

No. 1120. Department of Education, Albany Office. (Usual salary range, \$1,200-\$1,700; appointment may be made at less than minimum.) Fee, \$1.

Requirements: Permanently employed in Albany Office, must be serving and have served on a permanent basis in the competitive class for six months, in service 3, grade 1-a, preceding the date of exam; skilled in the use of figures.

SENIOR COMPENSATION CLAIMS AUDITOR

No. 1121. State Insurance Fund, Department of Labor. (Continued on Page 14)

City Commission's Calendar

SUBWAY QUESTIONNAIRES

Employees on the BMT and the IRT lines who refused to answer questionnaires of the Municipal Civil Service Commission will have until May 15 to explain their action, the Commission ruled this week. Approximately 200 questionnaires are missing, and unless the Commission can be satisfied, the jobs of 200 persons are in danger. All explanations must be in writing. Each explanation will be considered separately.

The number of missing questionnaires was not as great as predicted by the Commission last week. A late batch of mail came in Tuesday, the day after filing closed, but was post-marked on Monday.

Other items on the weekly calendar include:

- Occupational Aide**
1803. Pending settlement of budgetary problems, the proposal to place the title Occupational Aide in the Instructional Service has been delayed another week.
- Sanitation Medical Date**
1804. The date for starting the Sanitation Man medical exam was not set by the Commission. While it is believed the exam will start near the end of May, the exact date will not be set until the Commission learns definitely when graders will finish with the written exam.
- Assistant Engineer (Designer)**
1805. The list for Assistant Engineer (Designer) Grade 4, Board of Water Supply, is not appropriate for vacancies which exist in the NYC Tunnel Authority.
- Fire Lieutenant Test**
1810. Commissioner Morton will review the recommendations of the Director of Examinations on the key for the Fire Lieutenant promotion test, held February 17. Decision on the report will be rendered next week.
- Sanitation Promotion**
1811. The Commission will study another week the recommendation that the promotion written test for Sanitation Man, Class A, be waived and that candidates be summoned for the physical test at the same time as the candidates in the open competitive exam.
- Telephone Operator Key**
1816. Decision was reserved on the key for Telephone Operator, Grade 1 (male).
- General Foreman (Sewers)**
1829. A promotion exam to General Foreman (Sewers), Grade 4, will not be held, the Commission decided. The Borough President of Manhattan made the request.
- Exam Room**
1831. The Commission is still hunting for a large room in which to conduct examinations. The Federal Civil Service Commission informed the City Commission recently that the Federal exam room would not be available to the City again this Spring because of the full Federal schedule of exams.

Stenotypist Petition

1833. Petitioners seeking to have the filing reopened for the Stenotypist, Grade 2, exam were denied. Because the exam was delayed several months by court litigation, petitioners believed they should be given another period in which to file. The Commission found no merit in the request.

Inspector, Pipe Laying

1834. There may be no open competitive exam for Inspector of Pipe Laying, Grade 2, because a preferred list exists for the position, and a promotion exam may be ordered. The Commission, however, reserved decision on the matter.

Administrative Assistant

1835. Because a citywide exam has been ordered, promotion exams for Junior Administrative Assistant in the Dept. of Finance and the NYC Housing Authority were cancelled.

Labor Class Seniority

1839. A myriad of court decisions is making it difficult for the Commission to make a general rule for seniority in the labor class positions which will soon be placed in the competitive class. Decision was reserved pending investigation.

State Service

1941. Whether a city employee who has served in the State Civil Service will get credit for this work was a problem left unsolved. The Board of Transportation requested that the State service of Saul Grand, Abraham Gartner and George P. Toll, Engineering Assistants, be added to their time with the city. Decision was reserved.

Dental Resident

1848. A public hearing was called to determine whether a new title, Dental Resident, shall be established for the non-competitive service.

Lyons Law

1849. Because the examination was open to persons outside New York City,

the Commission is seeking to have the Lyons Law suspended for persons seeking the position of Senior Engineer (Sewage Plant Operation), Grade 4. A bill is now pending before the City Council asking for the suspension. Meanwhile, the Commission reserved decision on the Senior Engineer certification returned unused by the Dept. of Public Works.

Secretary to Justice

1850. The Mayor disapproved a resolution of the Commission placing in the exempt class the Secretary to the Presiding Justice of the Domestic Relations Court. At present the positions is vacant and probably will not be filled, one Commissioner said. The resolution was adopted by the Commission February 21.

Photographer Eligibles

1859. The Commission noted a request of the Photographers Eligibles Association asking that their list be considered appropriate for Blueprinter and Photo-stator Operator in the Board of Education. The Commission is awaiting the outcome of a study of the position of Blueprinter before taking action.

Changes of Name

Dept. of Hospitals: Jessica V. Vient to J. Virginia Vient; Lillian Murphy to Lillian Ghigliotti; Anna Green to Anna Jurgens.

Domestic Relations Court: Louise Rotenstein to Louise Surdut.

Police Dept.: Anne T. Wagner to Anne T. Hinchey; Boris Arluck to Bernard Arluck.

Dept. of Welfare: Janet Goldberg to Janet Newman; Irene R. Furgang to Irene Cohn; Fannie Nelson to Fannie Broolnick; Elizabeth Berg to Elizabeth Skook; Charlotte Weinstock to Charlotte Hoffman; Ethel Applegreen to Ethel Green.

Candidate for Promotion to Court Stenographer: Maurice Wishniewsky to Maurice Ward.

Civil Service Examiners

1880. The Commission made the list of Junior Civil Service Examiner appropriate for the position of Personnel Director of Housing.

Is Your Exam Here?

Below is the latest news from the Municipal Civil Service Commission on the status of exams which attracted 300 or more candidates. The Leader will publish changes as soon as they are made known.

COMPETITIVE

Accompanist: The rating of qualifying experience is in progress.

Administrative Assistant (Welfare): Objections to tentative key answers are now being considered.

Architectural Assistant, Grade 2: Rating of Part 2 of the written test is in progress.

Assistant Engineer, Grade 4: Rating of Part 2 of the written test is in progress.

Automobile Engineman: Objections to tentative key answers are being considered for final report.

Baker: This examination is being held in abeyance pending reclassification of the position.

Carpenter: Rating of the written test is in progress.

Clerk, Grade 2 (Bd. of Higher Education): The written test will be held on April 27th for 7832 candidates.

Court Stenographer: The written test will be held on April 27th for 570 filing candidates.

USED CAR GUIDE

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Elevator Mechanic's Helper: The rating of the written examination is nearing completion.

House Painter: The final key has been approved by the Commission. Rating has begun.

Junior Administrative Assistant (Housing): Objections to tentative key answers are now being considered.

Junior Administrative Assistant (Welfare): Objections to tentative key answers are now being considered.

Junior Architect, Grade 3: Part 2 of the written examination is being rated.

Junior Engineer (Civil) (Housing Construction), Grade 2: The final key has been approved by the Commission.

Junior Statistician: Rating of Part 1 is completed. Work on Part 2 is in progress.

Management Assistant (Housing) Grade 3: Objections to tentative key answers are being considered.

Management Assistant (Housing) Grade 4: Objections to tentative key answers are being considered.

Marine Stoker (Fire Dept.): This examination was conducted on April 15th for 531 filing candidates.

Office Appliance Operator: The qualifying practical tests have begun for the Remington Rand (Powers) Machine, and the I.B.M. Numeric Punch. Other qualifying practical tests will be held this month.

Playground Director (Female & Male): The final report on the key is being prepared.

Research Assistant (City Planning): 655 candidates were qualified for the written examination which was held on April 19th.

Sanitation Man, Class A: Rating of the written examination is in progress.

Stenographer (Law) Grade 2:

The examination will be held on April 27th for 2306 candidates.

Stenotypist, Grade 2: The examination will be held on April 27th for 754 candidates.

Structure Maintainer: Qualifying experience is being rated for 1600 filing candidates. The examination has been postponed pending the receipt of applications for the promotion examination.

Telephone Operator, Grade 1 (Male): Objections to tentative key answers are being considered for final report to the Commission.

Trackman: 236 candidates passed the written test. The practical tests will not be administered before May.

Typewriting Copyist, Grade 1: Rating of the written test is in progress.

PROMOTION

Assistant Engineer, Grade 4 (City-Wide): Rating of Part 2 of the written test is in progress.

Assistant Supervisor, Grade 2 (Social Service) (City-Wide): This examination is being held in abeyance pending the outcome of litigation.

Clerk, Grade 2: Rating of this examination is nearing completion.

Clerk Grade 3: Objections to tentative key answers are being considered.

Clerk Grade 4: Objections to tentative key answers are being considered.

Junior Statistician (City-Wide): All parts of the written examination have been completed.

Lieutenant (Fire Dept.): A report on the final key has been prepared for the approval of the Commission.

Lieutenant (Police): All parts of the written test are being rated. The final key for Part C has been approved by the Commission.

Exams for 10,000 State Jobs Coming In Summer

Exams for some 10,000 Attendant jobs in Mental Hygiene, Correction, and Social Welfare institutions throughout the State will be given some time in the early Summer. Eligible lists are to be established late in December.

This is only one of the significant results of Governor Lehman's week-end announcement that these jobs are to be transferred from the non-competitive to the competitive class. January 1, 1941, is to be the exact date of the transfer.

Governor Lehman stressed that the status of the present Attendants will not be materially changed. They will not be forced to take exams, nor will salary stabilization be effected in the near future. Vacancies after January 1, 1941, will be filled by these exams.

According to plans being thrashed out by the 12-man committee which recommended the

change, the State will be divided into a number of zones. Between six and nine will probably be the number chosen. Each zone will include a number of the institutions. Eligibles will be certified only to the institutions located in the zone in which they live. In this way, opportunities are to be given to neighborhood men and women.

All but a few hundred of the Attendant jobs are in the Mental Hygiene Department. According to the latest annual figures of the department, the following are the number of ward employees in its institutions (the bulk of these employees are Attendants):

Institution & Location	Men	Women	Total
State Hospitals			
Binghamton (Binghamton, Broome Co.)	203	205	408
Brooklyn (Brooklyn, Kings Co.)	194	237	431
Buffalo (Buffalo, Erie Co.)	139	182	321
Central Islip (Central Islip, L. I., Suffolk Co.)	504	451	955
Creedmoor (Queens Village, Queens Co.)	265	361	626
Gowanda (Helmsuth, Erie Co.)	185	149	334
Harlem Valley (Wingdale, Dutchess Co.)	257	381	638
Hudson River (Poughkeepsie, Dutchess Co.)	308	362	670
Kings Park (Kings Park, L. I., Suffolk Co.)	475	333	808
Manhattan (Ward's Island, New York Co.)	235	313	548
Marcy (Marcy, Oneida Co.)	186	163	349
Middletown (Middletown, Orange Co.)	228	258	486
Pilgrim (Brentwood, L. I., Suffolk Co.)	555	657	1,212
Psychiatric Institute and Hospital (722 W. 168th St., New York Co.)	26	75	101
Rochester (Rochester, Monroe Co.)	206	238	444
Rockland (Rockburg, Rockland Co.)	333	401	734
St. Lawrence (Ogdensburg, St. Lawrence Co.)	125	199	324
Syracuse Psychiatric Hospital (Adams St. & Irving Ave., Syracuse, Onondaga Co.)	25	34	59
Utica (Utica, Oneida Co.)	108	140	248
Willard (Willard, Seneca Co.)	219	222	441
State Schools for Mental Defectives			
Letchworth Village (Thiells, Rockland Co.)	177	308	485
Newark (Newark, Wayne Co.)	111	189	300
Rome (Rome, Oneida Co.)	226	282	508
Syracuse (Syracuse, Onondaga Co.)	50	62	112
Wassaic (Wassaic, Dutchess Co.)	186	350	536
Graig Colony for Epileptics (Sonyea, Livingston Co.)	750	1,191	1,941
	129	161	290
TOTAL	5,524	6,549	12,073

and was published in The Leader last week.

Park Foreman (Grade 2), (Men Only): The examination date has been scheduled for June 1st.

Stenographer-Typewriter Grade 2 (City-Wide): Rating of the written examination is nearing completion.

Stock Assistant (Men) (City-Wide): All parts of the examination have been completed. The eligible list will be available shortly.

Labor Reclassification

(Continued from Page 3)

Q. Will anyone be "frozen" in his position? Will the reclassification have the effect of keeping a person where he is without opportunity of advancement? If employees cannot get salary increases except through promotion examinations, isn't it likely that very few such exams will be given?

A. Because the McCarthy mandatory increment law ordinarily would apply to the laborers once they are in the competitive class, the situation is muddled. In making its study, the Commission will attempt to make promotion exams possible wherever practical. (Commissioner Sayre said at the hearing that promotion exams may be given whenever there are changes of duties, while Commissioner Morton felt that promotion exams might be given only for salary increases).

Promotion Salaries

Q. Is it true that the Budget Director can upset the best intentions of the Commission by reducing the salaries which come between two grades, or by refusing to pay higher promotion salaries?

A. Under reclassification, the power of the Budget Director to reduce salaries will be no greater than it is now.

Q. Why can't the laborers be placed in the Ungraded Service so that they will receive increments of \$120 per year under the McCarthy law?

A. At present the laborers are not receiving increments, and the Commission does not have the power to provide increments. Therefore, it is necessary to place the men in salary grades and advance them only through promotion exams.

Q. Will it be possible to allow all incumbents in the Labor class to compete in all promotion exams, irrespective of the class into which they are placed?

A. The Commission cannot answer this until it has made a study of the character of the work done by laborers.

Q. What happens to employees now paid on a per diem basis?

A. The Commission has no power to pay these persons on a per annum basis. The grade in which they will be placed will be

calculated by multiplying their daily wage by 300.

Q. Since the highest laborer salary grade is \$1,800, what will happen to laborers making more than \$1,800? Likewise, what will happen to persons who are doing specific types of work but are under a Laborer classification, such as Asphalt Workers?

A. One solution may be to set up special classifications outside the Helper Groups. Another plan would be to extend the salary range above \$1,800. In any event, the Commission will not recommend a reduction of salaries.

No Postponements on Medical-Physical Sanitation Exams

SANITATION MEN DON'T GET THE SAME CONSIDERATION AS COPS

No postponements will be allowed on the medical and physical examinations for Sanitation Men candidates, The Leader has learned. In all previous exams the Municipal Civil Service Commission has allowed men who were unable to take medical or physical tests on the days they were notified to appear, to come in at a later date.

The reported reason for this drastic decision is the huge number of candidates — some 47,000 are expected to survive the written quiz — that will be eligible for the final parts of the Sanitation examination.

The effect of such a ruling is apparent from previous experience. When the physical and medical tests for Patrolman were held last year, 700 men out of a total group of 2,500 asked for and were granted postponements.

ing that prior service for New York City employees' retirement system shall include certain wartime service of honorably discharged veterans and nurses who were residents of the city at the time of entry into service.

6) Feinberg-Ryan bill, providing annuity for a widow of a guard or employee in the Correction Department equal to one-half of the retirement allowance payable to deceased guard or employee. She must have lived with him at least ten years, remarriage to annul the annuity.

7) Kreinheder Bill, providing that persons promoted to vacancies in a Civil Service competitive class shall not be required to serve a probationary period, and shall be deemed permanent employees.

Civil Service Legislation

Governor Lehman has until next Monday to sign bills passed by both houses of the State Legislature during the session that ended last month. This week he signed six Civil Service bills, vetoed seven. Those which got his okay were:

1) Babcock law, striking out provisions that no single cash payment shall exceed a member's accumulated contributions to the retirement fund, option 4, relating to benefits payable to the beneficiary of a deceased member.

2) Coughlin-Crews law, permitting any member of the retirement fund to elect to contribute on the basis of retirement at the age of 53, up to October 1, 1940, in New York City.

3) Coudert-Crews law, requiring that membership in the retirement fund be terminated when a member has withdrawn over two-fifths, instead of the present one-fourth, of his accumulated deductions.

4) Devany law, (twice amended), allowing credit for all prior service to persons employed by the city on or before July 1, 1939, and who are or become members of the retirement fund before July 1, 1940. Includes persons who have begun or renewed service and membership between July 1, 1939, and July 1, 1940, subject to

The difficulty began last November 3; the Collector of Internal Revenue suddenly ruled that DPUI workers must pay federal income taxes for 1936-37-38, plus interest, plus a 25 per cent penalty.

He used section 205 of the Public Salary Tax Act of 1939 as basis for his action. This goes back to a 1934 ruling which held that if the wages of a State employee were paid wholly or in part, directly or indirectly, from federal funds, such part was taxable.

The Wagner-Byrne bill seeks to amend section 205; its retroactive provisions will be stricken out.

John T. DeGraff, counsel to the Association of State Civil Service Employees, has been battling the ruling since November. His brief supports the Wagner-Byrne bill, says that it will end the fear of retroactive taxation.

completion of two years of city service since then.

5) Fite law, requiring the State Civil Service Commission to prescribe the rules and regulations for the keeping, reporting, and reviewing of the service records and ratings of employees in the classified service of the State, or of any of its civil divisions except cities.

6) Egbert-Fogarty law, providing that veterans in public office or on public works shall be entitled to leave of absence with pay on Memorial and Armistice days.

Vetoed were the following bills:

1) Bechtold-Mann bill, permitting U. S. Marshal, Deputy Marshal, and U. S. Collector of Customs to receive credit for service on entering the retirement system.

2) Nunan-Bormann bill, giving World War veterans who are members of the New York City employee retirement system credit

for service for any period during the World War as prior service, provided they were actual residents of the State at the time of their entry into military service.

3) Crews bill, providing that New York City Civil Service employees who were in the service after January 1, 1930, and who were subsequently placed on preferred lists, may have service allowance in the retirement system for time on preferred list, under certain conditions.

4) Crews bill, permitting all New York City persons reinstated from preferred lists since January 1, 1932, including members who have withdrawn more than one-fourth of accumulated deductions subsequent to lay-off, to rejoin retirement system at the same rate of contribution as when laid off.

5) Buckley-Holley bill, provid-

DPUI Double Tax Hit in Congress Bill

(Special to The Leader)

WASHINGTON—Senator Wagner and Congressman Byrne joined legislative hands this week to end the retroactive double tax on employees of the Division of Placement and Unemployment Insurance in the New York State Department of Labor.

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