Civil Service

America's Largest Weekly for Public Employees

9-No. 29

Tuesday, March 30, 1948

Price Five Cents

FIREMAN MEDICAL

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See Page 8

OFFICER TOPS W STATE EXAMS

EDITORIAL

he Fire Chief's Jobpoils or Merit?

Case for Governor Dewey

HE CHIEF of NYC's Fire Department occupies a position whose duties are among the most highly technical the whole roster of public employment. So concerned has city been with the importance of quality in this post it, at a time when the concept of merit was much less derstood than it is today, the Chief's job was made mpetitive. For nearly half-a-century, the position has been der civil service, obtainable only by the men best qualified ough training, experience, and examination.

To this day, the post represents a major achievement (Continued on Page 13)

Graduated U.S. Raises

roposed by Senators

proposed by the U. S. Civil for \$2,200.



United Parents Association told NYC Comptroller Lazarus Joseph that City money should be ex-pended on improving educational facilities and alding employees, rather than "unnecessary func-tions" such as the Golden Anni-

Age Limits 21-60 For \$69 Parole Job; Openings in NYC

An examination for Parole Officer heads a list of 45 State tests for which applications are now being issued and received, and will be until Monday, April 26. Application blanks may be obtained from the State Civil Service Commission, by mail or in person, Room 2301, at 280 Broadway, at Chambers Street, or at the State Office Building, Albany (Continued on Page 8 under Exams for Public Jobs)

arents Assn. Blasts Use of NYC Cash or 'Circus,' Demands Aid to Employees

Reports that the Board of Estisite would cut the budget subsite would cut the budget of the City budget to be submitted by
sale would cut the drafting of
sale would cut the declared. "We
also have been informed th

"This is not time for circuses, nor can a City, whose essential services in the realms of education, police and health protection are not what they should be, afford to strut in the public eyes nationally. Let us put our house in order first, bringing these services to the point where our instructional system is adequate from the tional system is adequate from the viewpoint of buildings, size of teaching staff, quantity and quality of supplies and ancillary services, and where we have enough policemen to adequately patrol all school crossings and a nurse in every school. Then, and only then, can we afford to throw a spotlight of publicity at these services, in Special to The LEADER
WASHINGTON, March 29—The spublican leadership in Congress, hich is spearheading a raise for S. workers, got word to make all raises would be limited to be increased expenditures prosed for national defense needs. Seed for national defense needs.

bill is being drafted for the ployees from the present \$1,756. Chairman William Langer, of the Committee to include revamp
Senate committee, wants a \$2,400 of publicity at these services, in full view of the nation, and boast. To boast when what you have is inadequate is to deceive the pubinadequat lic. The City of New York, at this

and may time, can ill afford a \$600,000 ex-penditure for bluffing and public part of the exhibit?

"Nor does the claim that the

penditure for bluffing and public as well as self, deception.

Costly Projects

"Certainly no money should be spent for 'show' when school children are killed by autos on City streets, as happened at P. S. 147, Manhattan, last week. Would the part of the exhibit?

"Nor does the claim that the money being given to the Golden Anniversary Committee is to be returned decive us or anyone else. The history of the City is replete with examples of such costly projects which failed to return even (Continued on Page 16)

Sanitation (B) List, 4,959 Names, Issued

as soon as possible, as it has about 1,700 provisonals in the title. Appointments can be made only after the list is promulgated, which will depend on clearance of veteran preference claims by the U.S. Veterans Administration. Appointments will be made at about posted the precise ble schedule. pointments will be made at about ported the practicable schedule.

200 a month, as soon as most of the provisionals have had their vacations, so as soon as the top 300 or so names are cleared by (Continued on Page 8)

Meanwhile President Truan. We who at first frowned on a raise anging from \$50 to \$700 a year, for U. S. workers, is reported to a day averaging either \$350 or \$300. The postal employees would be the large of the postal employees would be What's Next? Dr. Frank L. Tolman Describes Unfinished Business' of

ce Committee to include revamp-

Deaking Dr. Frank L. Tolman est pinnacle, thus far, in salaries and working conditions. The Civil Service ash from his perennial est pinnacle, thus far, in salaries and working conditions. The Civil Service Employees Association had working conditions. The Civil Service Employees Association had working the arrive in pay that will come to more than \$20,000, wardly. "The unfinished busines of civil service?" he mused. "There will service?" he mused. "There will service?" he mused. "There will service." The employees of the State of the State of the State of the status of the past 10 years that re-

Deliberate, fast-thinking, slowpeaking Dr. Frank L. Tolman
eaned back in his chair. He flickthe ask for his chair. He flickthe ask for his chair. He flickthe strong conditions. The Civil
The conditions of the merit system in appointments. The Civil
The conditions of the merit system in appointments. The Civil
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The conditions of the merit system in appointments. The Civil
The conditions of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointments. The Civil and work had reached the highthe strong of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointments. The civil and work had reached the highthe strong of the merit system in appointment o pointments. Too frequently, cases are brought to our attention where political considerations enter into jobs, transfers, promotions, which are supposed to be filled entirely by merit. With the years, this evil grows on itself. We shall have to deal with t. I suppose there will

(Continued on Page 7)

Westchester-Putnam **Non-Instructional Group** Asks for Pay Changes

The Westchester-Putnam Non-Instructional School Employees Association has completed a preliminary study of pay rates for non-teaching school employees in the area and is proposing new pay under the payment plan that the scales and a flexible cost-of-living adjustment. The Association is a unit of Westchester Chapter, The provide this protection for these Civil Service Employees Associa-tion, and the proposal, which has been prepared by Michael A. Russo, Chairman of the Civil Service Committee, has gone to District Boards of Education. It

"Again we appeal to you for earnest consideration of the Non-Instructional Employee of your School District, in your delibera-tions on your Budget Requirements for the school year 1948-49.

"We enclose a copy of a resolu-tion adopted at the last meeting of our Association which we believe to be fair and just. We recognize that high Salaries in these times of inflation present a problem to Boards in the future when times are reversed. We realize too, that Boards do not cherish the idea of changing Salary Schedules frequently as much as they would like to give a salary with as much purchasing power as that of 1935-1939.

Conservative Request.

"Our recommended Salary Schedule for Custodian is very conservative and lower than many Schedules now in operation. This together with the Cost of Living formula recommended, we believe will answer all the problems confronting Boards as aforementioned. It will eliminate the yearly pleas to you from your Non-In-structional Employees in the future-it is a proven plan- it is fair to the Board of Education, to the Employee and to the tax payer.

"We would like to recommend Salary Schedules for all Non-Teaching Employees but because of the wide differnces in titles, types of work and varied responsibilities for similar positions, we feel this is impractical at this time. It is our opnon, however, that the position of Controller is that the postion of Custodian is used in mostly all districts and covers uniform types of work, hence we suggest that it be used hence we suggest that it be used as the key position. Further, that Salary Schedules for all other positions in the operation and maintenance department be adopted higher or lower depending on the responsibility of the position, relative to that of Custodian, using the same formula for High Cost of Living Adjustment. As to other positions in the Non-Teaching Staff similar consideration ing Staff similar consideration should be given.

should be given.

"We agree with School administrators that Civil Service Rules and Regulations as they pertain to School Districts could stand improvement and perhaps revision, and this is not meant as a reflection on the Commission upon reflection on the Commission upon whom, overnight, were thrown thousands upon thousands of positions to care for, with neither the Staff or the facilities to handle the job. We are surprised to learn, in spite of the Feinberg Law which stipulates that Salaries be fixed for Non-Instruc pleyees (construed by Dr. Brind to mean adoption of Salary Schedules) that some districts have yet to do so. We are surprised to learn of the wide differences in titles for similar work, hours of work, sick leave, vacation periods, payroll periods etc. We are surprised to learn that some School Districts, though few, are not members of the New York State Employees Retirement System thus depriving Non-Instructional Employees of even a small degree of security in their old age-this is most serious

CIVIL SERVICE LEADER

Published every luesday by LEADER ENTERPRISES INC.

97 Duane St., New York 7. N. .. Telephone: BEekman 3-6010

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$2 Per Year Individual Copies Se since such employees are not eligi-ble for Social Security. The New York State Employees Retirement System will be glad to send a represutative to survey your district. people.

Satisfactory Plan Possible

"We know those problems have been given much thought by all Boards and we do believe that a satisfactory and more or less uniform solution can be effected and we would appreciate the opportunity of working the problem out with you. We have proposed that a Conference consisting of representatives of the School Boards of sentatives of the School Boards of our two counties and of our Asso-ciation be formed to strive for a solution of problems confronting Boards and Non-Instructional Em-ployees. Further, we feel confident that not only would this be of great help to the Civil Service Commission but that the latter would welcome any satisfactory solution of problems between our two bodies and would give every two bodies and would give every consideration towards approval to those solutions."

Proposed Formula

The resolution requests:
"1. That the salary schedule for custodians be fixed at a minimum of \$2,200 and maximum of \$2,700; that yearly increments or \$100 be given to begin at the end of the first year until the maximum is reached; that custodians now em-ployed be paid yearly rates to which they are entitled by virtue of past service.
"2. That a high cost of living

adjustment be determined on the basis of the "Cost of Living Index of the U. S. Bureau of Labor Statistics," as of March 15 each year, so that the same may be included in the budget for the succeeding year, and that such high Cost of Living Adjustment be added to base pay. The formula for determining the high cost of living adjustment each year shall be as follows:

cost of living index minus 120, add or subtract \$18 per point. H.C.L.A. (index minus 120)

"3. That the pay for all other Non-Instructional positions in the School District be determined after fixing a minimum and maximum on the same basis.

"4. That all work performed by employees before or after regular hours be compensated for at the rate of \$1.50 per hour.

"5. That a minumum vacation of three weeks with pay be allowed all full time employees who have completed two years of ser-

vice with the district.

"6. That a County Conference of School Boards of Education be formed; that each School District designate a member of its Board, the Superintendant, or supervising principal as its representative to meet with the Board of Directors of the association to discuss the problems outlined in the with-in resolution."



Civil Service Department Chapter members: William J. Murray. Counsel Joseph Schechter, Helen Em Chase, Examinations Director, Thomas Bransford, Administrative Director, Charles L. Campbell, Eugen McLaughlin, Henry McFarland, Elizabeth Staley and Francis Sullivan at Association annual dinner,

Answers Given To Questions on Maintenance

Special to The LEADER

ALBANY, March 29 .- The office of John T. DeGraff, Counsel for the Civil Service Employees Association, has answered some of the questions and objections which have been raised in connection with increased maintenance rates for State institutional employees.

1. The amount of the increase was arranged as the result of discussions between employee representatives and the administration, after the facts had been fully pointed out at a meeting of employees representing institutions throughout the State. A member of the Division of the Budget explained all aspects of the proposed increase.

2. An increase was felt necessary, to equalize the equities be-tween employees living outside and those living inside the institutions. Prior to 1947, the emergency bonus was paid on the cash salary received by employees, not on the value of maintenance. This was done on the ground that the increase was absorbed and paid by the State; and therefore the emergency bonus should be on the cash salary only.

In 1947, when the bonus was incorporated in the base pay scales, the employees who received maintenance earned a ceived maintenance earned a windfall, because of the fact that they had been getting an emergency bonus on the value of the maintenance they received. The windfall was continued this year because the present emergency bonus law likewise provides that the bonus is paid on gross salary.

Therefore it was felt necessary, in order to equalize the cityration.

in order to equalize the situation between those in and outside the institutions, to make some in-crease in the rates charged for meals. There has been no increase in the amount charged for living quarters.

3. In addition, as a practical matter, increase in the rates for meals will not result in any real increase to the employees affected because the amount of the in-crease is, in most cases, substan-tially equal to the windfall which these employees received, resulting from the fact that the new basic scales and the emergency bonus are computed on gross sal-

aries instead of cash salaries.

4. These arguments do not take into consideration the increased cost of food.

Western Conference Meet In Albion on April 3

BUFFALO, March 29-The next regular meeting of the Western New York Conference will be held in Albion on Saturday, April 3.

This will be the first Conference

meeting held in Albion, since the first official meeting in June, 1945. Seven Western New York Chapter Presidents signed the Constitution and By-laws on that date, estab-lishing the first Regional Confer-ence of The Civil Service Em-ployees Association.

Officers and delegates of sixteen member Chapters will gather on April 3 to carry on the Conference objectives under the leadership of its founder and Chairman, Robert R. Hopkins, of Buffalo.

In the 2½ years of its existence.

the Conference has been granted area representation on the Association's Board of Directors and assisted n the development of the Central, Southern, Metropolitan

June Exam Series

Special to The LEADER

ALBANY, Mar. 29 - The June series of State examinations will open on Monday, June 7, according to present plans. No decision has been reached yet on which exams will be included, but none of them will be of the popular type, an official said.

TROY—The Troy Veterans Vo-cational School Chapter of The Civil Service Employees Association observed a St. Patrick's evening of celebration at the Sunset Inn. The entertainment committee consisted of Edward Rings, Chair-man; Jack Clute, William Servis, William Saunders, Joseph Suese and Don Heath.

and Capitol District Conference No Chapter has withdrawn fro Western Conference membershi All Chapter dues have been pa in full defaults. The only proble was raised by the voluntary over payments of some Chapters whi required the adoption of a res tion to adjust these overpaymen Every resolution, action or pol adopted by the Conference has acopted by the Conference has a ceived unanimous support of a members, and each officer had been unanimously elected. Let lative and local Government officials have attended meeting The Director of the State Retinement System, the Chairman of the Personnel Council, as well as e perts in the fields of Personnel. perts in the fields of Personnel A ministration, Service Record Raings, Rules and Regulation Credit Unions, and Labor Relations, have brought material and messages of value, previously in available to individual Chapter Member Chapters have direct a cess to Executive Committee at Board of Directors through the representative on these bodies as are more informed on matters of operations and negotiations that ever before. Its members are protof their progress. They know ho much remains to be done, an invite all Chapters in this area join in this Conference work.

Louise Gerry, State Civil Service Commissioner, who was present the first Conference meeting 1945, will attend this year's me ing and John E. Holt Harris J. Counsel to the Association, wi review the 1948 legislative program.

As is customary, a dinner wibe served at 7 p. m., following the afternoon meeting. Mrs. Mar Houghton, 40 West Ave., Albior N. Y., was in charge of reservations.



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Large Cities Get OK to Set Up **Own Association Chapters** Special to The LEADER

ALBANY, March 29-Any city with a population of 200,000 or more may now have its own chapter of The Civil Service Employees Association. A change in the Association's constitution permits the city workers to operate their unit independently of the county em-ployees in the area. It thus be-comes possible for Buffalo city employees, for example, to have their own chapter while employees of Erie County, of which Buffalo is a part, set up a separate chap-

The issue, a "live" one, was settled by the Association's County Executive Committee, and by its Board of Directors, in Albany on

The matter came up because employees in three cities—Buffalo, Rochester, and Syracuse—had ap-plied to the Association for permission to establish chapters separate from those of county em-ployees in their areas. A special committee studied the issues: the group consisted of Dr. Wayne W. Soper, Education Department, chairman; Ivan S. Flood, Westchester County; and Vernon A. Tapper, Onondaga Chapter. The constitution was awarded following this committee's report.
The changes are in Article VI

sections 1 and 2, dealing with the County Division of the Associa-tion. The city chapters will have the same rights and privileges now enjoyed by the county chapters.

sociation Building Drive Westchester | The Public Into High Gear

the new building contain? he tempo of employee infor everything from private sion rooms to a convention

decisions are being made yet, Tolman, Associainforms president, president, mioritis The R; but the Bons and will seeks suggestions and will ly welcome any ideas for ing the new building for imdeficiency of employee serv-

nong suggestions that have in thus far for the sort of s to go into the building: mation room; civil service y; private offices for the exdiscussion rooms where representatives could auditorium cafeteria; mail-nom; a small print shop; g: "service room" — with iters and other conveniencmembers who must get done fast; meeting rooms arious sizes; stenographic One employee even suggeststenographic hat "the Association set up all number of beds in the new ng, so that when we come bany and the hotels are filled, have a place to stay." A girl the western part of the State in suggesting "adequate, in powder rooms. They're so after a tiring day in

Association will consider restions from employees th of course the final deci-will be based on utility. The lng will be a functional op-on, with no "frills," designed the job for which the Asso-

site for the structure has en selected, although it will use to the State Capitol, easy reach of department executive chambers of the or, and the Legislature. The ability is that the Associa-won't build, but will puran existing structure and del it. The present headquarffice in the Capitol will be ned as an information office. ighout the State, members e Association are furiously in raising money for the "We are really gratified enthusiasm and the results says Joe Lochner, execsecretary of the Association.
success of the building fund is contingent upon exactly nd of sustained effort we've

released the names s which have been espeactive up to the present in ort. Among them: Agriculand Markets, Albany; Edu-n, Albany; Health Labora-

March 29. — What Memorial, Health; George F. Gilleran, Public Works, Albany; Tax Department, Albany; Motor Vethe tempo of employee inthe projected new home
the civil Service Employees
the civil Service E Central Unit Barge Canal; Public Service Motor Vehicles; Public Works, Dist. 2, Hamburg; Public Works District 4, Rochester; Public Works Dist. 10, Babylon; New Hampton; Westchester County; Onandaga; St. Lawrence County; Association headquarters chapter; Banking, Albany; Law, Albany; Herkimer County; Montgomery County; School Custodians, Dutchess County.

Mr. Lochner emphasized that these are only the chapters which have been most active to date, and by no means the only chapters which have been hard at work on the building fund drive. The Association also seeks sug-

gestions for the building's name. Names submitted so far include: The Frank L. Tolman Building; The Frank L. Tolman Building; The Civil Service Center; Civil Served in his present post since Service Employees Association mid-1941, when he succeded form-Building

Member groups of each chap-ter of The Civil Service Employees Association throughout the State doing their utmost to make certain that their organization has adequate headquarters in order to represent their interests properly. Their enthusiasm and effort is inspiring the success of the Association's Building Fund drive. They reason that the organization must have living room; that it must have the necessary staff and equipment to do a right job for them. This certain group in each and most recently, the setting of chapter is the Building Fund a 40-hour base work week for chapter is the Building Fund Committee. These committees are listed herewith. Each member of each committee merits your support by assistance to the building fund effort in every possible way

Department of Agriculture and Markets, Albany Chapter: Eliza-beth F. Gleason, Charles W. Noxon, Alice D. Reilly, Spencer Duncan, Dorothy Van Derzee, Perley Eastman, Margaret E. Nial, Kathryn J. Devine, Florence Van Noy, Mildred Baxter, Lucia C. Damarell Eleanor M. Holmes, Isabel G. Fitzpatric, Rhoda Green, Dr. C. Safford and Dorothy J. Smith.

Capitol District Armory Em-ployees Chapter: Randal V. Vau-ghn, Anthony J. Stangle, Willard G. Walsh, Willard G. Landsberg, Charles W. Jacobie, John L. Trumble, Francis W. Morey, Howard W Coonradt, William W. Gregory and Frank D. Salmone.

Capitol District Correction Department Chapter: William J Deere, Marie Loughlin, Helen T David, Werner A. Losters, H. A. Maloney, John J. Young, J. Albany; Health Labora- Maloney, John J. Yeung, J. Marg Albany; James A. Christian Stewart Burton, May H. Ray- Ahr. Young,

H. C. Gerlach

The 1948 annual dinner of the Westchester County Competitive Civil Service Association will pay tribute to the Herbert C. Gerlach, County Executive of Westchester. The Association is a unit of The Civil Service Employees Association. The dinner will be held on May 4, at Schmidt's Farm, Scarsdale, and will be attended by high officials of the State Government, Federal, States and County legislators, members of the Judiciary, and most County officialdom, in addition to the rank and file County employees

In charge of the arrangements is J. Allyn Stearns, past President of the Westchester Association, who stated that with a seating capacity of about 500 and almost twice that number expected to be looking for seats, reservations would be apportioned as fairly as possible and every attempt made to disappoint none of Mr. Gerlach's admirers.

er Supreme Court Judge and gubernatorial nominee William F. Bleakley. He had previously been Commissioner of Finance and Chairman of the Board of Supervisors. During his administration as County Executive many gains have been made by the County Service including institution of the only Emergency Compensation in New York State which systematically fluctuates with changes in the cost-of-living; advancement of merit system policies, establishment of modernized pay scales Westchester County employees.

mond, Noral Deehan, Lorinda V. Day, Vera Weissenburger, Sarah E. Wessels, Helen Upjonn, Charles Mullady, Margaret King, Cather-ine Kosters.

Education Department Chapter: Lewis Binns, Samuel Clements, John W. Albert, Lloyd L. Cheney, Hazel Abrams, Ward C. Bowen, Ethel Nansing, James O. Hoyle, Mary S. Lindsey, Lillian D'Armit, Wayne W. Soper, Walter A. Le-Wayne W. Soper, Walter A. Le-Baron, Agnes A. Wall, Cathering LaRose, William K. Wilson, Edward S. Mooney, Hugh M. Flich, John G. Broughton, William N. Fenninger, Forest Benjamin, William MacLean, Howard F. Konig, Dr. H. V. Gilson, Marie Tracy, Irvin A. Conroe, Laura MacDowell, John Connery, Ida M. Cohen, Mary R. O'Brien, Mary Nerf, Ada Nixen, Samuel Bohlin, Katherine Bender, Ralph F. Fleming, Flor-ence Boochever, Martha Darn, ence Boochever, Martha Marguerite Vine and Arthur F. Ahr. (To Be Continued)

Group to Honor Employee

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



Why Service Record Ratings?

THE PAGES of civil service and personnel journals are full, these days, of discussions of service rating plans and procedures. No two writers seem to agree and hardly any one has a good word for any existing system. No new proposed plan seems to offer much in the way of improvement over existing systems.

Ever since Mr. Probst played around with his human traits elements and was surprised to find that they worked in sorting out the sheep from the goats, the tendency has prevailed to rate the employee as a person rather than as a worker or to measure the job actually done by the person.

Business, particularly in the field of production, largely uses more objective and measurable methods. Volume of work and accuracy of work can be measured. The job can be broken down into a limited number of elements and measured with some degree of objectivity. Of course, it is infinitely more difficult to apply objective methods to a public service that includes nearly every skill and profession.

The Mechanical Machine vs. the Human Machine

Nearly every manufacturer of a machine issues a manual telling how the machine operates, how its different parts work together, and how to analyze and correct any failure to function. In human affairs we have persons who operate with high efficiency and little loss by friction, and others who stall and break down frequently. Have we any knowledge of the dynamics of human action that explains the variation? Put the broken down human machine in new surroundings and he may operate with surprising

In my opinion, a new approach to the measurement of efficiency might be useful. Obviously, you can't measure all jobs by the same yardstick. If you try to do so you come with generalities that mean little or nothing.

You can't devise any plan that will have universal application and which will yield accurate results.

You can't easily measure quality of work.

You should measure output or products of work where such measurement is easy.

You should measure growth and improvement as well as accomplishment.

You should be sure of impartiality in any rating plan. You should have facts to work on as far as possible. Ratings should not be the responsibility of any one

When all is said and done, service ratings will probably remain largely subjective opinion of more or less amateur and biased raters. The immediately important thing is to make rating an art if it can never be a science. The rater holds some of the keys to job advancement. Like Peter, he should be intelligent, modest, highly responsible, open-minded, patient and just.

Let's make Service Record Rating a professional creative job, for success depends more on the rater than on the plan which he uses.

Delegates and Guests at Association Dinner



Trans Dewey making the presentation of the annual Harold J.

The Memorial Award donated by The LEADER. William E. Hannan,
the New York awar ill. the New York State Library, won the cup but was away, ill. New York State Library, won the cup but was away, ill. Ill. State Librarian, is shown accepting the cup but behalf. Governor Dewey praised the State Library as one of the enterprising and progressive agencies of State Government and a leadership in making its extensive collections of books, public strains and archives emigently usoful to the people of the State.



Jesse B. McFarland, 1st Vice-president of the Association; Mrs. Francis A. MacDonald; Leo Britt (standing, foreground); Francis A. MacDonald, Chairman of the Southern Conference, and Elizabeth Hayt, Secretary to Assemblyman Van Duzer. In the background (seated) Edith Fruchthendler is feeding herself an olive and Kenneth A. Valentine is halling some one. They are from the NYC Chapter. The man with the determined face, clutching his program, is H. J. Bernard, Executive Editor of The LEADER.

Employees' Association Plans Action On Veteran Preference and Holidays

Junior Architectural Draftsman, State Departments. Executive Officer, Alcoholic Beverage Control Board, Dutchess County.

Assistant District Health Officer, Health.
Junior Laboratory Technician,
Tompkins County.

Hospital Attendant, Chautau-qua County. Senior Typist, Tompkins County

Psychologist, State Departments and Institutions. Inter Stock Clerk, Westchester

Junior Civil Engineer, West-

chester County. Junior Civil Engineer, West-chester County. Pharmacist, Grasslands. Nutritionist, State Departments

and Institutions.

Executive Officer, Alcoholic Beverage Control Board, Putnam

Junior Librarian, State Departments and Institutions.

Institutional Education Supervisor, Vocational, Social Welfare.
Pharmacist, State Departments

and Institutions.

Head Clerk, Surrogate, Westchester County.

Milk Account Examiner, Agri-culture Markets. Junior Building Structural En-

gineer, Division of Construction, Buildings and Grounds, Public

Promotion

Senior Clerk, Rockland County. Executive Officer, Alcoholic Beverage Control Board, Columbia

Senior Engineering Aide, State Departments and Institutions. Assistant Forest Surveyer, Con-

servation.

Institution Education Supervi-sor, Physical Education Recreation, State Institutions.
Supervisor Case Work, Mental
Hygiene, Health, Clinic, West-

chester County.
Assistant Superintendant West

County Home Public Welfare, Intermediate Medical Social Worker Grasslands Hospital, Public Welfare, Westchester County. Editorial Assistant, Mental Hy-

Plant Operator, Westchester

Supervisor, Roadside Improve-ment, Public Works.

Correction Inst., Education Supervisor, Recreation, Correction. Senior Employment Manager (Prom.) Labor Department.

General Clerk, Clerks Office, Erie County.

Assistant Examiner of Accounts Procedures, Erie County. Senior Clerk Medical Record,

Willard State Hospital. Senior Office Machine Operator, Key Punch, Civil Service.

Senior Office Machine Operator,

Tabulator, Civil Service, Senior Compensation Claims Senior Compensation Claims Auditor, N. Y. Office, Insurance

Senior Office Machine Operator, Tabulating IBM, DPUI Senior Bookkeeper, Westchester

Special Deputy Court Clerk, Part I, Office of County. Clerk, Clerk of Court, Erie

County. Chief Chief Index Clerk, County Clerk's Office, Rockland. Accountant, Social Welfare, Erie

Senior Real Estate Supervisor, Social Welfare, Eric County.

Civil Service District Supervisor. Associate Personnel, Technical Exam, Civil Service.

Special to The LEADER
ALBANY, March 29.— The langthy meeting last Thursday, Board of Directors of The Civil turned down a number of pro
State Eligible Lists

On View At 'Leader' Office

The following New York State eligible lists resulting from Open Competitive examinations are available for inspection at The LEADER Office, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall Park and just west of Broadway.

Open-Competitive
Account Clerk, State and County Departments.

Junior Architectural Draftsman, State Departments.

Executive Officer, Alcoholic Education Publications Pub tickets to be sold is necess limited.

McFarland Reports

A report on the Associate legislative achievements was my by Jesse B. McFarland, vice-p ident of the Association and of its Legislative Committee. Association had had an e lent year, achieving the enacth of nearly 50 of its bills, a sa factory salary adjustment, excellent liaison with the admistration on legislative mat

Vet Preference Bill

John T. DeGraff, counsel, scribed the veteran prefer bills passed by the Legislat pointing out that veterans the selves had been engaged in drafting of the Mitchell which the Association favors, told of the impressive activity veterans before the Legislature behalf of this bill, and outli behalf of this bill, and outli the nature of activities ne sary to assure passage of measure again next year. He scribed the workings of the p ent law, citing the case of eligible list where the numbe man on the roster is 146th in

earned grade.
The Board of Directors
firmed by vote its confidence in the administration's hand of preference legislation.

Conferences

Ernest Conlon, of Binghamp and Robert R. Hopkins, of and Robert R. Hopkins, of Western Conference, explained present working of the Conference Plan. They asked re-afin tion of the principles of equoting regardless of chapters more information about conferences to chapters; the certain that any new conferences we be represented on the Board. be represented on the Board;

be represented on the Board; that the Board of Directors go record as fostering conferent. The Board so went on record. The sensitive problem of equal religious holidays brought before the Board by liam J. Farrell, representative the Mental Hygiene Departmet Seconded by several others, pointed out that the present tem is entirely unsatisfactory. Tolman replied: "The Associations that has long tried to get a unifoliberalized ruling, but so far been unable to do it. We hout every pressure on the Commission but they put every pressure on the Service Commission, but they

parently fear it's a hot pota
John F. Powers, 2nd vice-pr
dent, introduced a resolution t
three days be added to vacat
time for the potation of the potation o time for the purpose of religh holidays, that this plan be posed to the proper authorisand — should actio nnot be for coming — an appeal made to Governor. Governor.

The resolution was adopted.





R. Culyer, Association Field Representative; Guy E. deCordova, President, Hudson River State Hospital Chapter, and Frank E. Fetter, Treasurer, Public Works District 8 Chapter.



Frank Gonsalves, Frank E. Wallace, George Fisher, James Deuchar and Clifford Asmuth at left side of table; at head, Maxwell Lehman, Editor of The LEADER; at far right, Robert Middlebrooks and in right foreground, Seymour Ellenbogen.



John T. DeGraff, Counsel to the Association; Faustine Spencer, of the Association office staff; Assemblyman Harold C. Ostertag, Conservation Commissioner Perry B. Duryea; John A. Cromie, former Association President, and William F. McDonough, Association Executive Representative.

ALBANY

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7 *81. American Foreign Serv-

*34. Attorney-Jr. Legal Assistant \$2.00

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39. Civil Service Arithmetic

- *3. Civil Service Arithmetic

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44. Clerk, CAF-4 to CAF-7

- *5. Clerk - Typist - Stenog-

6. Conductor (Subways)

38. Court Attendant.... \$2.00

_ *84. Electrician \$2.50

*51. Elevator Operator.. \$2.00

*63. Practice for the Postwar

*23. Practice for Civil Serv-

- *68. Resident Building Super-

Railway Mail Clerk..\$2.00

Army Tests \$1.50

ice Promotion \$1.50

intendent \$2.30

Fireman \$2.00

74. Title Examiner \$2.00

*92. Transit Patrolman.. \$2.00

77. Vocabulary Spelling and

Grammar \$1.50

*83. Dietitian \$2.00

rapher \$2.00

and Vocabulary 1.50

Examinations \$2.00

ice Tests \$2.50

NEWS ABOUT STATE AND LOCAL EMPLOYEES

ESTCHESTER — Election of to the Westchester Chap-The Civil Service Employees The data the March ing of the Westchester County pelitive Civil Service Associameditive Civil Service Associa-in White Plains. President hat J. Cleary announced that more than 1,150 paid up hers in the unit at the time the meeting, 23 delegates were the on the basis of one delefor every 50 paid-up mem-

se elected were Ivan S. Flood, Library. President of the schester Chapter; Michael J. stchester Chapter; Michael J.

1877. Grasslands Hospital, Presist of the Local Unit; Anne H.

1888. Cabe, Health; Francis J. Mc
1889. Mc
1899. County Home; Eileen Kelle
1899. County Attorney;

1899. Grant Commission;

1899. F. Dugan, Planning; Richard

1899. Children's Court; Marin F. Dugan, Planning; Richard in F. Dugan, Planning; Richard in Flinn, Children's Court; Martet M. Hughes, Family and in Welfare; J. Harold Keeler, blic Works; Delos J. McKinstry, intentiary; Leonard Mecca, Fince; Gordon W. Molyneux, alth; Ruth M. Delehanty, Prodon; Carl R. Ellis, County in Solomon Leider, Grassads; Wilbur F. Curran, Puraing; John T. Donegan, Bud; Ralph W. Anderson, Land words; Edwin R. Bogart, Grassords; Edwin R. Bogart, Grassds and J. Allyn Stearns, Park mmission, chairman of the ard of Directors.

wore the regular meeting ner meeting of the officers, diors and departmental repretatives of the Association was with about 40 in attendance.

MANHATTAN STATE-Many Catherine O'Brien, of Attendant, an employee at inhattan State Hospital for re than 40 years, gave a party her honor upon her retirement. h music and songs, best wishes a fine example of warmrted enjoyment prevailed. John allace, President of the Mantan State Hospital Chapter, ented a bouquet to her on be-If of the members of the Chap-A handbag was also presented on behalf of her co-workand other friends.

The Chapter was very thankful that the Association sponred bill to remunerate the power

Prompt Reports Asked In NYC Chapter for Assn. Building Fund

Joseph D. Lochner, Executive Secretary of The Civil Service Employees Association, addressed a plea to solicitors in the NYC chapter for building fund contributions to expedite their reports. He said:
"The Headquarters Building

Fund Drive is progressing nicely. However, the big success we hope the drive will be will depend upon the sustained interest and enthusiasm of our Chapter officers and representatives and the members doing the important work of distributing their efforts,

"The second report on the Building Fund Drive will be ison the sued on April 2 and we feel sure that you desire the NYC Chapter to show up as well as possible. Larry Hollister will visit New York City Headquarters on April 1 and 2. You could assist us a great deal by bringing your donations to the Centre St., Manhattan, before April 1."

plant employees at Manhattan State for loss of property as a result of the fire last year has been signed by the Governor.

We all hope that Dr. Edgar will be well again soon and out of sick bay. Ditto Fred Andel.

The drive for the Association Headquarters building fund has been under way, with the members taking a very active interest.

WHITE PLAINS—The regular monthly meeting of the White Plains Civil Service Employees Association was held in City Hall. President George E. Mullen presided and discussed his activities as a delegate to the Westchester Chapter of The Civil Service Employees Association, of which the local group is a Unit. Anita Minck has also been named as a delegate

to the Westchester Chapter. Timothy Murphy was dsignated as head of the Nominating Comof the Association which will be held on April 26, 1948.

ALBANY CHAPTER — —The Nominating Committee of the Albany Chapter nominated the in-cumbent slate: Edward L. Gil-christ, President; Kay Sheehan, Vice-president, Isabel O'Hagan, Treasurer and Anne Adams, Secretary and incumbent delegates, Kenneth Sullivan, Bess Horan, Bess Flanigan and James Dwyer. The Nominating committee consisted of Alfonso Istorico, Chairman; Eugene de Mare, Rose Sainato Christopher D. Rose Sainato, Christopher D. Henk, Mildred Gurney, Elizabeth Hanhurst, Mary McShane, Helen Nolan Allen and Raymond Raymond Schmidt.

Merit Board Permanent Now

Merit Award Board permanently, which was drafted by the Civil Service Employees Association and introduced at its request, has been signed by Governor Thomas E. Dewey. It is Charter 239 of the of 1948. Seymour Halpern introduced it in the Senate (Sen. Intro. 1130).

John T. DeGraff, counsel to the Association, had written to Chas. D. Breitel, counsel to the Gov-

"The Merit Award Board was created as a temporary state agency in 1946 and renewed in 1947, for a temporary period which expires April 1, 1948. This bill continues the Merit Award

Board as a permanent agency of ALBANY, March 29—The bill the state.
to continue the State Employees "You will recall that the Asso-

ciation had sponsored this idea for some years. It was adopted on a temporary basis because everyone recognized that it was an experiment in the field of state government. We feel that there is now general expression that the civil and the control of the contro general agreement that the ex-periment has worked successfully during the past two years and that the results to date justify the continuance of the Board on a per-manent basis.

"The appropriations for the Board have been modest and the savings to the State amount to many times the total expense on administration, including the cash awards that have been granted. The improvement in the morale of employees and the stimulation of thought along the line of new and improved procedures are tangible benefits of even greater import-ance which will be manifested to an even greater degree as the Board continues its work and its place in State government be-comes more generally recognized."

Soil Conservation Chief Wins Medal

Hugh H. Bennett, chief of the Soil Conservation Service of the U. S. Department of Agriculture, U. S. Department of Agriculture, won the 1948 Cullum Geographical Medal of the American Geographical Society. The announcement was made at the annual meeting of the fellows of the society at the Engineering Societies Building, by Dr. John K. Wright, director of the society.

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Revision Committee Members Listed

The members of the Constitution Revision Committee of The Civil Service Employees Associa-tion, in addition to Chairman Theodore Becker, are:

Theodore Becker, are:
Charles H. Foster, Division of
the Budget; George L. Flach,
Orange County Clerk's Office;
Morris Goldfarb, Public Service
Department; Robert C. Killough,
Educaton Department, and Paul
McCann, Correction Department.

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10. Fireman (Fire Dept.) \$1.50 = *21. Postal Clerk-Carrier and *88. G-Man (F.B.I.)..... \$2.00

11. General Test Guide to 1 *64. Postmaster \$2.00 Civil Service Jobs.. \$1.50

77. High School Equivalency Tests \$2.00

12. Hospital Attendant \$1.50 73. Internal Revenue Agent

\$2.00 75. Insurance Agent and

Broker \$3.00 24. Rural Mail Carrier..\$2.00 ☐ 94. Jr. Accountant ... \$2.00 ☐ *28. Social Supervisor.. \$2.00

59. Law and Court Stenog. *78. State Trooper \$2.00 rapher \$2.00 | *70. Stationary Engineer and

7 *60. Librarian \$2.00 ☐ *96. Oil Burner Installer \$2.50 ☐ *30. Statistician \$2.00

19. Patrolman (Police Dept.) = *33. Telephone Op. \$1.50 \$2.00

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A THOUGHT FOR THE WEEK

The sure way to miss success is to miss the opportunity. -Philarete Chasles.



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97 Duane Street, New York 7, N. Y.
Jerry Finkelstein, Publisher Morton Yarmon, BEekman 3-6010 Morton Yarmon, General Manager Maxwell Lehman, Editor H. J. Bernard, 19 N. H. Mager, Business Manager H. J. Bernard, Executive Editor

TUESDAY, MARCH 30, 1948

Wanted: Statesmanship To Do What's Right

Thoughts on Need of Pay Raise And New NYC Budget

OW DOES New York City's budget look?

As of now, it looks as though the City will go through with its bitter-end (and unnecessary) program which would:

Refuse pay raises except those mandated by law and a few for merit (in the face of a substantial boost to State employees):

Cut the budget requests of the Welfare Department and the Board of Education (although both departments have suffered because of low budgets and understaffing);

Prune the requirements of the Police, Fire, Health and Hospital Departments (even though these health and NYC Seeks Operators protective forces are now below par);

Rebuff the subway men's request for a raise (even though they reversed policy to support the Mayor on an 8c fare, and even though they have gone two years without an increase in pay).

Untenable Case

The fundamental trouble, we think, lies in the City's failure to get its "package" program enacted in Albany, and the emotional reaction of the authorities to that failure. We think that program was a good one. It was worked on a year, and every proposal in it was reasonable and proper. The State Comptroller went over it with care. It provided for a proper sharing of burdens by the local citizenry, with a fair allocation of taxes. And, if approved, it would have enabled New York City to walk with its head out of the mire of red ink.

But that program was knifed.

The City authorities are not entirely blameless in what happened, however. The "package" was opened too late in the session. Had a sufficient advance program been worked out, the press would have been wholeheartedly for the plan, and the people would have understood it. The backing and filling by the City's administration, as though it weren't quite sure of its own mind about its own program, did not make for an irresistible presentation before the legislators. So the knifing took place.

Difficult But Necessary

The only remnant remaining is the right given to the Board of Transportation, with the Mayor's approval, to raise the subway fare, a measure still before the Governor for signature at presstime. We hope the Mayor finally chooses to avail himself of this right.

The City administration may have some reason to feel rooked, gypped, and blackjacked by the Albany crowd. But please, gentlemen, don't take it out on your own City, your

own employees!

A careful survey of the figures shows that - with all these troubles — it is still not vital to go on an "austerity" program. As The LEADER studied these figures (we presented them last week), it is entirely possible to give pay raises, continue municipal services, and even extend some of these services.

It will be difficult, yes. No one denies it. But the Mayor and his aides must do the job. The higher statesmanship consists in achieving what has to be achieved when the difficulties are overwhelming, not when things are easy.

747 ON STATE FILE CLERK LIST

The State Department of Civil erans on the list and 634 non-Service has issued the eligible list for File Clerk for State and County Departments and Institutions. This open competitive examination, which was held on June 28, 1947, was passed by 747 and failed by 1,627.

Of the 747 who passed the examnation, 23 are disabled veterans. There are 90 non-disabled yetveterans

The highest grade was 98.6, received by Dorothea Siegel of Brooklyn, a non-veteran. Sixtytwo applicants received the pass grade of 75. The official list is open for aspection at The LEAD-ER office, 97 Duane Street, New York 7, N. Y., two block north of City Hall Park and just west of Broadway.



MAYOR William O'Dwyer of NYC has been telling friends that no job is worth your life . . . State Housing Commissioner Herman T. Stichman withdrew his \$7,048.93 from the NYC Employees Retirement System and deposited it with the State Retirement System . . . Lots of fun and information reading London newspapers of 1646 to 1665 recently acquired by the N. Y. Public Library (42d and B'way, NYC) . U. S. eligibles still kicking that war-service indefinite employees stay on, eligibles must wait and wait . . . Bookies don't like U.S. employees to hit the jackpot, because they go right off on annual leave, in-stead of feeding the money back where it more properly belongs!

Mrs. Esther Bromley, NYC Civil Service Commissioner, voting in the minority against creating Confidential Inspector exempt Confidential Inspector exempt jobs in the Department of Marine and Aviation, penned this to her dissent: "God Help the Commissioner who has to depend on ex-empt employees."... Shame that NYC doesn't pay public and high school custodians for extra work it piles up on them in holding large examinations on school premises. Previous NYC administration canceled funds, present one has made no change. Result: some custodians object to doing work not in their contract. One holdout has been causing Fireman exam trouble.

Of Office Machines

The Municipal Civil Service Commission is anxious to recruit for Office Appliance Operator, Gr. 2. This position admits candidates who are versed in the operation of various types of office machinery, mimeograph and multilith; ditto, both liquid and gelatin type, all sizes including the 18 by 34; inserting and mailing machine; varitype; Burroughs No. 2400; and Remingto nRand Tabulating Ma-chine, Sorter dual Reproducer.

"These machines are more commonly used than any others," said Commissioner Esther Bromley. "However, usually experience is gained by actually working with them in offices rather than tech-nical school training. A candidate must be able to pass a qualifying performance test in the operation of one of the aforementioned machines. Two groups may be selected for examination by the .can-didate."

There are 20 vacancies in this title throughout the City. Many more will occur during the life of the list. Appointments will be made at a starting salary of \$1,-920. There are opportunities for promotion to higher grades in the Clerical Service.

Gurfein Among 3 Named to Board

The Citizens Budget Commission has elected Murray I. Gurfein, Beardsley Ruml and Ellen Sulzberger to its Board of Trustees.

Mr. Gurfein is a member of the law firm of Judd & Gurfiein, 39 Broadway. At the Nuremburg trials he was Assistant to the United States Chief of Counsel, Justice Robert H. Jackson. He held the rook of Lieutenant Colheld the rank of Lieutenant Col-onel and was Chief of the Intelli-gence Section of the Psychological Warefare Division of SHAEF. He was decorated by the United States, Great Britain and France.

Before the war Mr. Gurfein served as Assistant District Attor-ney in charge of the Rackets Bureau, and then as Assistant United States Attorney, Southern New York District. He is Vice-president of the Hebrew Sheltering and Immigrant Aid Society; a member of the American Bar Association, the New York County Lawyers Association; the Dean's Advisory Committee, Columbia College; and a Director of the A. Against Election Frauds. Association

Mr. Ruml is chairman of the Board of R. H. Macy & Co.

Miss Sulzberger is program sec-retary of the League of Women Voters.

Looking Inside

Ex-Service Men Claiming Prefere Get Sudden Shock Over Critical D

WHILE the question of what degree of preference shall what is a veteran? One may quickly declare with emphasis veteran is not a veteran unless he is a war veteran. The rethat the constitution so provides. A veteran is "any member armed forces of the United States who served therein in time armed who means residential and discharge requirements." and who meets residential and discharge requirements. That rule of law for N. Y. State preference. (State constitution

Sec. 6).

Section 21 of the Civil Service law contains enabling profor veteran preference. The term "time of war" shall include, others, "World War II; from the seventh day of December me the second day of the hundred forty-one to and including the second day of September, in nineteen hundred forty-five." (Sec. 21). The September, 194 was VJ day-victory over Japan.

Not Necessarily Constitutional

As a result of the foregoing two considerations—the ne of war service and the last date for one's inclusion as a ve of war service and the last date for one's inclusion as a vel many candidates are confused. It is, of course, their fault if think that mere service in the armed forces is enough, reg of any dates, or and that service in time of war is not an inferequisite. Many candidates and eligibles who were inducted in armed forces after September 2, 1945 claim veteran preferent disabled veteran preference, but meet with uniform denial of claims by the State Civil Service Department (which is to by an opinion from Attorney General Nathaniel L. Goldsten the NYC Civil Service Commission and by county and other commissions. All whose service in the armed forces postdated tember 2, 1945, should be prepared to expect denial on the upon which the commissions are operating. That basis is the vision in Section 21, setting the September 2, 1945 date as the one that can benefit the candidate seeking preference.

In the face of Section 21 it is hardly to be expected that

In the face of Section 21 it is hardly to be expected that official opinions or actions would run contrary to it. However does not necessarily mean that Section 21 is even constitution

regard to the critical date.

Question of Meaning of "War"

All that the constitution provides regarding the chronol question is that service in the armed forces must be "in time of It does not define the period of any war nor does it specifical thorize any State agency or official to do so, not even the Legis and so the question arises whether or not the Legislature had to set September 2, 1945 as the final date. President Truman h December 31, 1946 as the date representing the cessation of h ties and July 22, 1947 as the date when the war-time army becomes the second seco peace-time army. For some other purposes the officia war still continues, since no peace treaty has been signed.

There is unanimous agreement on when the war started in December 7, 1941. That date, incidentally, is the one ment in Section 21 as the beginning of war service. It is beyond differ it is the effective date of the declaration by the United S

of the existence of a state of war.

The minimum acknowledgment must be made that only Federal government, and specifically the Congress, can declar and thus initiate the time-process of war service. Under the of the State constitutional provision, if the time when war is made to depend upon the Congress, as it is, then the time war ends must depend upon the Federal instrument for resto of peace. That would be by a peace treaty signed by and wit consent of the Senate, which hasn't happened yet, so that conce war service could still continue, in the extreme case. If the constitution meant to make the word "war" synonymous with tilities," then, accepting the Presidential executive order, the da December 31, 1946 would be controlling.

December 31, 1946 Earliest Date

Had the State constitution provided that the State Legisla could set a date which, for purposes of the benefits of the am ment, would have constituted the last moment of including set in the armed forces as war service, it could have done so, people have the right to delegate that power. The same amment that transferred to the Veterans Administration, a Fed agency, the authority to determine whether a disability exists abdication of a power by the State, also left to the Federal government the exercise of the authority that it legally and properly sesses, to determine when the war ends. Thus the September 1945 date would be ineffective in any case, for the Legislature 1945 date would be ineffective, in any case, for the Legislature ceeded its authority in attempting to rewrite this part of the stitution. The State constitution can not be amended by s

Comment

Editor, The LEADER:

Numerous times last year you printed articles about the injustices and irregularities of pay and rating of some of our branches and groups of State em-ployees and through your efforts improvements resulted. Now I am asking if you would like to assist the smallest group of non-com-petitive workers of the Depart-ment of Canals and Waterways in State service.

We are the Tower Operators of Oneida Lake. There are six regu-

lars, plus seven relief Operators. It is our duty to clear commer-cial traffic to and from Oneida Lake, a very treacherous inland lake because of the suddenness of unpredictable winds, storms and heavy seas. We have no ship-toshore radio nor any other equip-ment to assist us in knowing whether or not units are in distress. Our only means of knowing is the crossing time of all units, either loaded or light.

When the Barge Canal was under construction there was located here a shanty to house the

Watchman who in t guard State equipment. commercial traffic was instill the State installed towers at van Beach, Cleveland and Bretton. Still the title of Watch remains and with it the poor that goes with such a title.

We also have here about feet of dock used by yachts carry passengers for hire.

must keep the dock clear.

We have often been the moof saving both human life property and have brought sharp contrast the numer commercial accidents of ten ago and the absence of accidents of the commercial accidents of ten ago and the absence of accidents of the commercial accidents of ten ago and the absence of accidents of ten ago and the absence of accidents of ten ago. now—only one serious acciden

the past seven years.

We have tried for two years be reclassified. The report far that a civil service examination would have to be held veterans placed in these position. As I understand the late should be brought into civil ice under Section 48A of the C Service law. Most of us have a these positions for from 10 to years. Also, three of us are ver any of World War I.

r. Tolman Discusses ivil Service Problems

(Continued from Page 1) to keep a watchful eye on the explains it this way.

se cited specific cases, showing emarkable knowledge of the remarks. Then he went on to pose improvements in civil vice procedures.

The Civil Service Commission eds to get on its feet and erate more effectively. Lists all be available for appointni to almost any vacancies that ur, so that there wouldn't be long wait while the recruiting, mining, paper marking, and the rest of it is going through

In-service Training

There should be an in-service ining program in operationuid have been one long ago. aining needs to be made availin all departments, for all k during the first three months gryice. And the proper uses in-service training can pay off big dividends to the people of State.

Dr. Tolman, himself an edu-tor, has long been a proponent tor, has formational facili-continued educational facili-s for public employees. There no doubt that he will use his duence to help initiate such a

The reporter took down the Docrs words as they were spoken, sing the fluidity of phrase. It it widely known, but Frank L. olman once wrote speeches for oodrow Wilson, and the apt-ass in the use of words has rened one of his talents. He con-

Expert Personnel Men

"Expert personnel people are need—not a luxury, but a need in all departments. And at high y. Those persons who today perrm the functions of personnel en are largely not personnel en Some of them know nothing out the subtleties of personnel iministration, know nothing of the interesting economic-socialproblems with which ey are supposedly engaged.
"I would like to see the building

of a central personnel admintration with reasonable local au-ority in the departments. I can talize a personnel division of overnment which would handle personnel matters except the determination of cases. his division — or strengthened ersonnel Council — would detersine personnel policy, would take ich actions as General Electric cently did."

Dr. Tolman then explained the markable approximately in Der-

emarkable experiment in peronnel relations by the big GE
ganization. At one of the meetus of the Board of Directors,
meeone had said, in effect: "Our
ustomers are satisfied our stock."

The detail the posters which he
hopes will eventually be installed.

Unfinished business? There's
plenty. "We'll leave another intelligent for the pert interview." ustomers are satisfied, our stock-olders are satisfied, but not our mployees. Why?" So it was de-ided to make a survey, with the day of making the job more sat-factory and profitable to the imployees. What they discovered him. loyees. Why?" So it was de-

Dignity of Personality

"Pundamentally, the employee wants to be a person, not amachine. He wants to see some reason for what he is doing, wants a sense of accomplishment, a sense of the importance in his activities, however little they may be. This looms as important in money. The dignity of the per-sonality is something the employer—be he a private individual or the State — must learn to re-

This led to the concept embodied in the Association's management-labor relations bill. That bill failed of passage at this session of the Legislature, but some of its principles may be inaugurated administratively. It is a relatively new concept in Government and obviously experimental

ment, and obviously experimental.

Dr. Tolman leaned back. His old-fashioned Phi Beta Kappa key old-fashioned Phi Beta Kappa key shone smartly against his old, brown herringbone vest. "This bill is designed to make employees partners in the enterprise of which they are a part, to give them a proper, if limited say, in policy, let them contribute good ideas, be told by management the reasons for decisions so that these reasons for decisions so that these decisions could be more intelligently carried out, and to solve conflict oh an adult level. The labor relations bill, if passed, would tend to increase duties and responsibilities, and to increase the prestige of State service."

He then shifted to another phase of "unfinished business" retirement.

'The State's retirement system is due for a real overhauling. It was established on the basis of was established on the basis of equal responsibility, equal bear-ing of costs, with the general ob-jective of providing retirement at one-half the final salary. Actu-ally, in the majority of cases, it produces much less. The mass of retired employees is in distress, some deeply so. As an emergency measure, these employees should be granted at least the purchasing power of their pensions at present rates. The tables should be revised. A minimum pension should represent a floor of any system-and the minimum should be one that will not expose old people to the necessity of sub-standard living. The system should be sufficiently flexible to provide for retirement at age 55 after 25 Employees of service. should be permitted to make and-ple contributions for annuities. The contributions of State em-

ployees have been kept too low.'
He went on to describe in great er detail the policies of the kind

in the State.

Unfinished business? There's plenty. "We'll leave another installment for the next interview." the good Doctor grinned, as he turned to the jangling telephones and to the long line of "custom-ers" impatiently waiting in the crowded quarters for a word with

McDonough Leaves for Rest; **Pescribes Legislative Gains**

ALBANY, March 29. — William

McDonough, Executive Repre-ntative of the Civil Service Emsyees Association, is in Florida of a brief rest. He left immeditey following adjournment of he Legislature. Bill McDonough, whom all State employees speak ith affactions ith affection, has worked so hard the past year that the past year that the st was advised by his colleagues ad friends.

Before leaving, he made this tement:

There were three highly cred-table accomplishments for the applyees this year to which I ish to call especial attention. hist, the substantial cost-of-liv-assian adjustment; second,

Governor Dewey's generous recommendation for the Civil Service Department; third, passage of Senator Mitchell's bill to amend the Constitution by substituting a fair veterans point-preference plan for the present absolute vet preference requirment.

"The Mitchell measure will have to be approved by the next Legislature and then by the people. It is so meritorious as compared with the present plan that, with strong activity on the part of our members, there is every reason

to expect it will prevail. Mr. McDonough is himself a veteran of the first World War, substantial cost-of-liv- having seen action at the front adjustment; second, in 1917-18.

whatten we

to Double she

If Property Is Damaged

present a claim for personal property damaged or destroyed in an institution. A State employee can get up to \$150 for such loss. This results from a bill sponsored by The Civil Service Employees Association, which has now become ciation, which has now become

The measure was drawn to benefit employees of the Mental Hy-giene, Health, & Correction and Social Welfare departments. Signed by the Governor on March 10, it is Chapter 1-73 of the Laws of

The law is retroactive to March 1, 1947, so if you've lost anything through damage within the past year you can make a claim. Man-hattan State Hospital employees who suffered damage as the result of a fire there on March 3, 1947, are eligible to collect.

File a Claim

All that's necessary for the employee whose property was damaged is to file a detailed statement of his loss with the department. In the Manhattan State Hospital case, some claims have already been filed, but those who have already filed are advised to do so again.

The departments have discretionary authority under the new act to pay the claims.

John T. DeGraff, counsel to the

Association, has advised several members against filing claims with the Court of Claims.

"It is impracticable and expensive to present claims of this type through the Court of Claims because the claimant has to stand the expense of printing the claim,'

ELIGIBLES

SENIOR CLERK Promotion, N.Y. Office, State Insurance Fund, Nathan Edelman

51 TO 100

Y. Silberstein

Marie Farrell

Sol Adelson

Rose Brooks

Sylvia Schatz

Pauline Levine

Mary McGuire

Mildred Taylor C. Goldstein

Mary Connelly

B. Botwinick

Helen Lorum

Ralph Berlin

Mildred Bowe F. Rosenberg

Kate Schwartz

Marie Smith

F. Ferrara M. Rosenblitt

Eliz. Huggard

L. Hurwitz

Jessie Levy

Ruby Facey

Gladys Burg

Anna Frieta

Dorothy Ahearn

P. Furman

Mario Pinto

Sadye Katz

S. Albanese

K. Powers G. Murphy A. Weinshenker

1 TO 50 Disabled Vets J. Alliegro Geo. Levine Herbert Pirk Morris Jacobs Chas. Shitsky Non-disabled vets D. Brenner Philip Kassel Wm. Strong M. Levovsky Sarah Cohen S. Rosenblitt R. Meyerberg T. Hirshberg L. Miller Jos. Lempert

M. L. Goodman Carlos Arcilagos A. Beaulieu Philip Meyer S. B. Givner Max Flamholtz M. Brown L. Rosenfield David Bass Anthony Torla B. Leibowitz S. Kantor Jack Leone H. Zuckman

Max Tanenbaum A. Levine -Non-veterans Esther Papierno C. Pisani Jack Zippin R. Wedes Elsie Weir Odele Ford F. Brandes M. Streifer Samuel Lessen C. McGuire Esther Trontz F. Deutsch Marie Buser Anna Nugent L. Galperin

Mar, Reid Rose Sporn M. Eisenhart John Stevens Rose Hoffman Sarah Levy Mildred Heller Louis Weinberg P. Meyrowitz Anna Brown Rose Schlamberg P. Friedman Helen Kieanan A. Comploier H. Brathwaite Mary Ryan I. Gilleran Lester Rose James Gannon

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How to Collect NYC Chapter Appoints **Nominating Committee**

At the regular monthly meeting of the NYC Chapter of The Civil Service Employees Association, the 10 per cent of the membership following Nominating Committee of the Chapter and the names of

Nora McAuley, Public Works; Martin J. Duignan, DPUI; Al Corum, NYSES; Sol Bendet, Insurance; Frank Newman, Labor Relations Board; John R. Woods, Taxation & Finance, MVB, and Bernard Riffel, Education.

The election of officers will be beld at a general meeting on

held at a general meeting on Tuesday, May 11, at the Chap-ter's headquarters, Room 905, 80 Centre Street.

Independent Nominations for officers may be made subscribed with the names of not less than was approved by the Executive such candidates are filed with the Secretary not less than twenty days prior to the annual meeting. The offices to be filled are as

follows: President, three Vice-presidents, Recording Secretary, Corresponding Secretary, Finan-cial Secretary and Treasurer. Members may make their choice

of canddates known to the Committee by leaving or sending a signed communication or petition in Room 905, by Wednesday, April 21, said President Michael

Vet Counseling Case Is Argued

selor elegibles to have the recent exams for that title and for Senior Veteran Counselor canceled was argued before Supreme Court Justice Isidore Bookstein by Attorney Samuel Resnicoff, of NYC. Assistant Attorney General Edward Ryan argued in opposition. Decision was reserved.

A lawyer representing eligibles Va.

ALBANY, March 29.—The pe- who want the exams to stand so tition of a group of Veteran Coun- stated to the court. The answer from the bench: "It depends on whose ox is gored."

JOB-LOSS APPEALS RISE

Pending appeals at the Second Regional office of the U. S. Civil Service Commission, for N. Y. and N. J., increased to 102 from 36 during one week. This was largely because of reduction in force at

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533 W 207 St. (Nr. Sherman)
IN BKLYN. 30 Newkirk Plaza (Brighton line BMT to Newkirk Station).

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Shopping Guide •

With Spring a young woman's fancy turns to thoughts of new clothes, new permanents, new hair-dos. Get yourself a personalized hair style at the Hamilton Beauty Shop, 549 92 St. in Brooklyn. Call SH. 5-6339 for the best transportation facilities and to make an appointment.

It will pay you to visit the G & S Coat Co., 2151 Davidson Avenue, in the Bronx—Suits and toppers really at whole-sale—as low as \$15 each.

Speaking of wholesale—you must visit Buchman's Jewelry factory—rings, watches, wedding bands, at 25 to 50% below retail. Their office is at 220 W. 42 St., Room 1907.

Veterans can even get their jobs at wholesale! The Progressive Placement Service, 80 Warren Street, will give veterans a 25% discount on their service. They have commercial, technical and sales positions in their files, some paying as high as \$125 per week.

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work in a puble agency, or a po-

sition requiring direct leadership

of a large group of men includ-

disciplinary supervision.

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hours in probation or parole.

Progress of State Tests

report on State examinations:

NS-Rating not yet started. RSP-Rating scale being prepared. WP-Written in progress. WC-Written completed. PTP-Rating of performance test

in progress TEP-Training and experience

progress.
TEC—Training and experience

IP-Interviews in progress. MP-Medicals in progress.

V—Pending establishment of veteran or disabled-veteran claims all rating completed) SRR-Pending service record rat-

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(Tabulating), Audit and erator 3198. Senior Office Machine Op-

erator (Key Punch), Audit and 3127. Senior Office Machine Operator (Key Punch), Audit and

3117. Senior Commodities Tax Examiner, Dept. of Taxation and Pinance. WC, TEP 3183. Supervising Commodities

Tax Examiner, Dept of Taxation 3209. Captain, Correction Dept.

3210. Lieutenant, Correction Department, WC, TEP

3207. Principal Keeper, Correc-3361. Senior Mail and Supply Clerk, Health Dept. V 3208. Assistant Principal Keeper,

Correction Dept. V 3211. Sergeant, Correction Dept. 5009. Assistant Director of Men-

tal Hospitals, Mental Hygiene. 3393. Head Account Clerk, Dept

of Public Works, WP 3394. Principal Account Dept. of Public Works. WP 3395. Senior Account Clerk, - WC. TEC. CW 3387. Insurance Collector, S.I.F.

WC. TEP 5031. Senior Social 5051. Chief Bridge Operator,

Public Works, WC, TEC, SRR 5048. Canal General Foreman, Public Works, WP 3364. Senior Estate Tax Exam-

5059. Junior Research Aide, Commerce. LP struction Engineer, Public Works

5033. Clerk. Grade 6. Queens 5141. Director of Mental Hospi-

5142. Guidance Supervisor, Correction. WC. TEP 3388. Institution Fireman, Men-5113. Institution Patrolman.

Mental Hygiene. WC, TEP 5052. Chief Lock Operator, Pubic Works. WP 5054. Senior Occupational Therapist, Mental Hygiene. WP

3362. Senior Office Machine Operator (Tabulating), Dept. of 5041. Supervising Psychiatrist

Mental Hygiene, SRR 5067. Supervisor of Social Work

Psychiatric). WP 5034. Chief Court Attendant, New York County, WP 5225. Deputy Chief Probation

5063. Senior Account Clerk, Tax-

Officer, Bronx County. WC, TEP 4278. Senior Stores Clerk. CW 5162. Senior Laboratory Work-5194. Head Maintenance Supertic Control. WC, TEC 6010. Junior Insurance Examvisor, Mental Hygiene, WC, TEC.

5193. Stationary Engineer, Cor-5218. Senior Stationary Engineer, Mental Hygiene. WC, TEC,

5196. Telephone Operator, Men-(Psychiatric), CW 6022. Senior Public Health Phytal Hygiene, SRR 5346. Senior Account Clerk, Social Welfare, Albany, NS 6076. Analytical Chemist. CW

Editor, LF

lications Editor. LP

ation and Finance, Income Tax TEC. 3314. Senior Account Clerk, '6079. Assistant Director of Nurs- McNamara how anxious he was chemistry and hydraulics. The regulations and

3239. Senior Account Clerk, vising Public Health Nurse. CW 3239. Senior Account Clerk, vising Public Health Nurse. CW
Taxation and Finance, Nev York 6085. Associate Economist (SoThe job prospects for the Class and fire extinguishment should be call test will have Office. NS

Senior Clerk, Commerce.

cial Research). CW

6119. Senior Education Supergal life of the list, four years, is he becomes a Probationary Fire70 per cent. The visor (Home Economics). CW

5190. Senior Clerk, Correction. 5108. Senior Clerk, Health. NS 5154. Senior Clerk, Public Serv-

5229. Compensation Claims In-

vestigator, S.I.F., - NS 5228. Compensation Investigat-5118. Senior Milk Accounts Ex-

aminer, Agriculture and Markets. 5348. Senior Stores Clerk, Menal Hygiene. WP

5189. Principal Clerk, Correc-5365. Principal Clerk, Insurance.

5046. Principal Clerk, Public Works. WP 5136. Head File Clerk, W.C.B. 5203. Principal File Clerk.

5183. Chief Industrial Investi- degree is granted, with at least 5184. Senior Industrial Inves-

5185. Supervising Industrial Inestigator. WP

Dept. WP 5217. Occupational Instructor, correctional institution, or social Mental Hygiene. WP

5198. Senior Statistics Clerk, Taxation and Finance, WP 5208. Stenographer, Mental Hy-

5155. Senior Stenographer, Conation. WP 5364. Senior Stenographer

A.B.C. Board. WP 5128. Senior Stenographer, Social Welfare, WP 5173. Senior Stenographer, Taxation and Finance. WP 5207. Typist, Mental Hygiene, a high level in a public agency,

5332. Senior Typist, Labor, New York Office WP 5017. Assistant 5001. Senior Underwriter, S.I.F.

Works, WP 5200. Senior Architect. Public

5065. Senior Audit Clerk, Audit creases of \$132. Fee, \$3. Openings: 5369. Senior Claims Engineer, in Albany, and 3 in Buffalo dis- May 22. (Closes Monday, April 26)

5205. Senior Clerk (Compensa- ten tests, weight 4; Training and tion), W.C.B. - WP ing). Correction. WP 5186. Senior Clerk (Underwriting), S.I.F. - WP

5819. Principal Stenographer.

OPEN-COMPETITIVE

80.68. Bacteriologist (Virology) Division of Laboratories and Re-.5377. Assistant Compensation search, Department of Health. \$3,-Claims Examiner, S.I.F. - WP 450 total, 5 annual increases of \$132. Fee, \$2. One vacancy. Writ-5376. Corporal (Park Patrol). ten exam, weight 4; Training and experience, weight 6. Written, Sat-5357. Assistant Examiner of

urday, May 22. (Closes Monday, Methods and Procedures. WP April 26). 5174. Senior Special Tax Inves-8071. Senior Social Worker, Detigator. WP 5375. Chief Stationary Enginpartment of Correction, \$3,450 total, 5 annual increases of \$132 eer, Mental Hygiene. WP 5333. Principal Stenographer, Fee, \$2. One vacancy at Elmira Reception Center. Appointment of male expected, since males are 5091. Principal Stenographer, majority of inmates. Written Taxation and Finance, WP 5204. Head Compensation Clerk. exam, weight 4; Training and experience, weight 6. Written: Sat-

8072. Social Worker (Youth Paole), New York State Training Civil Service Commission 4253. Conservation Education Schools, Department of Social Welfare. \$3,174 total, 5 annual in- tentatively selected but the an- readiness of 4254. Conservation Publications creases of \$120. Fee, \$2. 32 ap- nouncement made it official and pointments expected to resident 4247. Associate Conservation and field positions at New York

Publications Editor. LP 4247. Senior Conservation Pub-Sanitation Man (B) 4272. Publications Production Eligible List Issued

(Continued from Page 1) the Fire and Police Department 4347. Elevator Operator. V
the Fire and Police Department the applicants are showing up to the Witten tests these days.

1 The Police Many of Nar- lists in particular had been given the written tests these days.

precedence. The union had announced it ner, CW.
6016. Recreation Instructor, front of the Commission office. tice of examination as follows: especially where Mental Hygiene. V
6025. Social Worker (Psychiatric). CW

When President McNamara heard of this he notified the union that the appointment to see him independent of the president McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent of the president McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the to the Fire Decardidate's intelligence, initiative, edge of State and independent McNamara heard and will be designed to reveal the total properties. When President McNamara heard "The written test will be held first tions are shared 6023. Senior Social Worker was off, unless the proposed dem- judgment, knowledge of related ment authority onstration was cancelled. No dem- governmental agencies, and capac- lated to fire w 6022. Senior Public Health Phy-onstration was held, Mr. McNa-itian (TB), WC, orals to be held. mara explained that he is much man." This is quite different from Fireman—Adequate interested in arguments but has the composition of the previous to understand no use for pressure.

the composition of the previous to understand Fireman written test, held in 1946, written, with a

Training School for Girls, Hudson and Brooklyn; the New York Training School for Boys, War-Training School for Boys, War-wick; and the New York State Agricultural and Industrial School, Industry. Written examination weight 4; Training and experience enclose a No. 10 or larger weight 6. Written: Saturday, May self - addressed envelope, 22. (Closes Monday, April 26).

with 6 cents postage affixed. 8065. Correction Institution Vo-Parole officer pay starts ae cational Instructor (Carpentry). \$3,582, going to \$4,242 in five years Department of Correction. \$2,898 by increments. Ages are 21 to 60 total, 5 annual salary increases of at time of appointment. There \$120. are 25 present vacancies, more ex- West Coxsackie. No written examination. (Closes Saturday, May Minimum qualifications for Pa-

8073. Senior (Youth Parole), New York State Training Schools, Department of Social Welfare, \$3,846 total 5 aniversity, plus one year of gradu- nual increases of \$132. Fee, \$3. Five appointments expected to resident and field positions at New York State Training School for with a minimum of six credit Girls, Hudson and Brooklyn; the all applications be por New York State Training School Graduation as above and two for Boys, Warwick; the New York years of satisfactory full-time State Agricultural and Industrial 5137. Senior Law Clerk, Law paid experience in work involv- School, Industry; and the Annex ing supervision of inmates in a of State Training Schools for correctional institution, or social Boys, New Hampton. Promotion case work in either probation or examination to be held at same 5111. Senior Statistics Clerk, parole, or criminal investigation time. Written examination, weight 4; Training and experience, weight 6. Test: Saturday, May 22. (Closes

Monday, April 26). ing responsibility for necessary 8064. Correction Institution Vocational Instructor (Agriculture) Graduation from a standard se-Institutions, Department of Cornior high school and five years of rection, \$2.898 total, 5 annual insatisfactory full-time paid expecreases of \$120. Fee, \$2. One varience in work in a correctional cancy in Elmira Reformatory. No written examination required. sponsibility for the interviewing. (Closes Saturday, May 22). gudance and supervision of a

8066. Correction Institution Vocational Instructor (Trades), In- merce. work in either probation or parole, stitutions, Department of Correc- weight 5; Tra or criminal investigation work of tion. \$2.898 total, 5 annual in- lience, weight creases of \$120. Fee, \$2. Vacancies day, May 22. or a position requiring direct in Great Meadows Prison, Auburn April 26). leadership of a large group of Prison, and Attica Prison. No writmen including responsibility for ten examination required. (Closes tor, Bureau of Fis necessary disciplinary supervision. Saturday, May 22). A satisfactory equivalent combi-

8067. Associate Cancer Radiolonation of the foregoing training gist, Department of Health, \$6,- nual increases 700 total, 5 annual increases of vacancies. W 8070. Parole Officer, Division of \$275. Fee, \$5. One vacancy at Ros- weight 4; Train Parole, Executive Department, \$3,- well Park Memorial Institute in weight 6. We 582 total, 5 annual salary in- Buffalo. Written examination, 22. (Closes Mor weight 3; Training and experiand Control, Office Audits. NS One in central office, 19 in NYC, 2 ence, weight 7. Written, Saturday

trict offices. Age-21 to 60. Writ-8086. Travel Promotion Agent, Fee, \$2. Vac Department of Commerce, \$3,714 Allegany, total, 5 annual increases of \$132. Cayuga, experience, weight 6. Written, Sat-5191. Senior Clerk (Fingerprint- urday, May 22. (Closes Monday, Fee, \$3. One vacancy in Albany. Written examination, weight 4; Training and experience, weight 6. Greene Hamilt Written, Saturday, May 22. (Closes ston, Madison Monday, April 26)

8087. Senior Travel Promotion Agent, Department of Commerce, Rensselaer, \$4,242 total, 5 annual increases of toga, Schuyler, \$180. Fee, \$3. One vacancy. Writ- Tioga, Tompkins ing and experience, weight 7. Wyoming.

employ, usually in pa

State both issues and

The U. S. also issues

that applications be ad

of that date is not s

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NYC does not i

Tuesday, March 30, 194

County and NYC go therwise directed: U. S .- 641 Wash york 14, N. Y. (Manhattan), at post offices out State-Room 2

New York 7, N. Y., or at State Office Building ame applies to exams for NYC-96 Duane y. (Manhattan). Opposite Civil Service

NYC Educationat Brooklyn 2, N. Y. sion, State House, Trenton; sanden; personnel officers of New Jersey-Civil 1060 Broad Street, N State agencies. Promotion exam

ts, as specified. .. by mail and requires that S. Civil Service Commission 37/8x9 inches or larger.

The NYC and are open every day, except Fee, \$2.00. Exam date Saturday, and on Saturdays from May 8. (Closes Monday, April 12.) Sundays and holide n is open every day from sundays and holidays. 3:30 a.m. to 5 p.m.

Written, Saturday, M. Monday, April 26) 8092. Cartographer

partments, \$2.622 vacancy in Dep

Conservation, \$3.

Dutchess, Erie. daga, Orange

ing and experience, weight

Agriculture and examination. ing and experi-(Closes Monday,

County, County ompkins County. Albany, Exam: Sat-

salary \$3,000 to \$3,660. Cost of tain applications from Examina-Monday, April 12.) 8003. Forester, Division of Lands Service, Finance Bureau, Albany.

and Forests. Department of Conservation. Vacancies in Herkimer, \$2.00. Exam date, Saturday, May with financial 8. (Closes Monday, April 12.)

mail and requires that Measures, Department of Agri-light of the closing date. culture and Markets. One vacancy of weighing and measuring devices after graduation from high school, or satisfactory equivalent.

> years experience in gypsy moth equivalent. Base salary \$2640 to Saturday, May 8. (Closes Monday, 8008. Probation Officer, Proba-

County, \$2,640; Fee, \$2. Candidents of Chautaugua County for at least four months immediately

quires 3 years ex- Monday, April 12.) 8009. Tax Account Clerk, livalent. Salaries County Treasurer's Office, Chauincluding a \$700 tauqua County, \$1,200 to \$1,450. us, to \$6,500. Fee, Fee, \$1. One vacancy at present. ate, Saturday, May Candidates must have been legal \$4,242. residents of Chattauqua County

Claims Auditor. The State Insur- diately preceding examination ance Fund. Vacancies in Albany, date, Requirements: one year ex-Syracuse, Rochester and Buffalo. perience in compilation and main-Requires 5 years auditing experi- tenance of financial accounts and crements of \$120 each. Fee, \$1. For departmental and field posience, 2 in compensation claims, records, and experience in typing, after graduation from high school, and graduation from high school equivalent. Base or equivalent combination. Obliving bonus \$450 this year. Exam tions Division, State Department Saturday, May 8. (Closes of Civil Service. Send application to State Department of Civil

(Closes Monday, April 12). 8010. Account Clerk, Sullivan Saranac Lake, Northville, Cats- County. One vacancy at \$1.00 an No applications issued or received kill, Long Island, Albany. Requires hour in Highway Department. through mails. (Opens 9 a. m. 4 years professional experience in Fee, \$1. Must be legal residents Tuesday, April 6; Closes 4 p. m. addition to a degree in forestry. of Sullivan County for at least one Thursday, April 8). Base salary \$3,000 to \$3,660. Cost year preceding examination date those already in government of living bonus \$450 this year. Fee, Must have one year experience records and graduation from high 8005. Inspector of Weights and school or equivalent. Obtain applications Division, State Department of ments: Age, 23 to 45; Graduation ed in your case). Send applica-Civil Service, Albany. Apply to from a junior high school (or tions to U. S. Civil Service Com-(Closes Monday, April 12).

Base salary \$2,640 to \$3,240. Cost \$1,440 to \$1,740, plus cost-of-liv- Livingston Street, Brooklyn 2, ber 31). present. Must be legal resident of Sullivan County one year preceding examination date. Requireof living bonus \$396 this year. ing bonus. Fee, \$1. One vacancy at N. Y. (Closes April 5.) 8004. Gypsy Moth Foreman, De- ing examination date. Require- tary Schools (men and women); ments: Five years general ojce At present, holders of licenses to service in post expected, othercancy in Saratoga. Requires 3 experience, one year of which was teach physically handicapped chil- wise employee pays own transin responsible clerical work, or dren in elementary schools are portation home. Probationary pescouting and control, one in su- graduation from high school and also assignable to same type of riod served in Washington. Writ-Saturday, May pervisory capacity or satisfactory one year clerical office work or classes in junior high schools. \$2,- ten, physical and oral exam in equivalent. Obtain applications 500 to \$5,125 in 16 salary steps. \$3,240. Cost of living bonus \$396 from Examinations Division, State Persons who offer thirty semester foreign language required. Applithis year. Fee, \$2.00. Exam date, Department of Civil Service, Al- hours of approved courses beyond cations bany. Apply to Finance Bureau, a baccalaureate degree entitled to should be filed with Board of State Department of Civil Ser- differential of \$200 at each step. tion Department, Chautauqua April 12). 8012. Sanitary Inspector, De-

dates must have ben legal resi- partment of Health, Tompkins day, November 22). County; \$2,200 to \$2,500. Fee, \$2. paid experience in social case sanitary inspection experience and (Closes Monday, May 3). work with social agency; or (b) graduation from high school incompletion of two years in col- cluding courses in general science. lege; or (c) equivalent combina- mathematics, and chemistry; or tion of training and experience. (b) six years sanitary inspection Written examination, weight 4; experience and completion of Training and experience, weight grammar school; or (c) satisfac-22. (Closes Monday, 6. Examination: May 8. Obtain tory combination of training and applications from State Depart- experience. Examination, May 8. Stenographer, Su- ment of Civil Service, Examina- Written, weight 6; Training and nty Courts. First tions Division, Albanl. Apply to experience, weight 4. Obtain ap-Bronx) and Sec- State Department of Civil Service, plications from Examinations Richmond) Judi- Finance Bureau, Albany. (Closes Division, State Department of Civil Service, Albany. Apply to Finance Bureau, State Department of Civil Service, Albany.

(Closes Monday, April 12). 8059. Film Library Supervisor,

8060. Assistant Film Library Supervisor, \$3,036. 8061. Chief, Bureau of Adult

8062. Senior Education Supervisor (Physically Handicapped) \$4,242.

8063. Senior Education Super 8074. Senior Medical Social Work er, \$3,300.

8075. Supervising Medical cial Worker, \$3,750. 8076. Senior Phychiatric Social licenses 3rd Mates or 3rd Engi- of the personnel program, and to 8077. Director of Public

nician (Examinations), \$6,700.

ails the medical, than 70 per cent, for in that case nician (Examinations), \$5,232. 8080. Senior Personnel Technician (Examinations), \$4,242. 8081. Personnel Technician (Ex- ply to Executive Secretary, U. S. 3 years of the required experience

8083. Senior Personnel Technippointment, so nan is Director of the Division. candidate who The physicals are tentatively in candidate who the physical candidate who the physicals are tentatively in candidate.

8082. Associate Personnel Tech-

Promotion

ttended, gaited strength, agility, stamina and en- \$2,700 to \$3,000 total. Fee, \$2. Va- Service, throughout country, to be 33. Clinical Psychologist. \$4,149 of a final eldurance of candidates. Candidates cancies: One at present. Open filled. No written test. File Form to \$7,102. For duty in the Veteran only to employees of Department 57, Form 14 (if you are claiming Administration in Washington. of Social Welfare. Written test, veteran preference and if form is D. C., and throughout the counmore than half [The official medical-physical weight 3; service record rating, required in your case), and Card-try. Requirements: Appropriate the written test rules and regulations for the Fire- weight 1; Form 5001-ABC with U. S. Civil college training and experience.

Exams for Perment Public Jobs Job Opportunities in NYC Interest of the Post of

Open-competitive

5507. Butcher (Labor Class), Notary Service, \$.12. Vacancies: Eight in Department of Hospitals C., a: present, others from time to County, experience as butcher in wholesale dividual examination is announced equivalent. Test: Performance, 70 Examiners for specific agency or per cent required. Position of pass- agencies. Positions in field estabtermined by application numbers.

NYC Education

in Day High Schools (Men). Fee, from Examinations \$5.75, \$2,900 to \$3,330. Require- claiming preference and if requirclosing date; a post-mark ton. Requires 4 years experience in manufacture, sale or inspection of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications to U. S. Civil Service Comment of Civil Service, Albany, years of approved and applications are commentations. (Closes Monday, April 12). ate experience as journeyman ed for immediate positions should 8011. Index Clerk, County mechanic. Apply to Edmund J. apply not later than Thursday, Clerk's Office, Sullivan County, Gannon, Board of Education, 110 April 15. (Closes Friday, Decem-

Education, 110 Livingston Street, Brooklyn 2. (Closes Mon- 29.)

17-48. First Assistant in Aca-Vacancies: Two at present. Candi- demic Subjects in Day High Motion preceding examination date; Must dates must have been legal resiberat least 21 and not have passible at leas ed their 55th birthday on date of least four months immediately nual increments. Apply to Harold to Executive Secretary, Board of Require- preceding examination date. Re- Fields, Board of Education, 110 U.S. Civil Service Examiners, Sigments: (a) one year full-time quirements: Either (a) two years Livingston Street, Brooklyn 2. nal Corps Photographic Center,

Assistant Fleet Superintendent, Fleet Captain, Fleet En- tist, \$3,397 to \$9,975. Most posi-Electrician, Shipgineer, (Deck), Shipkeeper (En-Shipkeeper Assistant Shipkeeper (Deck), As- ence in such afields as engineersistant Shipkeeper (Engine), and ing, physics, chemistry, and math-Fleet Steward Positions, \$4,149.60 ematics. File application with Maritime Commission Reserve aminers at one of the Aeronauti-Fleet at Tompkins Cove (40 miles cal laboratories listed in anply to Executive Secretary, Board notice.) U.S. Civil Service Examiners, U. S. Maritime Commission, 45 \$3,397. Open only to persons with Broadway. New York 6, N. Y. 10-point veteran preference. Posi-

(Closes Tuesday, April 13). neers on ocean, coastwise or Great suggest practical solutions. day, April 13).

Optional Branches: Analytical, further notice.) search), \$3,450.

8085. Personnel Technician (Salary Research), \$3,450.

(Salary Research), \$3,450.

8085. Senior Statistican (Tests and Measurements), \$4,638.

Biochemistry, Inorganic, Organic, Organi gomery County, Md. to be filled. quirements: Appropriate college Positions in Potomac River Naval Command not to be filled from experience or a combination of 7000. Supervising Medical Social this examination. Limited number

immediate positions should file by Thursday, April 22. (Closes Friday, December 31).

93. Physicist, \$3,397 to \$5,905.

Optional Branches: Electricity and Magnetism, Heat, Light, Mechanics, Modern Physics, Sound, Alexandria, Va., Arlington this examination. No written test. nation, and interpretation scientific data and require a working professional knowledge of the laws, principles, and concepts of physics and ability to apply them 16-48. Machine Shop Assistant in laboratory. File Form 57, Card Pay High Schools (Men), Fee, Form 5001-ABC, and Form 14 (if

foreign post. Two years' minimum Examiners for Foreign Service Albany. (Closes Monday, Apply to Samuel Streicher, Board Department of State, Washington 25, D.C. (Closes Tuesday, June

> 2-33-1 (1948) Motion Picture Stage Manager, CAF-12, \$5,905 CAF-11, \$4,902; Motion Picture 35-11 35th Avenue, Long Island City 1, New York. No written test. Applications will be rated as re-

ceived until further notice 47. Aeronautical Research Scientions are in field laboratories of the National Advisory Committee Assistant Shipkeeper for Aeronautics. Requirements: (Engine), Appropriate education and experito \$5,905.20. Positions in U. S. Board of U. S. Civil Service Exfrom NYC on Hudson River). Ap- nouncement. (Open until further

Personnel Assistant (Placement) tions are located in Washington Assistant Shipkeeper (Custo-dian), CAF-7, \$3,397.20. For posi-Four years' experience in respontions in U. S. Martime Commisson sible personnel or administrative Reserve Fleet at Tompkins Cove work in a public or large-scale (40 miles from NYC on Hudson private organization having a comfrom those veterans and disabled administration, such experience veterans entitled to veteran pref- showing ability to deal satisfacerence benefits. Applicants who torily with fellow workers, to nehave had 12 months experience as gotiate problems in the operation Lakes vessels of 5000 or more experience must have included gross tons, or 1 year active sea participation in recruitment, senician (Examinations), \$6,700.

8079. Associate Personnel Technician (Examinations), \$5,232.

guard as Chef Boatswain's Mate, of personnel of personnel, or in qualifications examining. Graduate chinist Mate, Chief Watertender, or undergraduate study in a color better on vessels of at least lege or university of recognized 1000 gross tons may qualify. Ap- standing may be substituted for Maritime Commission, 45 Broad- at the rate of 1 year of education way, N. Y. 6, N. Y. (Closes Tues- for 9 months of experience. No 94. Chemist, \$3,397 to \$5.905, 57, 5001-ABC, and 14. Open until

> 52. Dietitian, \$2,644 to \$4,902. training and experience. No written test. (Open until further

tended plan, but man examination were published training and experience, weight Service Commission, Washington No written test (Open intil further than half in the March 2 and 9 issues.)

4. (Closes Monday, April 5.)

25. D. C. Persons interested in ther notice.)

urday, May 22. (Closes Monday, The written test for Fireman | The five broad top (F.D.) will be held in high schools in the examina in NYC on Saturday, May 15, the the following nounced today. The date had been the higher ment

> Nearly 18,000 candidates have tion. expected that more than 15,000 termination in will show up for the written test. mental process This is less than the shrinkage in ing or denyin other large examinations, held in whether based the past year or so, but more of son or on cor the applicants are showing up for eration What the Notice Means

6078. Assistant Architect. WC, no use for pressure.

Sanitation Commissioner Wilwhen technical questions were incuracy denoting the commission of the co liam J. Powell had told President cluded, such as some relating to pability of read Taxation and Finance, Motor Veling (Phychiatric). WP to get the lists. Mr. McNamara present idea is that what a Firehicle Bureau, New York. NS 6080. Assistant District Superto get the lists. Mr. McNamara present idea is that what a Fire- ing to fire fight conservatively estimated at 3,000. man.

conception and

Knowledge of

ment agencies-The nature of the written test ation on oper

Fireman Medical Begin In July

candidate is would flunk under the new ar-

one passes the the two marks if one mark is less the privilege of the candidate is out of the exam-

cancies are not made by nine colleges, will conbe as numerous duct the physicals, as usual, under ited, because of Mr. Brennan's guidance.

while the med-and, it is ex-will be averaged to produce the 8077. Director or nearly so, final mark of the candidate. The also begin. All final average pass mark is also 8078. Principal Personnel Techcals begin. All final average pass mark is also

The medical tests are expected lition, may be to begin in the latter part of July, aminations), \$3,450. onal medical re- These will be held at the offices the made up of the Medical-Physical Division nician (Research), \$5,232. the deficiency of the Commission. Paul M. Brentest could take the Commission's mind for mid- search), \$3,450. But nobody August to mid-September. A group efore the mile of physical education and coach (Salary Research), \$3,450. refore the writ-ramount impor-the standing list of the Commis-and Measurements), \$4,638. sion selected from nominations

economy, the state of the competitive physical tests worker, (Prom.), Department of of vacancies in field service of notice.)

The competitive physical tests worker, (Prom.), Department of of vacancies in field service of notice.) 4,000 to 5,000. their own risk of injury.

verage

Qualified or Not rangement, thus accentuating the need for full preparation for the the written test written test, including school in-

BILLS SIGNED OR VETOED BY GOVERNOR DEWEY

ALBANY, March 29 .- Following is the list of all civil service bills signed or vetoed by Governor Thomas E. Dewey up to time of going to press. Numbers preceding the abstracts of signed bills are chapter numbers of the laws of 1948. Numbers before the other abstracts are introductory num-

Signed

26. CONDON. Repeals provis-ions relating to salaries and grades of certain inspectors in labor dept. Labor Com. Labor Law, §§18-a, b repeal,

43. ERWIN. Restates and clarifies provisions relating to promo-tion, transfer and reinstatement

of civil service employees.

(Same as A. 276.) Civil Service
Law. §16 repeal; §16 new.

70. ERWIN. Restates and clarifies provisions relating to applicately avanuations and clirible. ants, examinations and eligible lists affecting civil service em-pliyees in competitive class positions. Civil Service Law, §14 repeal; §14 new. 174. WICKS. Extends to Jan.

1, 1949, period when members of state employees' retirement system in state police division, executive retirement after 25 years of total service or at age 60, and period when new members may be given dept. may elect to contribute for credit for services rendered before April 16, 1938, Civil Service Law,

209. McGOWAN. Provides that in maximum age requirements for civil service examinations or for appointments or promotions in public service, period of terminal leave granted by military authorities shall not be included in computing age. Military Law, §246.

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239, HALPERN, Makes perman- | Civil Service Law, §22 ent the merit award board and plan for rewarding unusual and complishments by state employees.

meritorious suggestions and ac-272. LUPTON. Continues to April 1, 1949, special provision for salaries and annual increments of certain state employees appointed to permanent employment after temporary or provisional appointment in service or occupational groups listed in §40, Civil Service Law.

323. LUPTON. Extends to all towns, instead of towns to which rules of state civil service commission have been extended, provis-ion that special police shall not be ion that special police shall not be eligible to appointment unless they pass examination held by civil service commission. Town Law, §158.

324. LUPTON. Provides that promotion examinations for members of town police depts. shall be

conducted by appropriate civil service commissions instead of by state civil service dept.; extends to all towns provision that compete service record of members shall be transmitted to civil service commission; present provision applies to towns to which rules of state civil service have been ex-tended. Town Law, §152.

Vetoed

1604. MANNING. Provides that on appeals in removal and dis-ciplinary proceedings against civil service employees, determination may be reversed and civil service commission may direct reinstate-ment. Civil Service Law, §22.

1693. WICKS. Provides that removal or disciplinary proceedings against civil service employees must be instituted within two years, except for misappropriation of public funds, frauds or felonies.

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Assembly Bills 967. STIER. Provides that ordered military duty for determining rights of public employees absent for national guard or naval militia duty shall mean service performed pursuant to competent orders duly issued by secretary of national defense or army, navy or air depts. or their duly authorized agents, even though issued with consent or upon request of person

receiving them.
1711. BARRETT. Strikes out provision that persons shall be eligible to appointment to town police dept. if they have resided in any town or village in the county for six months and limits appointments to residents of town; in towns containing village which maintains its own police force, preference may be granted to residents of town outside of village. Town Law, §151.

that when former incumbent of 1864. FITZ PATRICK. Provides position in public employment held by substitute during absence employment shall state that he was separated therefrom without fault or delinquency. Military Law. on military duty, record of public

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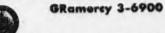
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Application for these positions may be made to any branch office or the central office of the New York State Employment Service, which has been supplied with U.S. 57 for serving applicants.

while the NYSES has different offices for jobs in specified branches of activity, and the applications have to be filed at the proper office, the application blanks are obtainable at all offices, and directions where to send them in may be obtained with the application blank. For instance, the Commercial office of NYSES is at 139 Centre Street, the Industrial Office at 87 Madison Avenue.

E. J. Henning is in charge of the Army Overseas Affairs Branch office for civilian overseas recruitment. R. A. Golden, Field Recruiter for the nationwide Overseas Branch, is temporarily assigned to field work out of that office. Francis Stimbaris, NYSES, 139 Centre Street, is the liaison agent for co-operating with this particular U.S. recruitment project.

Among the jobs are 57 openings for Clerk-Stenographers and 15 for Topographical Engineer.

The listing below gives the NY-SES code number first, the title of the position, the number of op-enings, rate of pay and information on requirements:

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FEDERAL NEWS

13 Changes Asked New U.S. Pension Law Analyzed By Commission In **Personnel Laws**

Thirteen recommendations are made by the U.S. Civil Service Commission in its 64th annual report. One of them-the first, in fact—is for complete revision of the Classification Act, whereby 45 grades will be supplanted by 11, as listed in last week's LEADER, President Truman heartily approved that recommendation. Other recommendations, to simplify the administration of the act, also have his approval. Bills to effectuate the changes have been drawn for introduction in The President said in transmitting the report to Congress:

"I am convinced that if the Congress puts into effect the recommendations which are included in the Civil Service Commission's report it will be taking action which will serve to further strengthen the civilian career

"The complete revision of the



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Classification Act as recommend ed by the Civil Service Commission is long overdue. The recommendations of the Commission in this regard if put into effect will correct the dislocation and many inequities in salary rates resulting from the enactment of piecemeal pay laws in the past. In addition, their recommendations will simplify the administration of the Classification Act. In my opinion the Congress should enact these recommendations into law irrespective of what the final decision may be as to further pay increases for Federal employees generally. Any further patchwork amendments to the Classification Act will stand in the way of efficient salary administration."

The Commission's recommendations follow:

1. The Classification Act 1923 should be completely revised (a) so as to provide for the establishment of comschedules pensation rades only instead of by both services and grades, (b) so as to place upon the Civil Commission the responsibility for the development of standards under which jobs are to be classified, with the requirement that the heads of departments and agencies must classify their jobs in accordance with these standards, subject to post audit by the Commission, and (c) so as to clearly set forth the factors which are to be taken into consideration in classifying jobs.

(Continued Next Week)

secutive instalment of the official analysis of the new Federal pension law. The previous instalments were published in the March 16 and 23 issues. The analysis was made by the U.S. Civil Service Commission.

When an employee member of the retirement system dies, there will be money in the fund to his credit. Whether it can be paid right away to the beneficiary he has named (or to his estate) de-pends on whether he leaves a surviving widow or children entitled to immediate or future annuity payments.

If he does not leave a widow or children, his beneficiary will re-ceive, in the form of a lump-sum payment, everything in the fund to the employee's credit, with in-terest, regardless of how long the worker was employed.

If the deceased person leaves a survivor entitled to an immediate annuity, or a future annuity at age 50 the question of a lumpsum payment of an unexpended balance cannot arise until we see after all survivorship payments are made, whether anything remains in the fund.

If the employee dies, leaving a widow or other survivor, or both, entitled to any benefit, there will not be a lump-sum payment due anyone if the annuities which are paid wipe out the total credited to the deceased worker. If, however, there is any balance left because the survivors' payments cease—on account of remarriage or death, instance—that balance will go to the beneficiary or the estate.

It could happen that a survivorship benefit set aside for future payment may never be paid simply because the right to the benefit ceases before the due date (by death, or marriage, perhaps). In such case, the amount remaining in the fund will become pay able in lump sum.

Lump sums may be payable to the beneficiaries of people who die after retirement, too. The conditions of eligibility and payment will be similar to those just de-scribed. In any event, it can be expected that if all the annuities paid out on the basis of any one employee's service do not equal the amount to the employee's credit in the fund at his death, an unexpended balance will exist and it will be payable to his beneficiary or his estate.

It should be remembered, how-ever, in regard to all annuities balances, and benefits under both the old and the new laws, that no payments are awarded automati-

Income Tax Bureau Would Attach Checks

WASHINGTON, March 29-The Treasury Department has recom-mended that the Revenue Act be amended by Congress. It would like to have authority to attach the checks of any Federal employee who is delinquent in his income tax, just as it is able to do with private employees.

The Treasury has also recom-mended that the exemptions on Federal salaries in American possions be eliminated. At present both military and civilian sala-ries are free from income taxes in the possessions.

cally; claims must be filed with the Civil Service Commission to art the ball rolling.

It is very important that every employee make out a designation of beneficiary form. They are available from agency personnel offices. Anyone may be named the beneficiary to get the money re-maining in a deceased employee's or annuitant's retirement account parent, wife, brother, daughter, a business acquaintance, a friend, or a religious, social, or educational group. It should be realized that if no one is named beneficiary, any lump sum which may be payable will go to the administrator or executor of the estate or to the next of kin, in that order. Langer-Chavez-Stevenson

Act has simplified the refund and redeposit proposition, too. Here are a few of the key things we need to remember about this now: If a person leaves, or is separated from, the Government with less than 20 years of civilian ser-

vice to his credit, and before becoming eligible for optional retirement, he can get a refund of the money to his credit in the fund. If he served more than 1 year, he will also get the interest on his deductions; if he served 1 year or less no interest will be

We do not count military service in computing this 20-year period for refund purposes.

If a person has served 20 years or more in Federal civilian work, he is NOT entitled to a refund of his account money; he is entitled

to an annuity at age 62.

If a separated person has over 5 years' but less than 20 years' civilian service to his credit, he has a choice of either taking a refund or leaving the money in

the system for annuity purposes.

If a person leaves the service and takes his refund, and then re-

turns to the Government, he not required to repay the money he withdrew, but it is definitely to he withdrew, but it is definitely to his advantage to do it. The exam. ple on the bottom of page 4 show why this is so.

If such a person wishes to re, pay his refunded money, there will be an interest charge,

The old tontine bugaboo is gong at last. That dollar-a-month assessment which used to be set assessment the employee's account exists no more. The tentine proviexists no more. The tontane provi-sions will apply in the cases of persons separated before this law becomes effective, but after that date everything that goes into the employee's account stays there to his personal credit.

The Langer-Chavez-Stevenson Act says that the only reason for Act says that the only reason for returning a retired employee over age 60 to Government work is be-cause of the acute need of his special qualifications. If it is arrang, ed to re-employ such a person, his annuity will continue to be paid annuity will continue to be paid to him, and an amount equal to the annuity he is getting will be deducted from his salary. No ser-vice credit will be given for the period of reemployment, and no retirement deductions will be retirement deductions

Annuitants under 60 years age may be reemployed in the Government under the usual civil service conditions governing appointment and reinstatement

So far as voluntary contribu-tions to the fund are concerned, the 1948 act simplified the method of computing just how much more annuity is being purchased when we put in our extra money. As an we put in our extra money. As an example of how this works out now, in the case of a person retiring at 60, every \$100 he has credited to the voluntary contribution account (including the interest which his contributions). earn) will increase his annuity by \$8. The amount of additional annuity to a survivor (because of remarriage, attainment of age 18, etc.), will go to the survivor, or to the survivor's estate if he has passed on.

Voluntary contributions purchase additional life which are payable only to the employee who makes the contributions

Annuities used to accrue on a day-to-day basis; this has been changed to a monthly basis. The effect of this is that if an annuity stops before the end of any month (because of the death of the annuitant, for example), there will not be any accrued unpaid annuity due the beneficiary for that part of the month which passed before the annuity terminated. Any unpaid annuity due (full months) upon the death of an annuitant goes to his benefi-Any unpaid annuity due upon the termination of an annuity grows at the rate of 20 cents a year. The figure for the person

retiring at 63, therefore, is \$8.60.
The new act increased the annuity of those already on the retirement rolls by 25 per cent, of \$300, whichever is less. The retired person has the choice, however, of taking the increase or of keeping his old rate and naming his wife to receive upon his death an annuity equal to one-half of what he is getting under the old law. The amount the wife gets, though cannot exceed \$600. A married female annuitant has the same right to name her husband as survivor-annuitant

(Continued Next Week)

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Some Must Await Efficiency Ratings

WASHINGTON, March 29-The majority of Federal employees will receive efficiency ratings as of Wednesday, March 31. This year, for the first time, not all employees will receive ratings on this date. A recent ruling permits agencies to rate employees on the anniversary date of their entrance into service, instead of on March 31. The anniversary date is used by the Civil Service Commission, the State Department, the Veterans Administration and others.

ERA TO HIRE WORKERS WASHINGTON, March 29—The

European Recovery Administra-tion, which is to be a separate agency, will need between 500 and 1,000 employees. It will be located in one of the State Department buildings here. Exactly how many employees they will need depends on whether any of their work is done by the Commerce, State, or Agriculture Departments.

Apply for information to Personnel office, State Department, Washington, D.C.

Efficiency Rating Improvement Asked

WASHINGTON, March 29 The House Civil Service Committee is studying the efficiency rating system. A preliminary report in-dicated that improvements in the system should be made by more effective administration.

A report of the Federal Person-nel Council was reprinted in the committee report. This stated that a subcommittee of the Council favored staggering efficiency rating dates, which is now being done. It is believed that efficiency ratings should be related to the duties of the job and should be an incentive for the employee and not simply a record of his per-

REGIONAL HEADS TO MEET

WASHINGTON, March 29-A meeting of Regional Directors of the U. S. Civil Service Commission has been called for Thursday, April 1. Plans for recruitment and processing of lists for 1948-9 will be discussed, as well as budgetary

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Eligible Lists in Appointment Order

The Policewoman eligible list has been released by the Municipal Civil Service Commission. There are 215 women on the list. Of these, two are disabled veterans and 32 are non-disabled veterans. Two candidates received the pass mark of 70. The highest received was 94, by Doris E. Hering, a non-veteran.

The list has been issued subject to investigation and preference claims and qualifying orals.

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all work in the ORC is on a relutary basis, but personnel are expected to attend twelve meetings annually. These meetings are held in the evening at a convenent time and last only two hours. Inactive duty training is specialized and is designed to be of different and in the control of the contro gd and is designed to be of di-ret interest and value to the ssigned officers and enlisted men. ssigned officers and enlisted men.
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Louis Walter Honored

A dinner was given to Louis Walter, Chief of the Division of Inspection, Office of The Comptoller, at Miller's Restaurant, Philon Street, honoring his 35 years of service with the City.

The dinner was attended by more than 100 of his friends and co-workers. On the dais were his wife, First Deputy Comptroller Lewis F. Lang; Second Deputy Comptroller, Abraham L. Doris; Assistant Deputy Comptroller, Chauncey W. Hooper, James A. Phillips, Secretary to the Department; Joseph M. Cannelle, Commissioner of Water Supply, Gas and Electricity; Jacob Lefkowitz, Chief of the Bureau of Law and Additionant. Chief of the Bureau of Law and Adjustment: Lawrence F. Murray, Administrative Supervisor, and the Toastmaster, James P. Dem-

The entertainment committee consisted of Ernest R. Schwager, Chairman: Thomas J. O'Hara; Chester Morris and P. Dempsey. A wrist watch was presented to Mr. Walter

Butcher Exam Open

andidates must have had five Years' satisfactory experience as butchers in wholesale or retail meat establishments. A satisfactory equivalent will be acceptable. Applications open on Tuesday.
April 6 at 9 a. m. for three days,
until Thursday, April 8. This is a
case of first come, first served.
The applicants are placed on a
register in order of their appearance. The salary starts at \$1,980
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Barbara F. Love80	Gertrude Berkowitz. 83 Mary McDonnen 18
Regina M. Rowan73	Gladys Polikoff83 Marian Steuerwalt .78
Non-disab. Vets	Vera Franclich83 Catherine Lehane77
Catherine Morelli 00	Mary G. Smith82 Jeanne E. Kenny77
Catherine Morein	Mary G. Sillen of Jeanne E. Kenny 11
	A. F. Kazukevich82 Ruth M. Tolbert77
Elsie Freidberg 86	Cyril V. Taylor82 Alice J. Hines77
	Eleanor Greco 82 Marian V. Sullivan. 77
V. Michalliness	Eleanor Greeo oz Marian V. Sumvan. 17
Agnes T. Martin84	Robbie Williams82 Charles G. Minna77
Anne P. Watters83	Helen T. Landers 82 Mary McDonnell 77
	Rita Gilligan 82 Jane Hagan 77
	Helen Mullady82 Edna Fitzgerald77
M. A. Miccardiyau	Helen Munady 02 Edna Fitzgeraid
	G. Florence Maher 81 Gail Fleming 77
C. L. Deimling82	L. A. Mulholland81 Eileen F. Kelly77
	Louise L. Duncan81 Vera Williams77
Marian A Conserver 70	To M. Dadalaku Ol D M. Callaghan 777
Marian A. Sweeney. 19	F. M. Podolsky81 P. M. Gallagher77
Ida M. Frimet 78	Joy C. Flint81 A. M. Biesiadecki77
Loretta O'Malley78	Hilda Bakst 81 F. J. McFarland 76
Treula M Cabill 78	Vivian C. Austin 81 Edith J. Williams 76
	Muriel E. Brown 81 Margaret Crotty 76
M. E. McGrath 78	Mary Griffith 81 Dorothea Dunne 76
Marie T. Sepessy. 78	Marion Alyen 80 Margaret Cameron 76
Patricia A Ford 77	Margaret D. Lusk 80 Gertrude Mitchell . 76
	M. C McCarron89 Helen McCafferty76
Shirley Kaftal77	Leora A. Murphy80 Sylvia Jeffrey76
M. M. Kearney 77	K. M. McKenna80 Dorothy MacLeod 76
Plie T Bower 77	Margaret A. Hayes. 80 Eliz. L. Reid76
Eliz. I. Delly	Margaret A. Hayes. 80 Eliz. D. Reid 10
L. C. McDonnell TI	Bella DelRosso80 Wilda A. Yarde 76
Emily J. Cordes76	Gertrude H. Watt 80 Theresa Bagatta 76
Doris H. Carr 76	Lucy G. Napoli80 Evelyn Emru76
Flig I Oliver 76	V. V. Fortmeyer 80 Marjorie Hillary 76
Eliz. J. Oliver	v. v. Fortilleyeroo Marjorie Hillary 10
J. A. Antonelli75	Cornelia McCarthy .80 Inez Benson76
Loretta Ingram75	Alice Driscoll 80 Lena Vitucci 76
G F Carroll 74	Lillian E. Smith 80 F. LaP. Bricker 76
Restrice Johnson 74	W. R. Cunningham . 80 Adylin I. Lipson 76
Transit of the	Eileen Ahearn80 Arlene H. VanDunk. 76
Mary E. Franasan	
** ** **	Effecti Ameain of Ariene H. Vanibunk. 10
Non-Veterans	Helen Murphy 80 Mildred Knutsen 76
Non-Veterans Doris E. Hering94	Helen Murphy80 Mildred Knutsen76 Isabella Pope89 Ursula Costello76
Non-Veterans Doris E. Hering94 Irene Ledgerwood92	Helen Murphy80 Mildred Knutsen76 Isabella Pope80 Ursula Costello76 Gertrude Miller80 Florence Brasler76
Non-Veterans Doris E. Hering94 Irene Ledgerwood92	Helen Murphy80 Mildred Knutsen76 Isabella Pope80 Ursula Costello76 Gertrude Miller80 Florence Brasler76
Non-Veterans Doris E. Hering94 Irene Ledgerwood92 Mary E. Patterson91	Helen Murphy 80 Mildred Knutsen . 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mahel I. Thomas 76
Non-Veterans Doris E. Hering94 Irene Ledgerwood92 Mary E. Patterson91 Elleen M. Manning91	Helen Murphy 80 Mildred Knutsen . 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76
Non-Veterans Doris E. Hering94 Irene Ledgerwood92 Mary E. Patterson91 Elleen M. Manning91 Mercedes Victory89	Helen Murphy 80 Mildred Knutsen . 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75
Non-Veterans Doris E. Hering94 Irene Ledgerwood92 Mary E. Patterson91 Elleen M. Manning91 Mercedes Victory89 Marie G. Rynne89	Helen Murphy 80 Mildred Knutsen . 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75
Non-Veterans Doris E. Hering94 Irene Ledgerwood92 Mary E. Patterson91 Elleen M. Manning91 Mercedes Victory89 Marie G. Rynne89 Mary D. Ryan88	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Reverly Engels 75
Non-Veterans Doris E. Hering94 Irene Ledgerwood92 Mary E. Patterson91 Elleen M. Manning91 Mercedes Victory89 Marie G. Rynne89 Mary D. Ryan88	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Reverly Engels 75
Non-Veterans Doris E. Hering	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel I., Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75
Non-Veterans Doris E. Hering	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K O'Sullivan 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood. 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood. 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 39 Marie G. Rynne. 39 Mary D. Ryan. 38 V. O. Howard. 38 Priscilla Wolf. 38 Edith Wittenberg. 37 Frances Haber. 36	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 N. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 W. Morachhauser 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood. 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 39 Marie G. Rynne. 39 Mary D. Ryan. 38 V. O. Howard. 38 Priscilla Wolf. 38 Edith Wittenberg. 37 Frances Haber. 36	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 N. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 W. Morachhauser 75
Nen-Veterans Doris E. Hering 94 Irene Ledgerwood . 92 Mary E. Patterson . 91 Elleen M. Manning . 91 Mercedes Victory . 89 Marie G. Rynne 89 Mary D. Ryan 88 V. O. Howard 88 Priscilla Wolf 88 Edith Wittenberg . 87 Frances Haber 86 Sylvia Kagan 86	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Elsie Lucier 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Rose M. Patrissi. 86	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Elise Lucier 75 Mary M. McTighe 79 Edna B. Propk 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Margaret Meade. 86	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 M. A. White 79 Elise Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Maryaret Kane 79 Helen Kennelly 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Marja Kalakura 79 Wildred Barthel 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Marja Kalakura 79 Wildred Barthel 75
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 39 Marie G. Rynne. 39 Mary D. Ryan. 38 V. O. Howard. 38 V. O. Howard. 38 Edith Wittenberg. 37 Frances Haber. 36 Sylvia Kagan. 36 Rose M. Patrissi. 36 Margaret Meade. 36 Dorothy Jackson. 36 Mary T. Deer. 36	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 Nearlene Burkley 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 W. Morachhauser 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Eliz. U. Saeger 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood. 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 39 Marie G. Rynne. 39 Mary D. Ryan. 38 V. O. Howard. 38 Priscilla Wolf. 38 Edith Wittenberg. 37 Frances Haber. 36 Sylvia Kagan. 36 Rose M. Patrissi. 36 Margaret Meade. 36 Dorothy Jackson. 36 Mary T. Deer. 36 Joan O'Rourke. 35	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Elsie Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Annette Goldstein 79 Mildred Barthel 75 Annette Goldstein 79 Eliz. U. Saeger 74 June C. Mitchell 79 Helen A. Connolly 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Rose M. Patrissi. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel I., Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Eliz. U Saeger 74 June C. Mitchell 79 Helen A. Connolly 74 Gladys Bruschi 79 A. G. McDuffis 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Leonia Schuchardt. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 M. A. White 79 Eisle Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Helen A. Connolly 74 Giladys Bruschi 79 A. G. McDuffis 74 C. N. Collins 78 Vera H. Main 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Leonia Schuchardt. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 M. A. White 79 Eisle Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Helen A. Connolly 74 Giladys Bruschi 79 A. G. McDuffis 74 C. N. Collins 78 Vera H. Main 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Rose M. Patrissi. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Helen Sullivan. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 M. A. White 79 Elize Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Maryaret Kane 79 Helen Kennelly 75 Annette Goldstein 79 Annette Goldstein 79 June C. Mitchell 79 Helen A. Connolly 74 Gladys Bruschi 79 C. N. Collins 78 Wera H. Main 74 Catherine Callan 78 M. M. Hargadon 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Leonia Schuchardt. 85 Helen Sullivan. 85 Margaret C. Goss. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 W. Morachhauser 75 M. A. White 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Margaret Kane 79 Helen Kennelly 75 Annette Goldstein 79 Gladys Bruschi 79 Gladys Bruschi 79 C. N. Collins 78 Catherine Callan 78 M. M. Margadon 74 H. M. McDonnell 78 Helen F. Powers 74 H. M. McDonnell 78 Helen F. Powers 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Helen Sullivan. 85 Margaret C. Goss. 85 Margaret C. Goss. 85 Margaret Reilly. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel I., Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Annette Goldstein 79 Eliz. U Saeger 74 Annette Goldstein 79 Helen A. Connolly 74 Gladys Bruschi 79 A. G. McDuffis 74 C. N. Collins 78 Vera H. Main 74 Catherine Callan 78 M. M. Hargadon 74 H. M. McDonnell 78 Helen F. Powers 74 Mary T. McNulty 78 Imeloo C. Ciennan 74 Mary T. McNulty 78 Imeloo C. Ciennan 74 Mary T. McNulty 78 Imeloo C. Ciennan 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Rose M. Patrissi. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Mary T. Deer. 86 Meredith Jasinski. 85 Leonia Schuchardt. 85 Helen Sullivan. 85 Margaret C. Goss. 85 Margaret Reilly. 85 Margaret Reilly. 85 Marian B. Feuers. 85	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L, Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T, McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K, O'Sullivan 75 F, J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Elise Lucier 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Eliz. U. Saeger 74 June C. Mitchell 79 Helen A. Connolly 74 Gladys Bruschi 79 A. G. McDuffis 74 C. N. Collins 78 Vera H. Main 74 Catherine Callan 78 M. M. Hargadon 74 H. M. McDonnell 78 Helen F. Powers 74 Mary T. McNulty 78 Imeldo C. Clennan 74 Eveln F. Paulus 78 Muriel B. Tribby 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Helen Sullivan. 85 Margaret Reilly. 85 Margaret Reilly. 85 Marian B. Feuers. 85 Ruth Billing. 84	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Elise Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Helen A. Connolly 74 June C. Mitchell 79 Helen A. Connolly 74 Catherine Callan 78 M. M. Hargadon 74 Catherine Callan 78 M. M. Hargadon 74 Mary T. McNulty 78 Imeldo C. Clennan 74 Eveln F. Paulus 78 Muriel B. Tribby 74 Janet Nelson 78 Marie Woytisek 74
Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Eileen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Helen Sullivan. 85 Margaret Reilly. 85 Margaret Reilly. 85 Marian B. Feuers. 85 Ruth Billing. 84	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T. McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 V. Morachhauser 75 M. A. White 79 Elise Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Maria Kalakura 79 Mildred Barthel 75 Annette Goldstein 79 Helen A. Connolly 74 June C. Mitchell 79 Helen A. Connolly 74 Catherine Callan 78 M. M. Hargadon 74 Catherine Callan 78 M. M. Hargadon 74 Mary T. McNulty 78 Imeldo C. Clennan 74 Eveln F. Paulus 78 Muriel B. Tribby 74 Janet Nelson 78 Marie Woytisek 74
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Non-Veterans Doris E. Hering. 94 Irene Ledgerwood 92 Mary E. Patterson. 91 Elleen M. Manning. 91 Mercedes Victory. 89 Marie G. Rynne. 89 Mary D. Ryan. 88 V. O. Howard. 88 Priscilla Wolf. 88 Edith Wittenberg. 87 Frances Haber. 86 Sylvia Kagan. 86 Rose M. Patrissi. 86 Margaret Meade. 86 Dorothy Jackson. 86 Mary T. Deer. 86 Joan O'Rourke. 85 Meredith Jasinski. 85 Helen Sullivan. 85 Helen Sullivan. 85 Helen Sullivan. 85 Margaret Reilly. 85 Margaret Reilly. 85 Margaret Reilly. 85 Marian B. Feuers. 85 Ruth Billing. 84 Anne Hanner. 84 C. M. Brigley. 84	Helen Murphy 80 Mildred Knutsen 76 Isabella Pope 80 Ursula Costello 76 Gertrude Miller 80 Florence Brasler 76 Carol Stoffers 80 Mabel L. Thomas 76 Rosa R. Hall 79 Helen Hoshowsky 76 Rita T McHale 79 Frances Nelson 75 Anna B. Romano 79 Kathleen Lambert 75 Eliz. Barnwell 79 Beverly Engels 75 Evelyn Halvorsen 79 Nearlene Burkley 75 Cressie Carlyle 79 K. O'Sullivan 75 F. J. Rothstein 79 D. A. Druzinsky 75 Kate Hershkowitz 79 M. A. White 79 Elise Lucier 75 Mary M. McTighe 79 Edna B. Pronk 75 Margaret Kane 79 Helen Kennelly 75 Annette Goldstein 79 June C. Mitchell 79 Helen A. Connolly 74 Gladys Bruschi 79 C. N. Collins 78 Catherine Callan 78 M. M. Hargadon 74 H. M. McDonnell 78 Helen F. Powers 74 Mary T. McNulty 78 Imeldo C. Clennan 74 Eveln F. Paulus 78 Marie Woytisek 74 Janet Nelson 78 Marie Woytisek 74 Janet Nelson 78 Margeie B. Smith 73 D. L. Krzeminski 78 Maggie B. Smith 73 D. L. Krzeminski 78 Maggie B. Smith 73
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2,608 Trackmen Eligibles

The NYC Civil Service Commission is establishing a Labor Class register for the position of Butcher. There are vacancies in the Department of Hospitals at Dresent, and it is probable that there may be a couple in the Department of Correction during the life of the list.

Candidates must have had five 7, N. Y., two blocks north of City Hall Park and just west of Broad-way. More than 500 openings exist in the Board of Transportation at present and more are ex-pected. The first 100 disabled veterans on the list follow:: Thos. Tilley F. McLoughlin Albert J. Crefe Alex Liebowitz Joseph Blynn Chas. Hofmann Harry Friedland Chas. Paraci Chas. Hofmann Gaetano Seida D. W. Testo Benjamin Hines Elmer M. Zell Elmer G. Laube H. B. Schnetzler A. DiAmato Louis J. Longo 1-50 Al. Ferrer J. J. Pazereskas Philip W. Green Irving Tepper John Preston M. G. Harris M. O'Connor, Jr.

Sam Denardo

Wm. Shugar

W. Guilfoyle

Robt. S. Troy Jos. Mistretta

M. Marino

V. Gennettasio P. E. Pouquet Luigi Guarnieri Jacob Ezagni Wm. Sarkies R. D'Ambrosio Joseph Fusco Karl E. Schulze Barnes Jones Marshall Harris Gino Toscani Fred. Nuetzel J. Pietrangolare P. Narotta Eugene DiMaria Chas. Colquitt

Ferd. Yannotti Victor Nele Alphonse Tyra Thos. Usher Joseph Cooke Thos. McDonald Wm. Hogan John Drager Rud, Demato Emil Kauffman Andrew Antley Karl Soell Sam Liske David Cox Robt. Fabiu Gerard Show Oliver Trott V. Provenzale Joseph Kbenig Thos. Malloy L. T. Wolbert Karl Jackson Robt. Henegain A. Escarpio Denis J. Murphy John Smith S. Hogilefsky **Edward Casey** Vincent Carlucci N. Lafferty Jr. H. Isenberg V. Andrushka Cornelius Shea Matthew Jonas John Ciervo Daniel Nigro G Bernstein Franklin Covin Jos. Penise K. Gorczynski Ernest Wallace Morton Mayer Onofrio O'Amico Paul Ford Reg. Richardson P. P. Ferraro

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(To Be Continued)

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The eligible list for Promotion to Captain, Police Department, has been issued by the Municipal Civil Service Commission. There are 183 men on the list. Of these, four are disabled veterans and 35 are non-disabled veterans. The list has been issued subject to preference claims.

The high mark of 90 was received by James T. McDonald of Queens Village, One person received the pass mark of 75. CAPTAIN (P.D.)

M. G. Birmingham. 85 Patrick Whalen ...

are 183 men on the list. Of these. Queens Village. One person refour are disabled veterans and 35 ceived the pass mark of 75.

CAPTAIN (P.D.)

M. G. Birmingham. \$5 Patrick Whalen. \$1
Disabled Vets
Paul B. Weston. \$7
Thos. J. MeVeigh. \$3
Rudolph Rafalsky. \$4
Thos. J. MoVeigh. \$3
Rudolph Rafalsky. \$4
Thos. L. Burns. \$2
Thos. L. Burns. \$2
Thos. L. Burns. \$2
Thos. L. Burns. \$2
Thos. L. Burns. \$3
Non-Disabled Vets
Cornelius J. Lyons \$9
H. Schwartzberg. \$8
John J. Smith. \$4
Geo. M. Cest. \$4
Geo. M. Cest. \$4
Geo. J. Winfer. \$7
Wm. T. Driscoll. \$7
Edw. W. Byrnes. \$7
Geo. J. Wright. \$4
Geo. J. Wright. \$6
Edw. P. Fagan. \$4
Chas. J. Decker. \$5
George Fenn. \$3
John C. Higgins. \$5
Wm. T. Driscoll. \$3
John C. Higgins. \$5
Wm. M. Conachie. \$3
John P. Horn. \$3
John P. Horn. \$3
Harry E. G. Wright. \$3
Harry E. J. Wright. \$4
Walter G. Clark. \$6
Walter Ordare. \$3
John P. Hard. \$3
Harry E. Clain. \$3
J. J. Hanmign. Jr. \$3
Geo. A. Neary. \$2
S. V. Powell. \$3
J. J. Hannigan. Jr. \$3
Geo. A. Neary. \$2
S. V. Powell. \$3
John M. Horn. \$9
Wm. R. Schnaele. \$9
Wm. R. Graft. \$7
Wm. H. Offett. \$1
L. J. Kenelly. \$3
John E. Lundin. \$7
Harry E. Clain. \$2
John M. Horn. \$7
John M. Horn. \$7
John M. Horn. \$7
John R. Hannigan. Jr. \$7
J. M. McGlilicuddy \$3
J. J. Hannigan. Jr. \$7
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Application forms for these examinations may be obtained at any public high school. Persons not qualified to pass such an ex-amination may avail themselves of the Home Study courses offered ine American School, Dept 130 West 42d St., New York City. Full information will be sent free upon request, the American School announced.

The registers for Physicist, P-6. 7 and 8, have been established by the Second Region U.S. Civil Service Commission for N. Y. and N. J. The lists were not large enough for filling of all vacancies.

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Transit Patrolman Test Is Postponed to April 10

single examination for Transit Patrolman, Bridge and Tunnel Patrolman, Bridge and Tunnel Officer, Correction Officer (Men) was postponed from last Saturday to Saturday, April 10. There were 10.318 candidates

notified by postal card to appear. They were notified to report to the same school as appears on their original notice at 10 a.m. on April 10. Candidates are being instructed to bring both their original notice and the postal card mailed to them to the examina-tion on April 10.

ST. GEORGE ASSN. MEETING

The next regular meeting of the St. George Association, NYC Transit System, will be held at Masonic Hall, on Saturday, April 10,, at 8:00 p.m. The seventh annual Communion breakfast will be held on Sunday, June 13, at the Towers Hotel, Brooklyn. Communion service will be held in the Holy Trinity Episcopal Church, Clinton Street, Brooklyn.

KHEEL TO SPEAK
The regular monthly meeting of
the Municipal Personnel Societies will be held Thursday, April 1, at 7 p. m. in Room 612 at 122 East 42d Street. The speaker will be Theodore W. Kheel, Director of the Division of Labor Relations, Office of the Mayor.

FINAL TRANSIT KEY ANSWERS The tentative key for the writ-ten promotion test for Assistant Train Dispatcher in the New York City Transit System has been approved as final by the Municipal Civil Service Commission.

The present expectations are that the Railroad Clerk medicals will be held next, followed quickly by those for the three-title exam. Medicals in May for the three-title test are envisioned with physicals

The tentative key answers to the three-title test will be published in the April 13 issue of The LEADER.

Budget Must Be In No Later Than April I

The action of Comptroller Lazarus Joseph and Budget Director Thomas J. Patterson on the 1948-9 NYC budget must be completed and submitted to the Board of Estimate as the executive budget by April 1. Later the Board acts on the budget and sends it to the Council.

NYC Officials Were Tops In Sports in Their Day

By FRANK CUNNINGHAM

Dr. Harry S. Mustard, NYC Commissioner of Health, is a man with a wide variety of athletic interests. In his college days he played fullback on the football team at the College of Charleston and also at the Medical College of the State of South Carolina. While at medical college he coached a prep school football team on the side. Tennis and baseball were two more of his college favorites.

lege favorites.

Some years ago he did quite a bit of shooting particularly quail and partridge and before the wild turkeys more or less disappeared, he often went turkeyshooting in South Carolina. He also plays a good game of golf, but he doesn't get much time for it nowadays. Come yacation time. it nowadays. Come vacation time, his ideal spot is the islands off South Carolina, where he loves to get out on a wide stretch of

beach and indulge in his favorite sport of surf fishing. (South Carolina is Dr. Mustard's home state.)

Vincent Impelitteri, President of the Council, was a triple threat on the gridiron. As a broken field runner he was terrific and could receive a forward pass with either

He also starred on the diamond at Ansonia High School, Connec-ticut, and once considered going into professional baseball. At basketball he was a big scorer. Hugo Rogers, President of the

Borough of Manhattan, was an ace football player. He made a 95-yard run for a touchdown, in his youth. He was a member of the NYU track team, which won many cups.

When he went to school, he was

good at rowing.

The City plans organizing a football team of City employees. Comebacks may be in order.

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EDITORIAL

The Fire Chief's Job

(Continued from Page 1)

of the merit system, remaining one of the top competitive positions in the United States.

Constant Sniping

Nevertheless, there has been a constant sniping, a con. Nevertheless, there has been a conductive stant hacking away at this post. Frequent attempts have been made to remove it from the realm of competition Many schemes have been tried, and the latest is near achieva ment-unless Governor Dewey says No.

Legislation has passed in Albany authorizing the Fire Commissioner to name or to remove any one of the Dep. uty Chiefs to the position, at his own pleasure. The bill was passed quietly, hastily, in the final hours of the legislative session. There is talk that passage was assured as the result of an old-time political pork-barrel deal, with certain agencies of government—who knew the score—maintaining a benevolent neutrality during the butchering operation. No public hearing was held. No decent interval was permit. ted for adequate examination of the bill's provisions.

The proposal destroys the technical qualifications now

required of the man who holds the position. It removes any standards of selection, thus clearly opening the way for-even inviting—political choice. Human frailty being what it is, can one possibly expect that objective considerations of competence would govern the choice? The deep troubles inherent in any choice but one of merit can be seen in the bitterness with which officers already view this bill, and the protests they have already made against its passage,

Precedent to an Avalanche?

Moreover, there is involved the whole career service principle. Remove a top job from the merit system and you may well begin an avalanche. Precedents carry a potent insistence. Today it's a Fire Department chief. Tomorrow it may be a school principal. The day after, a Health Department doctor. Certainly, for any job requiring compe. tence, the same kind of a case can be made as the City has attempted to make out in this situation. Let us have a look at that case.

1. Says the City: The Fire Chief occupies a position of special trust and confidence with the Commissioner. The Chief must possess willingness to work loyally, to carry out

departmental policies.

The Commissioner's responsibility is to establish sound policy, and provide for efficient administration. The Fire Chief's responsibility is to prevent and extinguish fires. For this purpose, the City requires the most brilliant andcapable man it can obtain. If the Chief should fail to perform his responsibilities, the law provides easy methods of discharge.

2. The Commissioner must have wide latitude of choice to enable him to select a chief who is not only technically competent but also possesses the "special qualities" justifying the trust and confidence of the Commissioner.

First, the Civil Service law gives the Commissioner ample latitude for personal preference by allowing him to select any one of three highest names on the eligible list The only pertinent "special quality" not tested by the civil service system is the ability to act as a rubber stamp for the Commissioner.

3. The practice of the Police Department in detailing Captains to act as Inspectors is precedent for the change

sought in this bill.

If appeal is directed to precedent, the most pertinent procedure is the experience of the Fire Department itself. For nearly half-a-century the department has been headed by competently-chosen Fire Chiefs who have achieved renown. The appeal to precedent might more properly be reversed: that the higher Police Department posts be filled in the same manner as are those in the Fire Department. To understand how hollow this measure is, let us ask

the basic question:
Will it improve the efficiency of New York's Fire De-

partment?

Mr. Governor, The Civil Service LEADER submits! Public policy requires your veto of the bill.

Absolute versus Relative Preference

Editor, The LEADER:

by all.

I should like to emphasize the fact that under the Condon resolution for five years after 1951 absolute preference will continue, except as it concerns a non-disabled veteran in promotional ex-aminations. Thereafter the ab-solute feature still remains for the disabled veteran forever.

An actual comparison of the Condon resolution with the pres-ent law will show that the only change effected by a passage of the Condon resolution would be to continue absolute preference for a non-disabled veteran for five

ations to civil service. The effect therefore would not be to end cusing attention on the efforts being made to modify veteran preference in civil service. Your aid has been deeply appreciated by all.

I should like to emphasize the fact that under the Condon.

posed Condon resolution.

The very need for the in the resolution is represented in the resolution is represented in the resolution. absolute nature of the preference provisions of the present law and the Condon resolution. This absolute feature is absoluted for the condon resolution. lute feature is hurting, and will continually hurt, both the non-veteran and the veteran and tend to lower the manufacture. to lower the morale of civil ser-

chairman believes that the proposal which seeks to do away with absolute preference is the Mitchell Resolution.

FIRE LINES

The Uniformed Firemen's Asso-

The Uniformed Firemen's Assotion in its release on the legistive meeting, attended by more
tive meeting, attended by more
table of the evening was
Highlight of the evening was
the address by Fire Commissioner
and J. Quayle, who received a
underous vote of confidence
on the assemblage. Commissionquayle spoke for almost half
hour on the problems of the fire
partment and the relationship
partment and the relationship nour on the problems of the fire partment and the relationship treen the members of the unimed force and himself."

commissioner Quayle said that sident John P. Crane and the

resident John P. Crane and the dislative committee of the UFA in the dislative committee of the UFA in the dislative committee of the UFA in the support and support, and the support and cooperation of the Mayor in the efforts to better the worker and living conditions of the efforts, and complimented the embers on the success of their efighters, and complimented the embers on the success of their tirities during the recent legistive session. The Commissioner a accompanied by Chief of aff and Operations Frank Murty and Assistant Chief of Dement William J. Hennessy. william Cross, President of the Work State Fire Fighters As-mation, and who took an active rt in the legislative campaign, to addressed the meeting.

Four principal bills of the UFA re passed by the Legislature: ours of duty, Chief of Depart-ent to be a designee, transfer of asion credits from NYC Emgees Retirement System to Fire asion fund, and putting burden nsion fund, and putting burders the city to prove that dis-ability is not in line of duty. The lis were before Governor Dewey on the LEADER went to press.

\$9,500 for Injuries Affirmed

The Appellate Division unani-ossy affirmed a judgment for 1500 recovered by Fireman Jas. Heenan for personal injuries ffered in 1944. He was injured hile apparatus on which he was sponding to a fire was struck a trolley car. He spent 13 days a hospital. Heenan's attorney, ward M. Edenbaum, of 11 Park ace, Manhattan, contended that a motorman of the trolley car alled to give the fire apparatus e right of way, as required by w, and failed to heed the fire tels and siren.

Amendment to R & R
(a) The definition of "Light uty" appearing on page 12 of the utes and Regulations, 1937, is streby amended to read as follows:

"LIGHT DUTY: Any duty rec-mended by the Medical Officer Charge for Members who are hable to perform full duty."

(b) Section 78 of the Rules and egulations, 1937, is amended to ad as follows:

Sec. 78. He shall report to the blef of Staff and Operations any ember on sick leave, who, in his buion, may be able to perform a form of 'Light Duty.' The remains shall state the course of the sability, the types of "Light buty" recommended, and the aptoximate length of time such may be necessary.

Accident Prevention

Inquiry, recently distributed, and devote part of Division conferences to the subject of accident

prevention.

The Municipal Civil Service Commission is planning to hold special and special military examination on Thursday, April 15, for promotion to Deputy Chief, Battalion Chief, Captain and Lieutement.

Under the Helmet

An anniversary Mass for the late Chaplain Emeritus, the Rev. Patrick F. O'Connor, was held under the auspices of the Fire Dept. Holy Name Society (Manhattan, Bronx and Richmond), at St. Appie Church Ann's Church.

A Dentist is now in attendance at the Medical Bureau on Wed-nesdays from 2 p. m. to 4 p. m.; this in addition to the one in attendance during the morning on Monday's, Wednesday and Fri-

Battalion Chief Edward F. Giblin, 32nd Battalion, will retire on May 1, after 45 years of service.

Company School starts again April 1 with H & L 123, Brooklyn, being the first company to report since the beginning of World War II. The Probationary Firemen's School will be held in the afternoon instead of the morning.

The lists for Battalion Chief and Deputy Chief are planned to be published in April and May,

be published in April and May, respectfully.

Mrs. Howard E. Wynn and Mrs. Jack Bassman, widows of the two Firemen who were killed fighting an East Side fire received checks for \$4,500 each, proceeds of the Wynne Bassman Memorial Fund, represented by religious, fraternal sponsored by religious, fraternal and civic groups of the Bronx.

The New York Fire Dept. Post 930, American Legion, is plan-ning participation in the Army Day Parade on Saturday, April 10.

Coming Events
Wednesday, March 31 Annual
installation dinner-dance of the
Columbia Association, Cabalier
Restaurant, Flushing.
Sunday, April 4. Annual Communion breakfast of the Fire Department. Holy Name Society

partment Holy Name Society, Boroughs of Manhattan, Bronx and Richmond, St. Patrick's Cathedral. Breakfast at the Hotel Commodore.

Sunday, April 11. The eleventh annual Communion breakfast of the Fire Department St. George Association. Communion Service in the Church of the Incarnation, breakfast in the Hotel Pennsyl-

Fire Quota

7.55				
1	Budget		Vacan	
Title	Quota 1	Roster	cie	
Chief of Staff.	1	1	(
Chief of Dept.	1	0	1	
Deputy Chief	53	35	18	
Batt. Chief	128	102	26	
Captain	365	361	4	
Lieut.	969	946	23	
Chief Fire Mar	. 1	1	C	
Pilot	45	44	1	
Mar. Eng'r.	84	80	4	
Med. Off. Chge		1	0	
Med. Officer	1	1	(
Fireman	8756	8827*	16	
Total	10,415	10.407	95	

Deputy Chiefs of Department *Bookkeeping excess of 71, arising from unpaid payroll (12 military from unpaid payroll (13 military from unpaid payroll (12 military from unpaid payroll (13 military from unpaid payroll (14 military from unpaid payroll (14 military from unpaid payroll (14 military from unpaid payroll (15 military fro port of the Chairman, Board of less 16 vacancies.

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Paul Hindemith, Howard Boatwright, viola d'amore; Eva Heinitz, viola da gamba; Suzanne Bloch, flute; Robert Hufsteder, harpsichord.

Vocal Soloists:

Mariquita Moll, souprano; Florence Pillsbury, contralto; William Apper, tenor; Blake Stern, tenor (Evangelist); Paul Ukena, bass; Harry Wayne, bass (Pilate); Orville White, bass (Jesus).

Proceeds to the Student Aid Fund

Seats on Sale at Carnegie Hall Box Office

8 NYC Tests Open in April

be open for receipt of applications by the NYC Civil Service Commission from April 12 to 27:

OPEN-COMPETITIVE

5548. Assistant Director of lab-oratory (Bacteriology)—May 28. 5526. Lineman—To be set after applications are in.

5131. Medical Social Worker, Gr. 2-May 24.

PROMOTION

5555. Claim Examiner (Torts), Grade 2: Board of Transporta-tion—May 27.

5556. Claims Examiner (Torts), Grade 3: Board of Transportation Мау 27.

5525. Furniture Maintainer (Upholstery): Public Works—Perf. June 8.

5552. Medical Social Worker, Grade 2: Hospital Department— May 24.

Examinations to be Open 3 Days, April 6, 7 and 8 LABOR CLASS

5507. Butcher, Labor Class -Exam date not set.

Police Army-Navy Union to Dance

The Police Department Garrison 3100 of the Army-Navy Union of the USA will hold an enter-tainment and ball at Manhattan Center on Saturday night, April 3. Proceeds of the affair will be given to the Welfare Fund of the

The Garrison will be host to the Department of New York State Administrative Council on Sunday April 4, at 10:30 a.m. at the Hotel McAlpin. Past Bronx County Commander Robert I. Queen, DAV, will be introduced as the newlyappointed Aide to the Department New York Commander in charge of Public Relations.

Ozanam Guild to Dine

The Rev. Aloysius J. Wyzislo, Director of Resettlement of the National Catholic War Relief Service, will be the guest speaker at the Ozanam First Friday luncheon on April 2, at St. Vincent De-Paul Church, 23rd Street near Sixth avenue. Father Wyzislo's topic will be "American Responsibility for the Displaced Persons."

The luncheons are sponsored by

The luncheons are sponsored by the Ozanam Guild of Catholic em-ployees of the Department of Welfare. John Patrick Power, Field Audit Section, Department of Wel-fare, is the Chairman of the huncheon committee. The Rev. Henry J. Pregenser, of St. Rose of Lima Church, is the Guild's Chaplain. Anthony C. Russo is

PALISADES PARK JUBILEE

Irving Rosenthal, who with his brother, Jack, operate Palisades Amusement Park, announced that the 1948 season marks the Golden Jubilee observance of the New Jersey play center. Special events will be held, depicting the history of the park.

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PREFERENCE DECISION AWAITED

It is the Carey case, involving the interpretation of the veteran preference provision of the State constitution as to what the term "disability" means as applied to disabled veterans. Prior right to preference over non-disabled vet-erans and non-veterans in ap-pointments and promotions, as well as in retention in case of lay-offs, is granted to disabled

Justice McGeehan in the New York County Supreme Court held that a disabled veteran was not entitled to prior preference unless he was rated by the VA at least 10 per cent disabled. The Appellate Division, First Department, unanimously affirmed Justice Mc-Geehan's decision in an opinion written by Justice Van Voorhis, who had also written the opinion in the earlier case of Winternitz v. Morton. The latter case was Fuld seemed to think the amend-upheld by the Court of Appeals ment contemplated full VA au-

ALBANY, March 29.—Decision is expected early next month in the veteran preference case to determine whether a minimum disability rating of 10 per cent, by the Veterans Administration, is required for primary preference in appointments and promotions. It is the Carey case, involving

the issue.

The Corporation Counsel, represented by Seymour Quel, head of the Law Department's Appeal Division, argued for the reversal of the Appellate Division decision in the Carey case, relying heavily on the Barry decision. He was supported in his contentions by Robert H. Schaffer, representing the zero per cent rated disabled veterans. H. Eliot Kaplan, representing the Carey petitioners, and whose interpretation of the vetwhose interpretation of the vet-eran preference law was upheld by both courts below, argued for

affirmance.

A split decision is expected, if the remarks of judges from the bench are any indication. Judges Desmond, Fuld and Thatcher raised questions whether or not VA was to decide on disability. If so, Judge Desmond wondered "what can we do about it." Judge upheld by the Court of Appeals ment contemplated full VA au-on July 2, 1947.

Inferentially before the Court of Appeals came the Barry deci-

Manhattan Guild to Attend Communion

The Catholic Guild of the office of the President Borough of Manhattan will attend mass Com-

munion on Sunday, May 16.

Monsignor Joseph A, Nelson, of
St. Andrew's Church, Cardinal
Place, is the moderator. The officers are Raymond J. Harrington,
President; Martin F. McDermott,
Speakers — Messrs. Laguttata, Vice-president; Anna M. Douglas, Secretary Francis X. Duffy, Treasurer; Katherine Faith, Financial secretary and Edward P. May, Marshal.

The committees:

Tickets — Thomas P. Golden, Chairman; Mary C. Fitzpatrick, William Cavanaugh, Madeline Ed-wards, John Carroll, James E. L. wards, John Carroll, James E. L.
O'Ryan, Vincent Morano, Charles
D. McCarty, John McHugh, Mr.
McDermott, Catherine Tierney,
Mary O. M. Sullivan, Vincent Tortorelli, Mr. May, Mae Lyons and
Kenneth Walsh.
Publicity — George J. Godfrey,
Angela Bathe and Bertha C.
Lauer.

Lauer.

Program and Printing-Charles A. Lagattuta, Vincent Morano and Joseph V. Sefcik. Reception — Ralph F. Lewis, Joseph A. McCarthy and Mr. Har-

rington.

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Speakers — Messrs. Laguttata, Joseph Sefcik and R. Harrington.

STENOTYPISTS TO MEET

The Metropolitan New York Chapter of the Associated Stenotypists of America will meet on Friday. April 2, at 7:45 p.m. at P. S. No. 17, 328 West 48th Street, Room 214. The Court Stenographer examinations will be discussed and a clinic assistence. cussed and a clinic session will be held The meeting is open to the public. Both the State and NYC are holding Court Stenographer exams. The NYC filing period closes today (Tuesday), the State's period, April 12.



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State Says Communist Employees Parents Assn. Blasts Impair Work of NYC Welfare Dept. Cash for NYC 'Circus

elements among the employees of the NYC Department of Welfare cause the efficiency of the departent to be impaired are contained in the report of the inquiry by the State Board of Social Welfare into the administration of public wel-fare in NYC. The report also states that unions participated in decisions on departmental policy, a condition called "incompatible" with sound administration.

Passage on Communism

On the subject of Communism, the report stated:

"Evidence developed both at the public and private hearings of the inquiry demonstrated the strength of Communist elements among the employees of the New York City Department of Welfare. Supporters of the Communist party are ad-dicted to the practice of ingenous-ly introducing, into the affairs of the department or unit of government in which they have secured employment, items of conduct which are irrational and may even be deliberately perverse or absurd be deliberately perverse or absurd, so that the government they purport to serve suffers an impair-ment of its efficiency and is brought into disrepute.

"The task of drafting manuals and regulations is made more difand regulations is made more dif-ficult if a group of those who pur-port to execute them is determin-ed to misconstrue and misapply them, and thwart their proper operation, because of more or less veiled hostility to the purposes of the established government. We believe that an alert Commission-er will find the provisions of law for the trial of employees guilty of misfeasance or non-feasance in office adequate to cope with this evil."

influence of employee administration to have employees

on this point:
"There is no question but that organized employee groups wield an influence in the operation of the Department which is almost without parallel in any other agency of government in this country. This is not a condition that has arisen suddenly. It grew originally out of the conditions of employment prior to the absorp-tion of unemployment relief ad-ministration in the permanent city welfare structure.

"Employment and working con-ditions in the Emergency Relief Bureau and its predecessor, the Home Relief Bureau, were hazard-ous and crude. All employment was temporary; personnel classifica-tion was within the agency's own discretion; conditions often re-

ed in those early days have been carried forward to the present even though meantime the operation has been stabilized, the staff is under civil service, and working conditions have been improved.

"Furthermore, organized employee groups have been able to strengthen their position and widen their influence in the confused and fluctuating administrative setting that has existed in

recent years.
"The status of unions of public employees is a matter which goes beyond the scope of public welfare administration, but, nevertheless, cannot be ignored. It is incompa-tible with sound public welfare

groups is described as "almost charged with supervisory functions without parallel." The report says belong to the same unions as their on this point:

subordinates. It is equally clear that efforts on the part of union organizations of welfare employees to dictate or obstruct policies of a welfare department, similar to those disclosed at the public and private hearings of the inquiry, should be firmly discountenanced."

Who Did the Work. The report goes into the tech-nique of welfare administration and thus covers many aspects besids employee activities and rela-tions. A "breakdown" in the de-partment is charged, "but may not be attributed primarily to shortage of staff or staff turn-

The report was made by the State Board of Social Welfare, Henry Root Stern, Chairman; Neil D. Callanan, Vice-chairman. The other members are Paxton Blair, The Gertrude S. Brooks, Samuel D. Magavern, William O. Riordan, Ruth L. Roberts, Frederick W. Stein, Harry G. Stutz, Dr. Joseph Todd, Dr. Bettina Warburg, Laura M. Whitfield and Herbert A. Wolff. The Special Committee on NYC consisted of Mr. Blair, Chairman, and Messrs. Riordan and Wolff

The Staff of Inquiry consisted of Victor J. Herwitz, Special Counsel; George Trosk, Associate Counsel; Joel Earnest, Special Assistant ant, Abraham Poretz, Assistant Counsel; and a State Department of Social Welfare staff assigned to inquiry: Margaret Barnard, Grace Chamberlin, Esther Clark, George Clarke, Helen Coope, Mary Debott Margaret Dowd, Irene Dwyer Marion Farren, Roland Guild, Elizabeth Hammett, Catherine Hens-ler, Constance McDermott, Clara Polly Monarch, Margaret Morris, JuliaOlden, Leilla Pasco, Bernard Shapiro and Eleanor Walsh,

NYC Elgible Lists Open to Inspection

The following official NYC eligible lists are open for inspection in The LEADER office, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall Park and just west of Broadway:

Promotion to Supervisor (Power Distribution) New York City Transit system.

Promotion to Senior Chemist,

Department of Health. Promotio nto Telephone Operator, Grade 3, Board of Transpor-tation, GA Maintenance of Way. Promotion to Telephone Opera-

tor, Grade 3, Department of Pub-lic Works.

Promotion to Inspector of Water Consumption, Grade 4, Depart-ment of Water Supply, Gas and Electricity. (New York City Divi-

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boat landing, recreation, facili-

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a substantial share of the initial investment. Nor is it fitting and proper that the City of New York occasions, shoyn yourself to be risk its capital on such a project, when essential city services for the welfare of children are under par. If it was a good investment, there are many who would be eager to put up the funds.

"One is reminded of the phrase used by the late Franklin D. Roosevelt when, in his first inaugural address, he childed those who gambled with other people's money Even though no one would reap profit were this, by some wild dream, to be successful financially, it is still, from the administration's point of view, gambling with other people's money, because it involves an expenditure of citi-zens' funds for glory that it reap-ed more by officialdom than by the man in the street.

"If business enterprises believe that this will bring in revenue to them in the form of visitors, we have no objection to their paying for it. But we do object to their paying for it. But we do object to their profiting by an expenditure of public funds that should go for school buildings, teachers' salaries, school supplies, policemen and nurses. This is the expenditure of more belonging to the

ture of money belonging to the

Funds For Schols First

many for the benefit of the few. It is privilege, and privilege has no place in New York City. "We write to you not only be-

FINAL KEY ANSWERS

The Municipal Civil Service Commission has approved as final the tentative key answers to Part of the Statistician test given on February 7.

Four modificatons were made to the tentative key for Part I of the Assistant Civil Engineer test held on January 17. These were: 13, from A to A or E; 16, from D to E; 20, from E, to B or E, and 21, from C to A.

The Dietitian tentative key for

the test taken on January 28 has been approved as final. So has the key for the Junior Statistician test given on February 7.

occasions, shoyn yourself to be true and loyal friend of the public school system. We are not un mindful of your help in the pas We look to you to do your utino to see to it that the school budge is not cut this year—and certain to make no unnecessary appropration until the schools receive what they must have for the sal of the children."

Citizens Union Protests

The blast by the United Paren Association followed condemnation of the oGlden Anniversary ce bration expenditures by the Citizens Union and by civil service er ployees last week. The Citize Union demanded that the action in spending money for the ce bration be reconsidered by Estimate Board. It was pointed that the general public had be given no opportunity to voice

sentiments on the issue.

The Uniformed Fire Office
Association voiced a widely-e
pressed sentiment of civil e
ployees in the statement that " feel the City should fill vacano and make pay raises before epending money for such no essentials as the Golden Anniv sary celebration . . . with no dication of the millions it mi eat up before it is over. The needs of the City come first!"

2,000,000-1,000,000-Or Wha

It is pointed out that in report of Budget Director Thon Patterson a claim is made t \$1,000,000 will be received fr the sale of tickets to the celeb tion, at 50c a ticket. That me 2,000,000 people would attend. Grover Whalen, in a recent ne paper statement, says that he pects 1,000,000 persons to atte "That's 100 per cent wrong." one source, and the Citizens Unit is understood, will issue and statement pointing out that n of the estimates is being arrive realistically, and the prospects huge money losses to the City

In Prevailing Rate Cases Attorney Harold Baer, of Baer and Gallin, announced that he would appeal to the Appellate Division from the decision by Supreme Court Justice James B. M. McNelly helding that ware agreed. ments, because of steadiness of employment and other benefits, while others oppose them, because

Agreements Are Held Legal

McNally, holding that wage agreements made by the City with employees covered by the prevailing rate law (Section 220 of the Labor law), were legal. Mr. Baer represents the Evadan Realty Corporation, which maintains that the agreements are illegal. The case went to the Court of

Appeals once before and that court held that issues of fact had to be decided before questions of law could be determined, so the trial before Justice McNally re-sulted. The corporation is ready to carry the case to the Court of

Appeals again. Meanwhile, a report was circu-lated that the City does not intend to enter into any more wage agreements with employees who come under Section 220. The emagreements with employees who tracts, as they are also called, tend come under Section 220. The em- to oust the Comptroller of his ployees themselves, totalling some jurisdiction in such cases.

of less total pay received and also because they don't like disputed legal questions that tend to reduce

the power of unions.

Four titles are at stake in the present case: General Mechanic, Motor Grader Operator, Black-smith and Blacksmith's Helper. would be But all agreements

affected. Comptroller Lazarus Joseph is opposed to the agreements. Budget Director Thomas J. Patterson favors them. They were originated in the previous City administra tion. If the agreements are held illegal, the Comptroller would determine just what is the prevailing rate and the City would pay that. Hence agreements, or con-

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Traic, D.D. Price of book, \$2.75.

Thurs., April 1 (7:30-10 P. M).—"INTRODUCTORY AND ADVANCED BOOK.

KEELING AND ACCOUNTING COURSE" by A. H. Rosenkampff and W. C. Wallace, Price of book (2 volumes), \$5.00.

Thurs., April 2 (7:30-10 P. M.—"FRACTICAL MATHEMATICS" by G. M. Hobbs.

J. McKinney, and J. R. Dalzell, Price of book, \$2.75.

L. April 3 (2-4) P. M.—"IDEAL MARRIAGE" by Th. H. Van de Velde, Price of book, \$7.50.

5. Mon., April 5 (2-4 P. M.) — "ETIQUETTE AND GOOD MANNERS" by Emily Post. Price of book, \$5.00.

6. Thurs., April 13 (7:30-10 P. M.) — "CIVIL SERVICE BOOKKEEPER EXAMINA."
TION TESTS AND REVIEW." Price of book, \$2.00.
7. Fri., May 14 (7:30-10 P. M.) — "CIVIL SERVICE FIREMAN (FIRE DEPT.)
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