

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XI—No. 46

Tuesday, July 25, 1950

Price Five Cents

Senior Clerk Jobs Pay \$48; Apply Now

See Page 8

INVESTIGATOR JOBS OPENED BY N. Y. STATE: PAY UP TO \$5100

See Page 8

THE NYC EMPLOYEE

Timetable on Way for Cut in Provisionals

THE NYC Civil Service Commission is studying its latest report on the number of provisionals to break down the listing into several categories, principally actual provisionals and nominal provisionals. On the basis of the categorical listing the Commission expects to issue a tentative timetable for

(Continued on page 15)

NYC Workers To Ask for General Raise

A drive for a general increase in pay for NYC employees was voted by the Government and Civic Employees Organizing Committee, CIO. A conference with Mayor William O'Dwyer has been requested.

The NYC locals of the group have formed a Joint Board.

'Assn. Study Backs State Pay Increase

ALBANY, July 24 — The Civil Service Employees Association's study of salary conditions in State service has piled up convincing evidence of the need for pay increases.

A drive for upward revision of pay scales is regarded as necessary when the State Legislature convenes in January.

The study is being conducted by the Association's Salary Com-

What Positions U. S. Will Fill, and How, In 150,000 Hiring

An increase of approximately 150,000 Federal jobs, with about 10,000 in New York and New Jersey, at the moment is the best prediction for the next several months, according to top officials with whom The LEADER has been in constant touch since the opening of the fighting in Korea.

Working on the hope that the war will be contained in Korea and that hostilities will end within a year, officials are making plans to man the agencies of production and control that will be needed to carry on the partial mobilization foreseen by President Truman. While details are not yet available, it is expected that most of the early expansion will be in the field, at naval establishments and arsenals, rather than in Washington, and less in New York

or the metropolitan centers than elsewhere.

Experience from the last war tells us, though, that no matter what form the expansion takes, openings will exist for Clerks, Typists, Stenographers, Lawyers, Statisticians, Guards, Investigators, Purchasing Agents, Bookkeepers, Accountants, Auditors, Messengers, Custodians, Telephone

Hubbard 'Sizing Up' Task

ALBANY, July 24—The newly-created State Personnel Relations Board is not yet functioning. Allen Skinner Hubbard, Jr., who has been appointed by Governor Dewey to direct the program, is moving slowly, "getting ideas, seeing people, sizing up the extent of the task."

A rotating panel from which Mr. Hubbard's colleagues on the Board will come has not yet been chosen by the Governor.

Mr. Hubbard is currently ensconced in a temporary office in the State Civil Service Commission.

On Wednesday, July 26, there will be an informal meeting between Mr. Hubbard, Charles Campbell, administration director of the Civil Service Commission, Dr. Frank L. Tolman, president of the Civil Service Association, and John T. DeGraff, counsel to the Association.

Operators, Information Specialists, Photographers and Inspectors.

Already certain mechanisms are being made ready. Section 2.144 (H) of the regulations of the United States Civil Service Commission provides for emergency hiring; under this section, a department may sign an agreement with the Commission so that the Commission will release its hiring rules. Already such an agreement has been reached with the Army, Navy and Air Force.

In hiring for Federal jobs, four steps will be taken:

- (1) The reinstatement - reserve lists will be used, with jobs offered to those who lost their previous Federal jobs in reduction-in-force.
 - (2) Eligible lists will be used.
 - (3) Non-competitive hiring will be allowed, with the department doing the hiring with the assist-
- (Continued on page 8)

The Job MARKET

This department, begun in last week's LEADER, deals with public and private jobs, and is a weekly feature.

By MORTON YARMON

A PREVIEW of the pattern to be followed in future hiring for defense jobs came last week. Over the week-end all civilian components of the Ninth Air Force at Langley Air Base, Virginia, were transferred to the control of the First Air Force at Mitchel Field, L. I. The shift meant that 42,000 more reserve officers and 35,000 more enlisted men would be serviced at Mitchel Field. An immediate call went out for about 200 employees, mainly typists. By Wednesday the order was filled, but the combined efforts of the U. S. Civil Service Commission, the State Employment Service, and local radio stations had to be called out. The Civil Service Commission gave local names from appropriate lists.

A SMALL portion of the Mitchel Field work will be transferred within the next few weeks to St-

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YOUR PENSION

New U. S. Law Raises Pensions

ABOUT 160,000 retired U. S. employees will benefit from a pension law signed by President Truman.

Those benefiting retired prior to April 1, 1948. It is expected that they will gain an average cash value of \$1,000.

The three groups benefited are:
1. Those who took a \$300 increase in pension as of the 1948 date may now name husband or wife, but nobody else, as a sur-

vivor beneficiary at \$50 a month pension.

2. About 23,000 pensioners will receive a \$300 increase in pensions or \$300, whichever is smaller. The effective date is September 1 next and the first checks to reflect this increase will be sent out in October.

3. As to Federal pensioners who retired prior to the 1948 date and have died, their widows and wid-

(Continued on page 6)

Patrolman Exam Ends Aug. 14

The NYC Patrolman physical test is expected to be completed on Monday, August 14.

The number of failures at Van Cortlandt Park is still running about 11 per cent, the same as reported in The LEADER last week. This is about 1 per cent higher than in previous Patrolman physical exams.

The end of the physicals will wind up the entire exam.

The eligible list is expected to be ready before the end of the year but not made official for appointments until the present eligible list is exhausted. There are about 1,000 names on the present list and 500 more Patrolman appointments are expected as "Christmas presents," effective January 1.

One candidate, Howard Hundgen, although he had a fractured ankle, passed the physical with 94.5 per cent and went to a hospital.

NYC Career-Salary Survey Receives Final Approval; Modernized Job Setup Expected as Result of \$240,000 Study

By MAXWELL LEHMAN

A career and salary plan is about to become a reality in NYC.

Subject of much controversy, often delayed and postponed, praised by Mayor O'Dwyer as a key to improved government operation, the plan received approval — in the form of a \$240,000 appropriation — from the Board of Estimate

on Thursday, July 20. The study will be conducted by

Exam Study Books

Study books for Social Investigator, Clerk, Typist, Steno, File Clerk, Investigator and other popular exams are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement p. 15.

Griffenhagen & Associates who are management consultants, who have performed such services over the past 40 years, and who are sometimes credited with having originated the modern technique known as "position classification."

Magnitude of the Task

An official statement of the task involved was released by the office of City Comptroller Lazarus Joseph: "The purpose of the career and salary plan study is to determine the actual duties and qualification requirements of the positions in the City service, to

group together under uniform descriptive titles those which are essentially similar, to define each category of like positions, to establish appropriate standards of experience and training for filling them, and to recommend equitable salary schedules for all such categories. Positions and not individuals are to be classified."

No Salaries to Be Cut

Mayor O'Dwyer repeated, with the additional substantiation of Comptroller Joseph, a statement which had been made when the

(Continued on page 14)

STATE AND COUNTY NEWS

State Forums Will Explain Age-55 Law to Employees

By H. J. BERNARD
ALBANY, July 24.—The State Retirement System will bring the new age-55 retirement law right to the members of the System themselves through question-and-answer forums.

The first sessions will be held on Friday, August 4 at 80 Centre Street, NYC, when Deputy Comptroller H. Eliot Kaplan will discuss the new law and answer questions at 9:30 A.M. and 3:30 P.M.

State employees will be granted time off to attend one session, if their request is approved by their personnel officer.

The meeting for employees in the NYC area is expected to attract a large number of State employees.

The sessions will be held in Room 659.

Similar "further exposition" session will be held for employees in the Albany area at a date not yet decided, but which is expected to be after August 4.

"The object is to reach as many members of the System as possible," explained Deputy Comptroller Kaplan.

Prompt Action Asked

The Retirement System advises all of its members who are thinking about switching over to the new age-55 plan to declare their intention at once.

Although the deadline for applying is December 31 next, the Retirement System warns that those who delay may do so to their disadvantage, whereas nobody who declares his intention early stands to lose anything.

The System fears that there will be thousands of applicants jamming its facilities toward the end and points out that those who apply now will receive prompt service, as to reports on rates, nominal deficiencies and the like.

Arrears Bother Some

One of the points that has proved confusing to a considerable

number of members of the System concerns those very deficiencies or arrears. The members want to know why a deficiency arises and whether it constitutes some unexpected obligation on their part. The System will devote considerable effort to clearing up all points, including a detailed analysis of the deficiency situation.

The so-called deficiency does not represent any debt but arises from arrears in the annuity account compared to the employer-paid pension benefit and is therefore a comparison and not an employee liability.

Why Switch Is a Gain

The new law gives an added pension advantage of 16 2/3 per cent, since it makes possible, though doesn't assure, retirement at age 55 at half pay after 30 years of service, instead of at age 60 after 35 years of service, and at about the same pension after the shorter period that was previously granted after the longer one. That alone makes the switch from any other plan to the new age-55 plan advantageous to all members.

New employees, making their selection, should also accept the new age-55 plan, for the same reason.

The half-pay goal, for 30 years of service, is achieved if, and only if, the annuity account is large enough to purchase an annuity equal to the pension. Since the pension, wholly paid by the employer, is based on quarter pay, the employee, through his contributions to his annuity account, naturally would have to make up the other quarter to achieve half pay. So it's a question of how much will he, or can he, do for himself? The employer is out of this part of the picture.

Crux of Deficiency

The pension is based on the average of five consecutive years of salary. Naturally the best five years are selected, normally the

most recent ones, since pay rose during those years. Multiply this average by 1/120, the pension fraction, and multiply by the number of years of member-service. The result is the pension figure. The pension therefore is fixed by law.

But the annuity is not fixed by law. It depends on the size of the member's own annuity account. His rate contribution may have been set when his salary was low, and besides his salary was much lower in the earlier years than it is now, so he has been paying a low rate and against low pay, whereas the pension, relatively speaking, is based on a 1/120 rate charged the employer and higher pay. It can be seen that the pension will outstrip the annuity benefits, unless the employee has made or will make up the difference. It is this difference that constitutes the deficiency, or arrears, not a debt, not an obligation, and not a charge against the employee, but rather an opportunity, since there is a limit to how much annuity a member may buy and this extends the limit.

The only exception to the non-obligatory feature is that, as a minimum, a token payment of 1 per cent of salary must be made by the member who comes under the new plan and has arrears to make up. Whether he actually makes up all of them, after having started, or does no more than contribute the 1 per cent toward arrears, does not reduce in anyway his right to the increased pension benefit provided by the State or local government. The member gets that increased pension benefit just the same.

To the extent that the member fails to make up the arrears completely, assuming he has bought no additional annuity, he fails to achieve half pay at age 55 after 30 years of service. On the other hand, even if arrears are not made up in full, the employee, if he stays on long enough after age 55, may build up his annuity from future pay, and thus retire at half pay, or even more, although at an age higher than 55.

Advisability Not Affected

The age-55 plan requires an increased contribution of about 50 per cent for the future, for those who switch from the "normal" age-60 to the new age-55 plan, and, besides the token 1 per cent toward any arrears, but that is the extent of the requirement. Making up arrears in full and buying additional annuity at 50 per cent of the "normal" rate—no more, no less—are the only other ways of swelling the annuity. The whole annuity problem is only a question of how much the member can afford to put into his annuity account, not whether it's advisable to choose the benefits of the new law.

Eligibles

Open-Competitive

EMPLOYMENT ASSISTANT FOR THE BLIND (TYPE A)

Commission for the Blind, Dept. of Social Welfare
Held 2-18-50
Established 6-29-50
Disabled Veteran

- 1. Harris, E., Tonawanda 81100
Non-Disabled Veterans
- 2. Weidler, M., NYC 83500
- 3. Zwiebach, M., Bronx 83000
- 4. Rosenberg, M., Bklyn 81800
- 5. Paine, R., Mt. Vernon 81200
- 6. Dickey, J., LI City 80600
- 7. Schneider, T., Bklyn 79100
- 8. Goldes, H., Bronx 78700
- 9. Warnke, W., West Falls 78000
- 10. Rosnick, I., Bronx 77800
- 11. Damico, R., Bronx 77500
Non-Veterans
- 12. Littenberg, S., Bklyn 80200
- 13. Harrer, J., Orient 85000
- 14. Geffner, H., Bronx 82700
- 15. Dinkin, S., Bklyn 81100
- 16. Schimmel, E., NYC 81100
- 17. Cohen, C., Kew Gardens 81100
- 18. Janowicz, A., Bklyn 80100
- 19. Meyer, M., L. City 80500
- 20. Sacks, M., Jackson Hts 79900
- 21. O'Reilly, J., Utica 79800
- 22. Moss, B., Bronx 79200
- 23. Leshin, H., Bklyn 70000
- 24. Wlodarsky, P., Bklyn 75000

CIVIL SERVICE LEADER

Published every Tuesday by CIVIL SERVICE LEADER, Inc. 97 Duane St., New York 7, N. Y. 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. Members of Audit Bureau of Circulations.

Subscription Price \$2 Per Year Individual Copies 5c

Titles of 27 Lists Established by State

ALBANY, July 24 — The titles of 27 eligible lists established between June 15 and July 14 were listed by Charles L. Campbell, Administrative Director, State Civil Service Department, in a notice to all State appointing officers. Ten of the lists are open-competitive, 17 promotion.

The lists are issued monthly.

"You are requested," wrote Mr. Campbell, "to keep these listings so that you may have information as to what lists are available in this office. If you have a vacancy to fill in any of these positions will you please send a written request for certification to the Certification Division, before nominating persons for provisional appointment? Your attention is called to the fact that some of these lists may be deemed appropriate for filling positions under other titles, but similar duties."

The latest list follows, with title, date of establishment and number of eligibles:

Open-Competitive

Title	Estab.	On List
Assistant Director of Labor, Research & Statistics, Labor	7-7	5
Associate Librarian (Legislative Reference), Education	7-7	2
Chief, Bur. Occup. Ext. & Industrial Service, Education	6-27	2
District Game Manager, Conservation	7-14	3
Employment Assistant for the Blind (Type A), Social Welfare	6-29	24
Prin. Public Health Physician (Cancer Control), Health	6-26	1
Purchase Specifications Writer, Standards & Purchase	6-28	3
Senior Sanitary Chemist, Laboratories & Research, Health	7-14	2
Senior X-Ray Technician, State Departments	7-7	21
Terminal & Grain Elevator Supervisor, Public Works	7-14	1

Promotion

Title	Estab.	On List
Assistant Superintendent of Tree Nurseries, Conservation	7-14	1
District Game Manager, Conservation	7-14	4
Associate Education Supervisor (Agricultural Education), Education	6-26	1
Chief, Bureau of Instructional Supervision (Secondary Ed.), Education	6-26	1
Director of Secondary Education, Education	6-28	1
Jr. Librarian (Catalog), State Library, Education	7-7	3
Bacteriologist, Tuberculosis Hospitals, Health	6-16	4
Supervising Public Health Dental Hygienist, Div. Medical Service, Health	7-7	1
Principal Stenographer, Rome State School - Standards & Purchase, Health	7-7	5
Purchase Specifications Writer, State Insurance Fund, Health	6-28	3
Senior Clerk (Billing), Health	7-7	20
Senior Clerk (Collection), Health	7-11	13
Senior Clerk (Safety), Health	6-28	7
Senior Stenographer (Medical), Health	6-26	1
Sr. Office Machine Operator (Bookkeeping), Albany Office, Taxation & Finance	6-26	1
Principal Stenographer, Youth Commission, Taxation & Finance	6-16	2
Principal Office Machine Operator (Tabulator-IBM), Interdepartmental	6-23	21

Eligible lists previously issued by the State Civil Service Department and the number of eligibles follow:

State Open-Competitive

- Senior Education Supervisor (Business Education), Dept. of Education, 24.
- Assistant Milk Sanitarian, Department of Health, 38.
- Milk Inspector, Department of Health, 90.
- Museum Exhibits Designer, Department of Education, 30.
- Senior Publicity Agent (Radio), State Departments, 26.

State Promotion

- Motor Vehicle Referee, Department of Taxation and Finance, 3.

County Promotion

- Senior Library Clerk, Village of Bronxville, Westchester County, 2.
- Senior Case Worker (CWS) Erie County, 2.
- Social Case Supervisor, Erie County, 0.
- Intermediate Stenographer, Westchester County, 7.
- Superintendent of Maintenance and Construction, Chautauqua County, 1.

County Open-Competitive

- Junior Clerk, Westchester County, 112.
- Junior Stenographer, Westchester County, 73.
- Junior Typist, Westchester County, 11.
- Library Clerk, Larchmont Public Library, Westchester County, 4.
- Senior Library Clerk, Village of Tarrytown, Westchester County, 2.

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Intermediate Stenographer, Westchester County, 69.

Street and Water Superintendent, Hamilton County, Village of Speculator, 0.

Village Street Superintendent, Essex County, Village of Elizabethtown, 1.

Recreation Director, Westchester County, Village of Mt. Kisco, 4.

Village Street Superintendent, Village of Lake Placid, Essex County, 3.

Recreation Director (Part time), Village of Pleasantville, Westchester County, 0.

County Promotion

Milk Inspector, Westchester County, 2.

Assistant Supervisor of Case Work (Foster Homes), Westchester County, 0.

Intermediate Social Case Worker (Foster Homes), Westchester County, 1.

Senior Social Case Workers (Foster Homes), Westchester County, 5.

Social Case Supervisor, Unit CWS, Erie County, 0.

Social Case Supervisor, C.W.S., Erie County, 0.

Senior Case Workers, C.W., Erie County, 2.

County Open-Competitive

Milk Inspector, Erie County, 22.

Case Supervisor, Grade B, Tompkins County, 1.

Assistant Supervisor of Case Work (Foster Homes), Westchester County, 10.

Intermediate Social Case Worker (Foster Homes), Westchester County, 21.

Senior Social Case Worker (Foster Homes), Westchester County, 18.

Office Appliance Repairman, \$2,450 to \$3,400. Announcement 105.

Operating Engineer, \$2,900 to \$3,400. Announcement 35.

Organization and Methods Examiner, \$3,825 to \$6,400. Announcement 21.

Park Ranger, \$3,100. Announcement 179.

Patent Adviser, \$3,825 to \$6,400. Announcement 195.

Photographer, \$2,200 and \$2,450. Announcement 176.

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STATE AND COUNTY NEWS

New Laws Urged to Protect Men Entering Armed Forces From Civil Service Positions

ALBANY, July 24—Full protection for public employees who are called for military service in the Korean situation:

This is the essence of a directive issued last week by Governor Thomas E. Dewey (and described in *The LEADER* for Tuesday, July 18.). The Civil Service Employees Association announces that it will sponsor the necessary legislation at the next session of the Legislature to amend the law covering war service (it's section 246 of the Military Law). It was the Association which originally sponsored this section when it was enacted in 1941. The term "military duty" was extremely broad when enacted, covering substantially all types of military service, including the draftees and reserve forces who had entered service prior to July 1, 1940.

Law Changed in 1946
In 1946, however, the definition of military service was changed by adding these words:

"Notwithstanding the foregoing provisions of this paragraph, the term 'military duty' shall not include any of the foregoing services entered upon voluntarily on or after January first, nineteen hundred forty-seven."

More Changes Needed
In order to protect the status of the reserve forces, it will be necessary to amend this paragraph and probably a number of other provisions of the Military Law. In the meantime, pending enactment of appropriate legislation, the Governor's directive will, for all practical purposes, protect the civil

service status of employees in this category. Other problems, such as pay differentials, pension protections, and additional benefits afforded by the law during World War II will doubtless require amendment and renewal.

Dewey's Directive
The full text of Governor Dewey's directive, dated July 16, appears below:

"Under present provisions of law, permanent public employees who are drafted into the Armed Forces of the United States are entitled to military leaves of absence and to other rights and benefits granted by Section 246 of the Military Law. Public employees who, as members of the National Guard, Naval Militia or a reserve force, are ordered to military duty, with their prior consent, are entitled to leaves of absence with full pay for a period not to exceed thirty days in any calendar year, but are not entitled to military leaves of absence, as a matter of right, for any period of military duty beyond thirty days. Permanent public employees who enlist are not entitled to military leaves of absence.

"Rule XVI (la) of the Rules for the Classified Civil Service authorizes appointing officers, in their discretion, to grant to permanent State employees ordinary leaves of absence without pay for periods not to exceed one year. Inasmuch as this rule provides that time spent in military service shall not be considered in computing the one year period during which a person may be reinstated after the

commencement of a leave of absence without pay, an employee granted such a leave to enter military service would be assured of eligibility for reinstatement upon the termination of his military duty, notwithstanding the fact that such military duty extended beyond one year.

"In view of the Korean conflict which has resulted in an urgent call for volunteers to accomplish the rapid expansion of our Armed Forces, and in the interests of national security, in order to avoid deterring young men in the State service from enlisting or volunteering for military duty during the present crisis, I hereby direct that all State appointing officers grant a one year leave of absence (pursuant to Rule XVI-la) to State employees in the classified service who have permanent tenure of indefinite duration and protection against removal under Section 22 of the Civil Service Law and who, on or after June 24, 1950 (i.e. the commencement of the Korean conflict) enlist or volunteer for military duty in the Armed Forces, except where such a leave of absence would result in the curtailment or interruption of vital health, welfare and police service."

Dr. Tolman's Column Earns Wide Acclaim

The regular weekly column written by Dr. Frank L. Tolman in The LEADER is a widely-read, widely-admired feature.

Two letters which arrived during a single week indicate the strong influence of that column in many circles, both in and outside of government.

The first of the letters is from the Superintendent of a State Agricultural and Industrial School; the second from an officer of the Civil Service Reform Association.

The letters follow:
My dear Mr. Tolman:
I would like you to know the pleasure with which I read your editorial in the current issue of *The Civil Service LEADER*.

In almost fifteen years of service in New York State, I think this is the first (it certainly is the clearest) and most balanced statement of the various responsibilities of civil service employees that I have seen.

I hope that your words will make a deep impression on the membership.

CLINTON W. ARESON,
Superintendent,
State Agricultural and
Industrial School,
Industry, N. Y.

Dear Dr. Tolman:
Your columns, "The Public Employee," in *The Civil Service LEADER*, are always worthy of careful reading; but the one in the issue of July 11 on "Democracy and Civil Service" is so outstanding that I wish everyone interested in any way in the civil service could have an opportunity to see it.

Nowadays, when the protective, selfish aspects of civil service employment—and private employment, too, for that matter—are so much emphasized, it is heartening to know that there is one public employee organization which has leadership wise enough to put the finger on the one thing most necessary to enable our civil service to keep pace with the demands upon it—the education and training of every employee through his entire work life.

I hope that all of us who share an abiding concern for civil service progress may work together to bring about the creation of new opportunities, greater individual initiative, humanization and liberalization of public employment which you call for.

HELEN C. DRUMMOND
Assistant Director,
Civil Service Reform
Association



The Public Employee

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

FULL VETERAN STATUS FOR PUBLIC EMPLOYEES IN MILITARY SERVICE

THE ASSOCIATION has been the chief champion and defender of the war veteran on the principle that public employees should lose nothing but should gain much in civil service employment because of military service to the nation. The Association was the chief architect of the provisions in the military law which preserved all the civil service rights and privileges to public employees in substantially all kinds of military service.

The Association was not responsible for the curtailment of the law in 1946 which limited the effect of the law to service before the year 1947.

The Association fully endorses and applauds the action taken by the Governor authorizing a year's leave of absence for volunteers who serve in the armed service. This will, we believe, mean differential pay or a guaranteed total wage equal to his regular salary, as soon as the necessary legislation can be passed. Legislation probably will also be required to suspend or modify certain civil service laws and rules relating to pay, leave, increments, promotions, examinations, reinstatement, etc.

It may also be necessary to redefine some outworn terms such as "state of war" and "military service" to include the present resistance to armed aggression in Korea as military service, to make provisions for enforcement of the United Nations ordinances a legal obligation of the State of New York, and to provide more definitely for war service under the flag of the United Nations.

See Unity on Protection

I am hopeful that the present undeclared war will not set the world on fire but I hold that it is later than we think where our lack of home defense and our undefined international obligations are concerned. I am sure that nearly all the public employees in the State are ready and anxious to contribute to the protection of their wives, their children, their neighbors and their friends whether or not they can protect their property and their homes. They will follow with deep interest the planning of General Lucius D. Clay, Lawrence Wilkinson and his staff and the various local Defense Committees. What they want, as I see it, is what the citizen in general wants. They want an answer to the question "What can I do about it?", and they want more than a stereotype answer. They ask an answer that will fit the entire present scientific and world predicament as a perfect civil service examination paper answers the many and different examination questions.

State Hospital Aides Seek Work Change

ALBANY, July 24.—At a meeting of delegates in Albany, the Association of Employees of the Department of Mental Hygiene passed resolutions on the following subjects: sick leave; retirement; endowment from life insurance with the State.
The group also resolved that minutes of Board of Directors meetings of the Civil Service Employees Association should be sent to each chapter; that action be taken by the Governor to remove "subversive groups" or individuals from State service; that representatives of State employees be permitted to speak with employees during hours of duty—this request to be made to the Mental Hygiene Commissioner.

Other actions taken by the group covered a proposed drive for increased salary; a survey to determine whether competitive status is desirable for employees now in the non-competitive class; re-allocation of maintenance men, farm group and office employees; and institution of the meal ticket system.

Represented at Albany meeting were the 11 following chapters: Brooklyn State Hospital; Craig Colony; Creedmoor State Hospital; Letchworth Village; Marcy State Hospital; Middletown State Hospital; Psychiatric Institute; Pilgrim State Hospital; Syracuse State School; Wassalc State School; Willoughbrook State School.

Hudson River Hospital Gets New Director

ALBANY, July 24.—Dr. O. A. Kilpatrick has been appointed Senior Director of Hudson River State Hospital, Poughkeepsie. The appointment was announced last week by Dr. Newton Bigelow, Commissioner of Mental Hygiene. The post was vacated in 1946 by the retirement of Dr. John R. Ross. Dr. Wirt C. Groom, Assistant Director, had been in charge at the hospital in the interim. Effective August 1, the new appointment marks a promotion for Dr. Kilpatrick from Director of Rochester State Hospital, where he has served since April 6, 1949. Dr. Benjamin Pollack, assistant at Rochester, will act as director until a successor is appointed. The position of Senior Director carries a minimum salary of \$10,900.

In Service Since 1930
Dr. Kilpatrick has been in the State hospital system since 1930, serving at Marcy, Willard, and Rockland State hospitals, and representing the Department of Mental Hygiene as medical inspector in 1946 and 1947, following wartime service as chief of the neuropsychiatric division of Walter Reed General Hospital.

LIST EXTENSION ASKED
ALBANY, JULY 24 — The State Division of Standards and Purchase has asked the Civil Service Commission to extend the promotion list for Senior Clerk. The Commission will decide this week.

EDITORIAL

Exam Progress Reports Needed

THE State Civil Service Department's discontinuance of exam progress reports six months ago because issuance of eligible lists three months after the tests would render reports unnecessary has far from justified itself. Lists containing a few names frequently do come out on schedule, but not even all of these. When lists are merely medium-sized, and certainly when they are large, the three-month goal is not nearly attained.

The idea that three months is soon enough to give a candidate any inkling of exam progress is unsound in the first place. Candidates who pin their career hopes on the results of exams have a deeper interest in the test's progress than the department seems willing to admit. Also they paid an application fee and may rightfully expect more service than they get in a Federal test for which no fee is charged. Moreover, an operating department wants its employees fast—when it needs them.

An inspection of 20 State eligible lists, both open-competitive and promotion, published in recent consecutive issues of *The LEADER*, shows a total of 111 eligibles and a mathematical total of 64.25 months between exam and issuance of the list.

Dividing the number of eligibles into the computed time gives a reasonable figure of merit. The answer is 2½ weeks per eligible. On this basis the average number of eligibles on a list coming out three months after the test would be 5.

Among 20 recent State lists issued, those out in less than four months total 14. Not one of the 14 contains more than 20 eligibles. Another list, 21 eligibles, took 7 months. Indeed one with 5 eligibles took 9½ months.

The two Staff Attendant lists for the Mental Hygiene Department were established on May 26 last. The 20 examples were charitably selected from later lists, for the two Staff Attendant ones were published not three months but eleven months after the exam. The total number of eligibles on the two lists: Institutions, 1,343; schools, 229. That is what happens when an exam of any considerable size is held. So while the vast majority of lists may be out in three months or less, they affect only a minority of candidates.

The State Civil Service Department was formerly the only one issuing progress reports. It performed the task expertly. The information was up-to-date and confined to progress prior to completion of the eligible list. Stoppage progress reports is considered by many a disservice to thousands of candidates each month, and represents a detour from the democratic process of civil service administration. The trail once blazed is now dark again.

The issuance of monthly, self-contained progress reports could be resumed by the State without delay.

STATE AND COUNTY NEWS

PUBLIC SALARY RISES SINCE APRIL, 1948 HAVE LAGGED BEHIND PRIVATE INDUSTRY

By IRVING COHEN, Research Consultant, The Civil Service Employees Association

IN APRIL 1948, State employees received their last pay adjustment. At that time, total salary adjustments for most State employees lagged from 25% to 45% below the 69% rise in living costs which had occurred since 1940. State employees were not as favorably treated as workers in private industry.

Average weekly earnings in New York State industries (the same is true for the nation) increased during the April 1940 - April 1948 period from 74% to 112% in the major divisions as follows:

Wholesale trade	74%
Retail trade	78%
Manufacturing	112%
Construction	88%

The index of weekly clerical and professional earnings in United States non-agricultural industries published by the Federal Reserve Bank of New York, the only index of its kind in the country, stood 64% above its 1939 level in April 1948. The wage-earner index in this series was 94% and the combined wage earner and clerical and professional index reached 90% above their 1939 levels in the Spring of 1948.

Fringe Benefits

What has happened to wages in private industry since the last State pay rise of April 1948?

First, it is important to emphasize that the major advances have actually been made in the so-called fringe benefits, pensions, health and accident insurance, etc. This increase is fully equal to the increase in money earnings. For example, Walter Reuther, President of the United Auto Workers, CIO, estimates that auto workers in General Motors Corporation gained 18 cents an hour from their recent contract. Only 8 cents an hour is reflected in direct hourly earnings.

The following data do not include any estimates of "fringe

Association Nominating Committee Meets

ALBANY, July 24—A meeting of the nominating committee of The Civil Service Employees Association was held in Albany on Wednesday, July 19. No announcement of the committee's deliberations was released. The group, headed by Clifford C. Shoro, is evaluating candidates for the coming Association State-wide and department-wide election.

benefits." Incidentally, the widespread growth of these benefits nullifies whatever force did exist in the argument of the "relative" advantages of government employment. (These figures refer only to money wages.)

Wholesale trade	8.7%
Retail trade	14.8%
Manufacturing	4.1%
Construction	9.3%

The indexes of weekly earnings in United States non-agricultural industries rose as follows during this same period:

Wage earners	12.3%
Clerical & Professional	10.9%

Straight Wages Up

Straight wage rates in private industry, not including the additional benefits of increased pensions, better health and accident

insurance programs, etc., have been upped at least 10% while State wages have been standing still.

Inflation Again

Now, what of the future? The Korean situation seems to have upset our delicately balanced economy and pushed forward inflationary forces. Unless checked, prices can again leap skyward and leave fixed incomes trailing sadly behind. State employees would find themselves in the position of having fended off the effects of a new inflationary spiral before they even obtained parity in the old.

GATZ NAMED TO HIGH POST IN STATE LIQUOR AUTHORITY

Deputy Commissioner George W. Gatz, head of the Bureau of Licenses for the Metropolitan New York area, was named Chief Executive Officer of the State Liquor Authority with headquarters at Albany. He succeeds Harold S. Smith.

SLA AIDE TAKES COURSE

Patrick J. Gleason, public relations aide, State Liquor Authority, is attending the eighth annual session of the Yale School of Alcohol Studies, which ends on August 4. Chairman John F. O'Connell said this doesn't mean that the SLA is assuming any new responsibilities but always explores phases beyond the limits of the Alcoholic Beverage Control Law.

CANDIDATE DIFFERS WITH CAMPBELL ON DPUI TESTS

Editor, The LEADER:

I was a candidate in the recent combined DPUI tests—15 questions. Most questions were of a subjective nature, calling for opinions.

The general tenor of the average questions was about like this, as your reporter stated:

(Q) Assume that you are an employment interviewer. An unemployed person comes to you for assistance. He uses a great many words in describing the circumstances of his predicament.

Answer 1. Would you permit him to tell you his story in complete detail?

Answer 2. Would you compel him to listen to you in complete detail?

Answer 3. Would you require him to be brief?

Answer 4. Would you be abrupt with him?

Answer 5. Would you tell him that you just simply have no time to listen?

The candidates, after reading requirements in the official announcement that indicated otherwise, were confronted with a large number of questions on employment techniques of about this degree of difficulty:

(Q) You are an employment interviewer with a job to give. It calls for a person to keep a set of bookkeeping books, write checks, prepare financial statements and do other related chores, in a small business. You have for considera-

tion these applicants; which one is most qualified:

Answer 1. Sadie Schwartz, 30, High school graduate. Studied bookkeeping in high school.

Answer 2. Milton Cohn, 28, Business school graduate. Kept all records in his father's bakery.

Answer 3. Aristide Baccigalupo, 24, Two years high school. In charge of three financial clerks; operates all business machines; keeps a full set of books; five years' experience.

Answer 4. John Jones, 36, College graduate; accountant; six years' full charge bookkeeper in large corporation.

Answer 5. Schuyler Van Rensselaer, CPA, age 30.

The majority of questions called for opinions. Who can say whose opinion was right, the candidate's or the Civil Service Commission's, if they differed? These particular questions were not based on specific sections of the Unemployment Insurance Law nor on the Official Interpretations. I am thoroughly familiar with both these non-voluminous documents.

Charles L. Campbell, Administrative Director of the State Commission, says that every question was based on a specific section of the law or on an Appeal Board decision. Why not make public the test questions and cite the sections of the law and the decisions of the Appeal Board? Why aren't State test questions and key answers made public? Does a candidate now have any real opportunity to protest the key answers?

The NYC Commission permits the candidates to take test papers away with them and publishes key answers, so that candidates can intelligently protest.

In the combination test under discussion is a candidate expected to have memorized 150 questions and 750 answers, too?

DPUI CANDIDATE

Eligible List Issued by State

COUNTY		SENIOR INSPECTOR, GRADE 23							
Open-Competitive INSTRUMENTMAN, GRADE 12 Department of Public Works, Nassau County Established July 7 Non-Disabled Veterans 1. Moller, E., Floral Park 84.45 2. Nordinger, R., Levittown 84.10 3. Marsteller, R., New Hyde Park 83.05 4. Eckenberg, W., Valley Stream 79.99 5. Bigbie, W., Roosevelt 79.85 6. Riemenschneider, Jr., L., Lynbrook 79.20 7. Petrucciello, J., Glen Head 78.60 Non-Veterans 8. Porter, W., Bellmore 84.90 9. Simone, A., Bethpage 84.10 10. Nastasi, J., Valley Stream 81.05 11. Heiskell, Jr., E., Manhasset 79.15 12. Synan, J., Westbury 77.80 13. Keller, R., Malverne 77.40 14. Franks, U., Westbury 75.60		Department of Public Works, Nassau County Established July 7 Disabled Veterans 1. Lavery, J., West Hempstead 88.190 2. Gillen, J., Baldwin 77.565 Non-Disabled Veterans 3. Gillespie, R., Bethpage 81.065 4. Howland, B., East Rockaway 87.315 5. Dolan, A., Roosevelt 85.065 6. Denny, Jr., Hicksville 84.500 Non-Veterans 7. Milner, D., Freeport 80.190 8. Grella, M., Hempstead 87.625 9. Miller, H., Baldwin 87.440 10. Ellis, G., Bellmore 84.125 11. Carousso, G., Lynbrook 82.125 12. Demarest, A., Mineola 79.625							
		COUNTY		SR. LIBRARY CLERK (PART TIME)					
		IRVING PUBLIC LIBRARY, Westchester County Held 5-27-50 Established 6-26-50 1. Robertson, M., Irvington 88840 SENIOR ENGINEERING AIDE Dept. of Public Works Westchester County Non-Disabled Veterans 1. Taylor, W. S., Salem 81500 2. Marrone, G. M., Vernon 81000 3. Hiscock, J., Yonkers 80000 Non-Veterans 4. Leonard, J., Yonkers 80500 5. Deitz, G., Crompond 86500 6. Caraboe, G., Harrison 82500 7. Bogardus, R., Peekskill 82000 8. Nucitelli, S., Yonkers 81000 9. Silka, L., White Plains 77500		8. Orfei, F., White Plains 84320 9. Steinmuller, C., Tarrytown 83995 10. Holten, L., Scarsdale 83560 11. Harrison, R., Elmsford 83560 12. Dutton, R., Scarsdale 83375 13. Munroe, R., Dobbs Fry 83250 14. Vandorn, S., Hartsdale 83095 15. Tenzo, W., Tuckahoe 82750 16. Eichhorn, E., Thornwood 82545 17. Woodruff, M., Mamaroneck 82080 18. Kostelny, S., N Tarrytown 81925 19. Mead, G., Tuckahoe 81880 20. Winstanley, W., Hastings 81815 21. Agnessano, E., Larchmont 81805 22. Edwards, J., N Pelham 81605 23. DePolco, E., Mamaroneck 81080 24. Bennett, G., Harrison 81035 25. Hart, P., Larchmont 81030 26. Lifriery, A., Greenburgh 80770 27. Tanucci, A., Pt. Chester 80740 28. Scopes, T., Ossining 80650 29. Staiti, F., Pt. Chester 80430 30. Coleman, J., Hartsdale 80420 31. Fioriello, F., Tuckahoe 80275 32. Cole, R., Tarrytown 80255 33. Ricci, J., Tarrytown 80185 34. Vallee, C., Mamaroneck 79975 35. Burke, W., Hastings 79755 36. Wesley, F., Mt. Kisco 79745 37. Lander, J., White Plains 79695 38. Yancy, J., Tuckahoe 79680 39. Krobetsky, W., Pt. Chester 79595 40. Schippa, J., Ossining 79480 41. Veria, R., Ossining 79285 42. Gorski, Z., Pt. Chester 79230 43. Robinson, D., N Tarrytown 79195 44. Welsh, J., N Rochelle 78820 45. Wendigast, J., Mamaroneck 78770 46. Meszars, J., Tarrytown 78700 47. Barry, J., Mamaroneck 78700 48. Celestino, W., Tuckahoe 78555 49. Jentzsch, W., Irvington 77910 50. Madry, J., Tarrytown 77820 51. Pankovio, J., Tarrytown 77720 52. Zastenchik, E., N Tarrytown 77085 53. Sfamurri, L., Ossining 77010 Non-Veterans 54. Jewell, F., Tarrytown 83870 55. Gaynor, J., Pelham Mnr. 83170 56. McHenry, W., Route 9A 80055 57. Stevens, W., Hastings 79825 58. Gorey, J., Dobbs Ferry 79345 59. Casey, J., Bronxville 78725 60. Lombardi, A., N Tarrytown 78545 61. Hunter, D., Chappaqua 78535 62. Nuzzo, P., Scarsdale 78305 63. Rainbow, E., E White Pl. 78180 64. Halley, C., Mamaroneck 77675 65. Helliwig, P., Pelham 77345 66. Solataroff, W., Thornwood 76310					
				COUNTY		JUNIOR BUDGET EXAMINER			
				Westchester County Held 3-4-50 Established 6-26-50 Non-Veterans 1. Goldman, P., Bklyn 88732 2. Birmingham, W., L I City 81932 3. Jones, J., Rochester 80200		1. Wildnauer, J. 83542 DENTAL HYGIENIST Dept. of Health Erie County Non-Veterans 1. Shreenan, M., Buffalo 75400 2. Hammerl, A., Buffalo 75000			
						COUNTY		PURCHASE SPECIFICATIONS WRITER	
						Div. of Standards & Purchase Executive Department Held 3-4-50 Established 6-26-50 Non-Veterans 1. Greenstein, I., Albany 87420 2. McCabe, L., Albany 85344 3. Lathrop, M., Albany 85008 4. Radecki, W., Buffalo 89500 5. White, W., Buffalo 86000 6. Smith, D., Buffalo 83500 7. Sheely, T., Buffalo 83000 8. Hawkins, E., Buffalo 83000 9. Truesdell, R., Buffalo 80500 10. Scudder, J., Alden 79500 11. Mahoney, J., Buffalo 77600		PROMOTION PURCHASE SPECIFICATIONS WRITER (Prom.), Division of Standards and Purchase, Executive Department Held 3-4-50 Established 6-26-50 Non-Veterans	

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STATE AND COUNTY NEWS

Activities of Association Chapters

Public Service, Albany

THE FIRST ANNUAL picnic of the Public Service Commission was held July 12 at the Crooked Lake Hotel, about eighteen miles from Albany.

Chairman Benjamin F. Feinberg excused those attending the picnic at 1:30.

In the afternoon various sports were participated in by some and enjoyed by all including soft-ball, swimming, darts, archery, croquet and cards and also a treasure hunt. John Burns of the Accounting Division was one of the stars in the soft-ball game.

A picnic supper was served in the large dining room after which dancing was the order of the evening.

One and all reported an enjoyable time and were in favor of repeating at another time.

The social committee who had charge of the event consisted of Mrs. Laura Lippman, chairman; Mabel F. Perkins, Adelaide Kelly, Arthur Becker and Thomas F. Walsh.

President Horatio O. Baker was unable to be present as he was on vacation at his summer camp

BEECHHURST, L. I.

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LEGAL NOTICE

SUPREME COURT NEW YORK COUNTY. OTTO BROCKMEIER, plaintiff, against PAULA BROCKMEIER, defendant. Plaintiff resides in New York County. Plaintiff designates New York County as place of trial. Action for Absolute Divorce. TO THE ABOVE NAMED DEFENDANT: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney within 20 days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated July 6, 1950. VITALIS L. CHALIF Attorney for Plaintiff Office & P. O. Address 9 East 40th Street Borough of Manhattan City of New York

TO PAULA BROCKMEIER, the defendant. The foregoing summons is served upon you by publication pursuant to an order of Hon. JAMES B. McNALLY, a Justice of the Supreme Court of the State of New York, dated the 5th day of July, 1950, and filed with the complaint in the office of the Clerk of the County of New York, at the County Court House, in the Borough of Manhattan, City, County and State of New York, Dated July 6th, 1950.

VITALIS L. CHALIF Attorney for Plaintiff Office & P. O. Address 9 East 40th Street Borough of Manhattan City of New York

GREYWACK, HENRY L.—CITATION.—P. 2383, 1949.—The People of the State of New York, By the Grace of God Free and Independent, To The Attorney General of the State of New York, The Public Administrator of the County of New York, FRED ABELE and HENRY ABELE, if living, and, if dead, their heirs-at-law, next of kin, legatees, devisees, executors, administrators, assignees and successors in interest, if any there be, who and whose places of residence are unknown, and all the other heirs-at-law and next of kin of Henry L. Greywack, deceased, if any there be, who and whose places of residence are unknown, send greeting:

Whereas, LEON F. MONTGOMERY, who resides at 175 Jay Street, in the City and County of Albany, State of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 1, 1919, relating to both real and personal property, duly proved as the last will and testament of HENRY L. GREYWACK, deceased, who was at the time of his death a resident of 601 West 137th Street, in the City of New York, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York at the Hall of Records in the County of New York, on the 3rd day of August, one thousand nine hundred and fifty at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler Surrogate of our said County of New York at said county, the 2nd day of June in the year of our Lord one thousand nine hundred and fifty. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

on Lake Dunmore, Vt. Margaret A. Mahoney, vice-president, likewise was unable to be present because of a sprained ankle.

Ray Brook

THE CHAPTER met on the sanatorium's picnic grounds following an employee softball contest between the Infirmary Tigers and Main Building Wild Cats. The Tigers upset the Wild Cats by 8 to 6.

About an hour later President Emmet J. Durr called the meeting to order by banging on a pan. Like the "Minute Men," all responded to his call, and unanimously agreed upon the following:

The chapter's annual picnic would be held on July 23, and the Infirmary Tigers vs. the Main Building Wild Cats would give a repeat performance at 7:00 P.M. on that day.

Sing Sing

THE NOMINATING committee composed of John Lively, Pat McCauley, Adolph Knapp and Sidney Schusheim, selected at the June meeting, proposed a tentative slate of officers for the coming year as follows: President, James Adams, Thomas Stanton; vice president, Clifford Deeker, Fred Koopmann, Frank Leonard; delegate, Charles E. Lamb; secretary, Albert Shaw, Thomas Little; treasurer, Rufus Tunnell. Executive Committee: Charles Scully, August Westpfal, Mr. McCauley, Clifford Deeker, Mr. Lamb, Michael Maroney, Edmund Brocklebank, Mr. Knapp, Mr. Koopmann, Mr. Schusheim, Frank Leonard and John Gesner.

Good to see Roy Black back at his old stand after that long seige with the doctors.

Wish the fellows would return those Blue Cross applications so we can get the group organized.

The executive committee held a special meeting on the chapter operating the officers' mess. The vote was affirmative. Alfred Weren, Mr. Brocklebank and Mr. McCauley were voted in as an operating committee when the chapter completes final negotiations.

Congratulations to John McCue and Joe Gendek on their recent promotions to Administrative Assistant and Chief Clerk, respectively.

Mrs. Kenny's husband had another run-in with his heart recently, but is holding his own. Joseph Gendek, Mr. Scully, Mr.

Lamb, Mr. McCauley, John Joyce, Jim Adams and Sam DeDio are working on arrangements for a dinner-dance at Bertrand's on July 29 in honor of Clem Perling who was promoted to Assistant Director at the Reception Center, Elmira.

Frank Kratovil kicked the gong with that bad leg again and now has it packed in ice.

Martin Nester and Al Healy are away ill.

President Scully and Delegate Lamb at Warwick State School to see Francis A. MacDonald.

Lon Thompson had another setback but is convalescing at his home.

Don. Childs is still away because of illness.

Harvey Martel was in the Ossining Hospital with a bad burn.

Rochester State Hospital

PLANS are being completed for the Rochester State Hospital family picnic to be held at East-West Cabins at Medon Ponds, beginning 4 p.m., Tuesday, August 1. Committees working on the arrangements are headed by Claude Rowell and Marion Muntz. Others working on committees are Ed Brennan, Ed Scott, John McDonald, Elizabeth Englehardt, Arthur LaLonde, Arthur Moirris, Jane McNeil, Elizabeth Heagney, Dr. F. Patella, Howard Farnsworth, and Iris Pacson. Early ticket returns indicate the picnic will be the biggest ever.

The Civil Service Employees Association chapter extends best wishes to Florence Rizzeri and William Doane, who plan to be married in Seneca Falls on July 29.

Westchester Group Sets Up New Unit

WHITE PLAINS, July 24.—At a meeting of the Assembly of Westchester Chapter, Civil Service Employees Association, held July 13 in the County Office Building, White Plains, a Constitution and By-Laws were approved for the establishment of a northern unit of the chapter to embrace employees of localities north of White Plains. The chapter at present has local groups in Mt. Pleasant, Mt. Kisco, New Castle, Ossining, Briarcliff and Peekskill, and organization of the unit and expansion of the membership is to be begun at a meeting to be held in Mt. Kisco in September. The announcement was made by chapter president Ivan S. Flood.

The chapter also adopted a resolution to offer its services in marshalling the public employees of Westchester County in support of the civil defense program now being organized and a resolution is being forwarded to County Executive Herbert C. Gerlach and Civil Defense Director Guthrie Shaw. Mr. Flood, who was a Major in World War II in charge of combat troops in the Pacific Invasion and who took part in the landings on Guam, Leyte and Okinawa, said the chapter would undertake to organize not only its own 2,100 members but also assist in the organization of the thousands of other public employees in the county.

State Eligibles

Promotion

SENIOR CLERK (COLLECTION) (Prom.), State Insurance Fund

- Held 4-15; established 7-11. Non-Veterans 1. McGuire, Mary R., Bklyn. 90366 2. Weinstein, B. NYC 87165 3. Franz, Agnes E., Jamaica 87069 4. Zucker, Pearl Bklyn. 80206 5. Davick, Elaine, Bklyn. 85614 6. Levy, Sarah, Bronx 85614 7. Ceppos, Victoria, Bklyn. 85596 8. Abrams, Cecil, NYC 85578 9. Leibson, Dorothy, NYC 85512 10. Weiss, Lenore L., Bklyn. 85314 11. Kunofsky, Rachael, Bklyn. 83520 12. Berkowitz, Laura, Bronx 82654 13. Sherry, Stanley J., Bklyn. 79107

PRINCIPAL STENOGRAPHER (Prom.), Rome State School, Department of Mental Hygiene

- Held 5-18; established 7-17 Non-Disabled Veterans 1. Kellieher, Marie A., Rome 89137 Non-Veterans 2. Barry, Maria T., Rome 88327 3. Russell, Doris M., Rome 84928 4. Ryan, Catherine V., Rome 81245 5. Watson, Mary J., Rome 79819

JUNIOR LIBRARIAN (CATALOG), State Library, Department of Education (Prom.)

- Held 4-15; established 7-7 Non-Disabled Veteran 1. Tompkins, Edgar, Albany 79634 Non-Veteran 2. Rotaling, C. C., Schtjdy 82423 3. Roche, Marjorie, Delmar 81282

SENIOR CLERK (BILLING), (Prom.), State Insurance Fund

- Held 4-15; established 7-7 Non-Veterans 1. Katz, Sadye E., Bklyn. 93562 2. Friedman, Helen, NYC 92861

- 3. Powers, Kathleen, Bronx 92215 4. Weinschenker, A. J., NYC 92162 5. Rosenblit, Miriam, Bronx 91126 6. Finger, Ida, Flushing 90707 7. Binder, Ann E., Bklyn. 89806 8. Borutta, Olga I., Middl Vtz. 89187 9. Brown, Anna M., Bklyn. 89029 10. Casar, Eleazar A., NYC 87164 11. Levine, Antoinette, Bklyn. 87156 12. Lerner, Lillian, Bklyn. 86839 13. Schneider, Etta, Bronx 86377 14. Jacobs, Randolph, Bronx 86548 15. Altobello, Frank, Jackson, Hgt. 86317 16. Steinberg, Etta C., Bklyn. 85978 17. Shapiro, Edith, NYC 85899 18. DeForest, M. L., Bklyn. 85949 19. Acierno, Yolanda, NY C. 84899 20. Samberg, Hilda, Bklyn. 83689

SUPERVISING PUBLIC HEALTH DENTAL HYGIENIST (Prom.), Bureau of Dental Health, Division of Medical Service, Department of Health

- Held 5-13; established 7-7 1. Donderevich, Helen, Albany 91224

POLICE SERGEANT (Prom.), Village of Pleasantville, Westchester County

- Held 3-4; established 7-11 Non-Disabled Veterans 1. McGrath, William, Pleasantvl. 92570 2. Myers, Walter, Pleasantvl. 88640 3. Fahn, Louis R., Pleasantvl. 86450

POLICE LIEUTENANT (Prom.), Police Department, Village of Pleasantville Westchester County

- Held 3-4; established 7-11 Non-Disabled Veterans 1. McGrath, William H., Pleasantvl 90275 2. Fahn, Louis R., Pleasantvl. 84875 Non-Veterans 3. Lent, Frank H., Pleasantvl. 88975 4. Stein, Eric, Pleasantvl. 84375

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Civil Service LEADER

ELEVENTH YEAR

America's Largest Weekly for Public Employees

Member, Audit Bureau of Circulations

Published every Tuesday by

CIVIL SERVICE LEADER, INC.

97 Duane Street, New York 7, N. Y.

BEekman 3-6010

Maxwell Lehman, Editor and Publisher

H. J. Bernard, Executive Editor Morton Yarmon, General Manager

19 N. H. Mager, Business Manager

TUESDAY, JULY 25, 1950

A New Terror Takes Shape

Outstanding victims of the push toward internal "security" in the United States are the Federal employees. A ready target for unprincipled politicians, these men and women who work for the United States have for many years had to "take," silently, the oft-vicious barbs hurled upon them. It is little wonder that individuals whose talents the government needs often think many times before they are willing to undertake the mercurial hazards of Federal employment.

Now comes an action by Congress — fortunately not yet completed — which would more thoroughly than ever inflict a reign of fear, trepidation, and timidity upon the individuals who work for the United States. The House of Representatives has already passed, and a Senate Committee approved, a bill which would enable the heads of eleven departments to dismiss, summarily and bluntly, any employee as a "security risk." No appeal. No need of presenting evidence. No determination by a jury of peers. No inquiry by anyone: Is this dismissal justified? No definition of where "healthy dissent" ends and "security risk" begins. The bill simply gives "absolute discretion" to the agency head to fire.

Fundamental Liberties at Stake

How can such a bill be looked upon but as a further whittling away of traditional American liberties? The Federal loyalty program, as now set up, however open it may be to criticism, at least permits to the accused a series of appeals. And the validity of these appeals is demonstrated by the cases which are reversed by higher boards.

Senator Wayne Morse, in discussing the "absolute discretion" measure, properly, we feel, described it as an instrument granting "police state powers." For this measure deprives the employee of any recourse if he is wrongfully dismissed. What a field day it would provide for the venting of personal animosities, for wrong-headed whim, for "dealing with" an employee who might be disliked or unwanted for other reasons. Why go through the procedure of finding other reasons for dismissing an employee — reasons which he could appeal — when all you have to do is call him a "poor security risk" and out he goes? This is too great a power to grant unrestrictedly to any administrator.

Employees As Targets

In the United States, public employees everywhere have fought for acceptance of orderly procedures in dismissals, protection against arbitrary action by superiors. This fight has been made necessary simply because abuses do exist. The American climate of opinion has, by and large, accepted this view. The proposed Federal action is a harsh, horrible reversal of all that has been gained. The Korean war cannot justify this.

The writer of this editorial was recently speaking with a long-time Federal employee, a man of brilliant mind in the middle echelons of government. In the course of the conversation, he made this comment: "Why should I try to work out new ideas in my department? I'm better off just doing my job in a routine way and not getting in the limelight. There are too many ways and too many people waiting to 'knock off' Federal employees these days." Is this cynicism? Rather let it be considered a sombre commentary upon what is happening.

The eminent Washington Post, one of the finest newspapers in the United States, ran a full-page editorial not long ago referring to the present situation as Terror in Washington. Any observer can verify that this terror exists. It does not make for courageous advance in government. It does not present a siren call for our best people to enter government service. And today, more perhaps than ever before, we need our best people in government.

A Dangerous Bill

The bill granting absolute discretion to fire an employee, and even to ruin his subsequent life with the charge of "poor security risk," is as dangerous a piece of business, as unworthy a precedent, as has come out of Washington since the war. It will only further buttress the Terror, the emotional edginess, which is the accompaniment of existence in Federal agencies these days. The Senate should resoundingly reject the measure. And if, unaware of or unwilling to see the ramifications, the Senate does permit it to pass, then it deserves the sharp veto of the President.

(Continued from page 1)

owers, but nobody else, will become eligible on September 1 for about \$50 a month.

Questions by Federal employees on the new law should be put to the personnel director of the department or office in which they work. Pensioners should address Retirement Division, U. S. Civil Service Commission, Washington 25, D. C.

Van Name Argues for Tax-Exempt Pensions

ARGUMENTS IN favor of exempting the pensions of retired government employees at least to the same extent as Social Security pensions are exempted from Federal income taxation were set forth by Ralph L. Van Name, secretary of the NYC Employees Retirement System, in a letter to Senator Herbert H. Lehman.

Mr. Van Name also wrote to Senator Irving M. Ives, thanking him for attempts to amend the Social Security Bill, and now the Tax Bill, to the same end. Mr. Van Name hoped for a "non-partisan movement." Senator Lehman is a Democrat, Senator Ives a Republican, and both are from New York.

Mr. Van Name's letter to Senator Lehman, a copy of which he also sent to Senator Ives, follows:

Your telegram of July 12th to me as Secretary of the New York City Employees' Retirement System, requests detail on two separate matters:

1. Equalization of treatment, taxwise, of Social Security pensioners, retired from private employment, on the one hand, and of governmental pensioners, on the other;

2. The major reasons for exclusion of federal, state and city pensioners from Social Security coverage.

Your telegram reached me here on Lake George where I am vacationing a few miles north of your summer home.

Proposed Increased Exemption
At the present time, Social Security pensioners, although they are paid through governmental channels, have not been governmental employees, nor have the revenues to pay them been provided out of regular government income. On the contrary, the revenues come in equal portions from private employers, and their employees.

Under existing law, these Social Security pensions are totally exempt by Treasury Ruling to a maximum exceeding \$1,000. Under the Senate version of H. R. 6000, now before Congressional joint conference committee, they will be exempt up to \$1,800 where the compensation of the non-government employee amounted to \$3,600 or more, as follows:

On account of the retired employee	\$960
On account of his wife over over 65	480
On account of lesser dependents	360
Total	\$1,800

In addition to this \$1,800 exemption, he is to receive all the regular \$600 exemptions of existing income tax law against his company-provided pension or other income.

How Law Now Works

Contrary to Social Security practice, the retired governmental employee, after he has received back as pension what he paid in himself, will receive only the regular \$600 exemption and must pay full income tax on the next \$1,800, comparable to the exempted \$1,800 of Social Security.

This situation doubtless came about because Washington was officially interested in correct Social Security tax exemption, whereas local government pensions were the result of local enactment which could not give them the nationwide exemption which only Washington may confer. It need continue no longer, with both Social Security and tax correction bills simultaneously before Congress.

As to the reasons justifying tax exemptions of pensions, whether in or outside Social Security, pensioners should be given special tax treatment because of:

Fixed income.
Decreasing purchasing power resulting from increasing costs versus fixed income.
Inability to supplement earnings like younger men because of extreme age.

YOUR PENSION

Additional medical cost of survival of the aged.
Reduced income — averaging half-pay or less.

Employees' Desire

There can be no doubt that if employees from ages 20 to 65 were polled as to whether personal income tax should continue until death or at a slightly higher rate until 65 (the Social Security retirement age), the overwhelming vote would be in favor of cessation of personal income taxation at 65. The present plea is not for complete exemption but for extension of the present \$1,000 and proposed \$1,800 exemption of Social Security to retired governmental employees who will be only 10 per cent to 15 per cent as numerous.

The requested extension will cost little; it is eminently fair and just; it will correct a tax discrimination of more than ten years' standing.

Exclusion from Social Security

As to reasons for exclusion of governmental employees from Social Security coverage, not to be confused with the above subject:

Where local governments are bound, as in New York State and its subdivisions, by a Constitu-

tional provision (Art. V, Section 7) to regard membership in a governmental pension fund or retirement system as "a contractual relationship, the benefits of which shall not be diminished or impaired," if governmental units either desired or were compelled to include Social Security coverage, they could not offset any part of Social Security expense or benefits by elimination or reduction of existing local pension benefits or cost.

From the standpoint of outstanding, relatively well-paid local government employees, such as teachers, policemen, firemen — those who receive the more liberal pension treatment from local governments — their pensions, while more costly both to employer and employee, are also more generous and more treasured. There is a widely prevalent feeling, especially among governmental employees in the Eastern Seaboard states and cities and other big industrial centers, that Social Security for governmental employees would eventually result in leveling down of the more liberal police, fire and teacher pensions to the Social Security level.



Delegates to the Assembly of the Westchester Chapter, CSEA, look over a newly-approved charter for a northern unit of the organization. Left to right: Frank Becker (Ossining), William Jinnott (Thornwood), Ivan S. Flood (chapter president), and Frank Lietz (Mt. Kisco).

COMMENT

CONDITIONS WHEN TAKING AN EXAM

Editor, The LEADER:
In the June 27 issue The LEADER published a letter written by R. Herbert and dealing with certain conditions which exist in the civil service examination rooms. The tenor of that letter was entirely correct; to support it, here is a double experience which I had this year in two of those rooms.

On January 12, at 12:30 P.M. was held the "qualifying test of verbal abilities in English" of a Federal civil service examination for translator, GS-4 through 11. This test was a difficult one for me because English is not my native tongue. Also its timing was rather upsetting as it came in the middle of the week, in the middle of the day and merely ten days after the closing of a very short filing period.

An Excellent Example

The man conducting this test was evidently an expert. To begin with, he was dressed with good taste; there was nothing about him to distract attention. And then, without reading any instructions, but in a clear and distinct voice, step by step he went through the preliminaries with us. There was no need to ask him questions, for he anticipated them. His last words to us were, "Good luck." Every now and then he recorded plainly the time of the day on the blackboard. The calmness, composure, self-assurance of this man were inspiring and helpful. I entered the examination room with uneasiness, but I left it with the certainty of having passed.

On February 28 were held the translating tests, but under circumstances entirely different. My self-confidence started to wane the moment I saw at the door of the examination room a fat man in shirt sleeves and unfastened dark vest in charge. Contrary to the tradition which makes fat people good-natured, this man was nervous and impatient. His

nervousness persisted throughout the examination.

Plea for More Concern

After we had squeezed our way to our little desks and seats, put our books on the floor, this monitor tried to rush us through the preliminaries by reading parts of the instructions provided on the questions booklet, skipping other parts and replying to individual competitors. Thus he deprived us of the opportunity to benefit from those instructions. At one moment he referred to the test we were taking as "Spanish" translation, it was French. Later, collecting our papers at the end of a series of questions, he also collected a few identification sheets. Luckily, another man present, who remained quiet, noticed the mistake and had it corrected.

Worst of all, when this examination ended, no one knew for sure how long it did last because, between the first and the last part of it, our papers were collected, new ones distributed to us and a little speech made. Then we were told to go ahead but without recording any starting time.

When the stop signal was given, some candidates grumbled; one tired looking young man turned to me and said, "We have been gyped four minutes." Fact is, we had been under strain from 8:30 A.M. to almost 12:30 P.M. without a breathing spell.

Civil service commissions would get all competitors' thanks if they would show more concern about conditions under which examinations are held.

BELHOMME NICOLEAU
Central Islip, N. Y.

NEW FACILITIES PLANNED FOR HAVERSTRAW HOSPITAL

ALBANY, July 24 — Additional facilities for the treatment of cerebral palsy patients will be installed at the State Rehabilitation Hospital, Haverstraw. Now how, about proper salaries for the physical therapists at that hospital?

STATE AND COUNTY NEWS

Eligible Lists

- Open-Competitive SENIOR LIBRARIAN, Erie County Held 5-10; established 7-7. Non-Veterans 1. Mulcahey, Jasmine, Buffalo ... 05400 2. Mook, Helen E., Lancaster ... 84240 3. Duppstadt, Mary A., Tonawanda 81000 4. Baisley, Doriss, Buffalo ... 79440

- 3. Swetz, Joseph, Yonkers ... 86582 4. Stevens, Clarence Mt. Ermon ... 85298 5. Crockett, A. W., N. Rochelle ... 80098 6. McKeon, Richard J., Peekskill ... 80086 7. Disalle, Frank, N. Rochelle ... 79892 8. Hill, Calvin B., N. Rochelle ... 78892 9. Rossi, Nicholas P., Yonkers ... 78680 10. Pilger, Charles P., Elmsford ... 78680 11. Francis, Frederick, Ossining ... 78280 12. Shirghio, John A., N. Rochelle ... 77868 13. Essig, Edward A., Mt. Vernon ... 77468 14. Pallotta, Joseph N., Yonkers ... 77048 15. Augustine, Jacob, Yonkers ... 75856 16. Napolitano, Joseph, Yonkers ... 75450

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STEINMULLER'S LUGGAGE SHOP at 370 East Fordham Road, in the Bronx, has in my estimation, the largest and finest selection of TRUNKS, BAGS, and CAMP TRUNKS, the regular prices of which are far below those of competitive shops. MR. STEINMULLER told me to announce to the readers of the Civil Service Leader that their annual mid-season sale, starts this week. Prices are slashed again! My advice to you who plan a vacation or weekend trips is to go to STEINMULLER'S at once and take advantage of his generous offer. Not only will you save money, but you can also buy with confidence, because every purchase is GUARANTEED and DELIVERY is FREE. Don't forget the address. STEINMULLER'S, 370 East Fordham Road (Near Marion Ave.), Bronx.—John

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I spent a most enjoyable Thursday evening at POLUMBO'S TWIN TERRACE RESTAURANT. The SMORGASBORD DINNER I had was really out of this world. They have a table with 52 different kinds of food, consisting of seafood, (including lobster) and the best of cheeses. I certainly can recommend this treat to our readers. When you drive up to Connecticut again, be sure and stop at POLUMBO'S TWIN TERRACE RESTAURANT, on Boston Post Road, Darien, Conn., Merritt Parkway, Exit 37.—Alice

I took a "SMOKEY JOE KLAMBAKER" home with me and said to the Mrs., "Lets have a clam-bake in our back yard"! Well we did, and it surely was good, and did we have fun. Lobsters, clams, chicken, fish, corn, potatoes or sausages, can be cooked at the same time in this portable aluminum Klambaker. You get plenty of clam broth from the spigot. Its large enough to serve 12 guests. Complete with removable partitions, rack, menu, and instructions only \$19.95 postpaid. Send check or money order to SMOKEY JOE PRODUCTS, Dept. L, Bayside, L. I. Phone BA. 9-1803.—John

EXAMS FOR PUBLIC JOBS

STATE Promotion

(Continued from page 9)

amination as Criminal Hospital Senior Attendant. The weights: Written examination, 4; Service record rating, 2; Seniority, 1; Training and experience, 3.

1166. Criminal Hospital Supervising Attendant, (Prom.), Matteawan and Dannemora State Hospitals, Department of Correction, \$3,583. Fee \$3. Preference in certification will be given to eligibles in the institution where the vacancy exists. Candidates must be permanently employed in the competitive class as Criminal Hospital Charge Attendant at Matteawan or Dannemora State Hospital, Department of Correction, and must have served for two years preceding the date of the examination as Criminal Hospital Charge Attendant. The weights: Written examination, 3; Service record rating, 2; Seniority, 1; Training and experience, 4.

1167. Criminal Hospital Chief

Attendant, (Prom.), Matteawan and Dannemora State Hospitals, Department of Correction, \$4,110. When a vacancy occurs at Matteawan State Hospital, it is expected that appointment of a man will be made. Fee \$4. Preference in certification will be given to eligibles in the institution where the vacancy exists. Candidates must be permanently employed in the competitive class as Criminal Hospital Supervising Attendant at Matteawan or Dannemora State Hospital, Department of Correction; and must have served for two years preceding the date of the examination as Criminal Hospital Supervising Attendant. The weights: Written examination, 3; Service record rating, 2; Seniority, 1; Training and experience, 4.

1168. Hospital Medical Management Advisor, (Prom.), Division of Tuberculosis Control, Department of Health (exclusive of the Division of Laboratories and Research), \$8,538. Two vacancies exist in Albany. Candidates must be permanently employed in the Department of Health (exclusive of the Division of Laboratories and Research) and must have

20 More Exams On State List for Future Bring Total to 156

Twenty more exams will be held by the State Civil Service Commission during the remainder of the year than previously expected. The total rose to 156 because of these additions, for which opening dates are yet to be announced. The 20:

- Associate Economist (Business Research).
- Executive Officer, State Bridge Authority.
- Architectural Renderer.
- Senior Building Construction Engineer.
- Associate Building Mechanical Engineer.
- Junior Civil Engineer (Design).
- Correction Institution Vocational Instructor (Sewing).
- Correction Institution Vocational Instructor (Sheet Metal).
- Institution Fireman.
- Marine Fisheries Aide.
- Senior Planning Delineator.
- Principal Stationary Engineer.
- Assistant Radio-Physicist.
- Associate Cytologist.
- Senior Education Supervisor (Home Econ. Ed.).
- Associate Education Supervisor (Industrial Arts).
- Food Service Instructor.
- Narcotics Investigator.
- Junior State Reporter.
- Training Assistant.

served on a permanent basis in the competitive class for one year preceding the date of the examination in a position allocated to G-31 or higher. Candidates must be graduates of an approved medical school and must have completed a satisfactory internship of one year, or nine months of accelerated internship if served during the war period, and must be licensed to practice medicine in New York State or be eligible to enter the examination for such license. (Successful candidates who have not obtained their licenses at the time the eligible list is established won't have their names certified for appointment until they have received their licenses and have so notified the New York State Department of Civil Service). In addition, they must meet the requirements of one of the following groups: Either (a) seven years of satisfactory full-time specialized tuberculosis experience including three years of clinical experience in a tuberculosis hospital or in the tuberculosis service of a hospital and an additional two years of the five years must have involved major administrative responsibility; or (b) a satisfactory equivalent combination of the foregoing experience and additional training. Under this equivalent, satisfactory completion of a postgraduate course in public health or one year of responsible public health experience with a public health department will be accepted in lieu of, but not to exceed, one year of the specialized experience described under (a). The weights: Oral examination, 3; Service record rating, 3; Seniority, 1; Training and experience, 3. The exam will be held in September, date not yet announced.

\$2. Candidates must have been legal residents of New York State and of Hamilton County for at least one year immediately preceding the examination date. Candidates must meet the requirements of one of the following groups: Either (a) five years of progressively responsible experience in major engineering construction, design and development of which three years must have been as engineer or assistant engineer, with a degree in engineering from an engineering school on the accredited list of Engineer's Council for professional development; or (b) ten years of progressively responsible experience in major engineering construction, design and development of which five years must have been as chief engineer in a major engineering design and construction firm and graduation from a standard high school course; or (c) a satisfactory equivalent combination of the foregoing training and experience. A New York State Professional Engineers License will be required of permanent appointees. Exam date, Saturday, August 19. (Last day to apply, Friday, August 4).

2483. Case Worker, Dep't of Public Welfare, Chautauqua County, \$2,592 to \$3,012. Fee, \$2. Last day to apply, Friday, August 25.

ten test will be held Saturday September 16.

1422. Senior Bookkeeper, (Prom.), Finance Department, Westchester County, \$2,910 to \$3,510 total. One vacancy in the Department of Finance. Fee \$2. Candidates must be permanently employed in the Westchester County Department of Finance and must be serving and have served on a permanent basis in the competitive class for at least six months immediately preceding the examination date, in positions with a salary range of which the minimum base salary is \$1,590 or more. In addition candidates must meet the requirements of one of the following groups: Either (a) five years of satisfactory financial account keeping experience, three years of which must have been spent in keeping of a double entry set of books and completion of a standard senior high school course including or supplemented by courses in bookkeeping or accounting; or (b) a satisfactory equivalent combination of the foregoing training and experience. The weights: Written examination, 3; Service record rating, 3; Seniority, 1; Training and experience, 3.

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COUNTY Promotion

1177. Clerk, Grade 4, (Prom.), Queens County Surrogate's Court, \$2,701 to \$3,300, plus a cost-of-living bonus of \$300. One vacancy. Fee \$2. Candidates must be permanently employed in the Queens County Surrogate's Court and must have served on a permanent basis in the competitive class receiving a base salary of over \$2,100 for six months immediately preceding the date of the written examination and in addition thereto, must meet the requirements of one of the following groups: Either (a) five years of general clerical experience; or (b) three years of general clerical experience and graduation from a standard senior high school; or (c) a satisfactory equivalent combination of the foregoing training and experience. Weights: Written exam, 3; Service record rating, 3; Seniority, 1; Training and experience, 3. Exam date Saturday, September 30. (Last day to apply, Friday, August 11).

The following Westchester County promotion exam is open until Friday, August 11. The writ-

U. S.

236. Bacteriologist—Biochemist—Serologist, \$3,100 to \$6,400 a year. Jobs are in the Veterans Administration throughout the United States and in Puerto Rico. For all jobs, appropriate undergraduate study is required; for jobs paying from \$3,825 to \$6,400, from 1 to 4 years of pertinent experience. Appropriate graduate study may be substituted for 2 years of experience. No written test. Apply to the Executive Secretary, Committee of Expert Examiners, Veterans Administration, Washington 25, D. C.

235. Interior Decorator, \$3,100 to \$4,600; Color Designer, \$3,825 and \$4,600; Sculptor (Military Medals and Statuettes), \$5,400. Appropriate experience and education required. No written test. (Closing date for Interior Decorator and Color Designer, Tuesday, August 15. No closing date for Sculptor).

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JOB NEWS

THE JOB MARKET

County Exams Open

The State Civil Service Commission will hold county exams for the following social worker positions in the fall. County residence of from four months to a year, depending on the locality, is required.

2484. Case Worker, Department of Social Welfare, Erie County. 30 vacancies exist at present. Usual salary range, \$1,800 to \$2,100. Appointments expected at \$1,800 plus \$500 cost of living adjustment authorized for year 1950. Fee, \$1. Last day to apply, Friday, August 25.

2485. Case Worker, Department of Public Welfare, Essex County, \$2,060 to \$2,520. Fee, \$2. Last day to apply, Friday, August 25.

2486. Case Worker, Department of Public Welfare, Rockland County, \$2,643.85 to \$2,922.15. Fee, \$2. Last day to apply, Friday, August 25.

2487. Case Worker, Department of Welfare, Sullivan County, \$1,700 to \$1,950 plus a cost of living adjustment of 36 per cent. Fee, \$1. Last day to apply, Friday, August 25.

2488. Case Worker, Department of Public Welfare, Tompkins County, \$2,200 to \$2,500, plus a cost of living adjustment of \$200. Fee, \$2. Last day to apply, Friday, August 25.

VILLAGE Open-Competitive

2490. Assistant Electric Meter Serviceman, \$1.25 an hour; Village of Westfield, Chautauqua County. One vacancy at present. Fee \$2. Written test, Saturday, September 16. Village residence required. (Closes Friday, August 11).

2491. Janitor, \$2,340; Village of Lakewood, Chautauqua County. One vacancy at present. Fee \$2. Written test, Saturday, September 16. Village residence required. (Closes Friday, August 11).

STATE Open-Competitive

Apply for the following tests until Friday, August 11:

2151. Associate Curator (Entomology), State Museum, Education Department, \$4,242. One vacancy in Albany. Candidates must have one year of curatorial, educational, or scientific experience in entomology, and must be college graduates with 3 years of graduate work with specialization in entomology; or must have 4 years of the above experience and be college graduates; or must have a satisfactory equivalent of the foregoing training and experience. Open to non-residents also. Fee \$4.

2153. Senior Scientist (Botany), State Museum, Education Department. Candidates must be college graduates with specialization in botany and must have either 6 years' experience in economic botany or mycology of which 2 years must have been devoted to significant research projects in these fields as evidenced by publication, \$5,232. One vacancy in Albion; or 3 years of the above experience, including the 2 years devoted to research projects, and 3 years of graduate study in economic botany and/or mycology leading to a doctor's degree; or a satisfactory equivalent of the foregoing training and experience. Open also to non-residents. Fee \$5.

Applications may be made in person or by representative at the NYC office of the department, 270 Broadway, at Chambers Street, or at the department's Buffalo office, in the State Office Building there. Do not apply by mail to the branch offices. Hours are 9 to 5:15; Saturdays, 9 to noon.

Cotton Warehouse Examiner Test Open Until Aug. 8

Applications will be received until Tuesday, August 8, for an exam to fill U. S. Warehouse Examiner (Cotton) jobs at \$3,100 and \$3,825. There will be no written test. Candidates will be rated on the extent and quality of their training and experience. Three years of experience in cotton warehousing, or its supervision or accounting, is required.

The jobs are with the Production and Marketing Administration of the Department of Agriculture and are located in the cotton-producing territory throughout the U. S. Employees are ordinarily required to travel 90 per cent of the time. They are furnished transportation and receive allowances for hotel and other expenses.

Warehouse Examiners (Cotton) assist in the supervision of cotton warehouses used in the cotton-loan program and in the administration of the U. S. Warehouse Act.

Age limits are 18 to 62. Apply in person, by representative or by mail to the U. S. Civil Service Commission's Regional Office, 641 Washington Street, New York 14, N. Y., but send filled in application to the U. S. Civil Service Commission, mention the title and serial number 234, Washington 25, D. C. In mailing a filled-in form postmark of August 8 is insufficient; the application must be actually received by that date.

Dietitian Exam in August for VA Jobs

An exam for positions of dietitian, \$3,100 to \$3,825, will be announced by the U. S. Civil Service Commission early in August. Jobs will be in hospitals and regional offices of the Veterans Administration located throughout the United States and Puerto Rico.

All applicants will be required to show a bachelor's degree and college credit for certain special courses. Applicants for positions paying \$3,100 a year must show that they have completed either an approved hospital training course for student dietitians or three years of appropriate hospital experience. An additional year of experience will be required for positions paying \$3,825. After the examination is announced, applications will be issued at first and second-class post offices, excepting the New York, N. Y. post office, and will be obtainable also at the Commission's regional office, 641 Washington Street, New York, N. Y. Do not attempt to apply or to get additional information until the exam opens. Watch The LEADER for announcement of the opening date.

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3. Gardner, F., Ossining 82409

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(Continued from page 1)

art Field, Newburgh, and hiring will be done right there. As for Mitchel Field, conferences are going on now on the matter of replacing uniformed personnel by civilian workers. If it is decided to go ahead, Mitchel Field will be the scene of additional hiring very soon. Keep your eyes open on this one.

IT IS LIKELY that local civilian defense set-ups, under the general supervision of the State Civilian Defense office in New York City under Gen. Lucius D. Clay, will do its own hiring. As for the State office, a small budgetary request has gone up to Albany; asked for were 21 Stenographers, and a dozen other employees in the titles of Account Clerk, File Clerk, Messenger and Supply Clerk, Mes-

Psychologist Test Will Open in August

Psychologists may apply early in August for Federal jobs located throughout the United States, the U. S. Civil Service Commission said. Persons are wanted who have specialized in experimental and physiological psychology, personnel measurement and evaluation and clinical psychology.

The positions pay from \$3,825 to \$4,600.

Applicants will be required to show appropriate education or experience, depending upon the grade and salary of the position applied for.

After the examination is announced, application blanks will be obtainable at first and second-class post offices, excepting New York, N. Y.; also will be issued at the Commission's regional office, 641 Washington Street, New York 14, N. Y. Do not attempt to apply or to obtain further information until the opening date is announced. Watch The LEADER for the date.

Cylinder Pressman Exam Opens in August

Applications will be accepted early in August for cylinder pressman positions paying \$2.43 an hour, the U. S. Civil Service Commission announced. Jobs are located in the Government Printing Office and in the Bureau of Engraving and printing, Washington, D. C.

All applicants must show five years of experience as printing pressmen, plus from one to three years of experience appropriate to the position applied for.

The exam will remain open during a four-week period. After the exam is announced, additional information will be obtainable at first and second-class post offices, excepting the New York, N. Y. post office, and at the Commission's regional office, 641 Washington Street, New York 14, N. Y. Do not attempt to apply or to obtain further information until the opening date is announced. Watch The LEADER for the announcement.

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senger and Supply Helper, Statistician and Draftsman. Once this request is approved, the State Civil Service Commission will be asked to supply eligibles from current lists. Civil Service eligibles will also be sought for jobs in the future. The jobs will be at 124 East 28th Street, New York City.

Work meanwhile is being done by Civil Service employees loaned from other State agencies and by volunteer workers.

SELECTIVE SERVICE officials will not grant deferments to students at trade schools until they finish their course of study. This is the practice with secondary schools and colleges. The State Board of Regents was asked to rule last week on the matter and decided that for a school to have students deferred, it must be an educational institution leading toward a degree. The decision will be criticized in some quarters because many students in trade schools will be pursuing courses to make them more valuable to the armed forces — radio and electronics, for example.

ALTHOUGH the Associated Services for the Armed Forces, successor to the U.S.O. of World War II fame, is planning expansion because of the Korean crisis and increases in the armed forces, no jobs are in the offing as yet. Three agencies, the Young Men's Christian Association, the National Catholic Community Service, and the National Jewish Welfare Board, join in the Associated Service, each serving its own co-religionists. Trained personnel from clubs that served in World War II are available to meet current needs. If the war effort does swell up, though, jobs will probably be open.

ON THE CIVIL SERVICE front,

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at the moment at least it's "bustiness as usual."

New York State has just given out full details (elsewhere in this issue) on the July-August series of exams to be held September 16. Most popular titles among the thirty-two offered are Criminal Hospital Attendant, Gas Tester and Gas Meter Tester, and Principal Editorial Clerk.

The U. S. Government recently (details in LEADER of July 11) issued a tentative list of exams in 62 titles, to be opened for the receipt of applications during the last half of 1950. Included are the popular "junior" tests — Junior Agricultural Assistant, Junior Professional Assistant, Junior Management Assistant, Junior Scientist and Engineer. Such details as opening dates for filing, requirements, etc., will appear in The LEADER when made known.

Also, the Federal Commission has issued its monthly revision of job open in the Washington area. Forty-six general titles are on the current list, with Printer Proof-reader at \$2.38 an hour, Stenographer and Typist at \$2,540 to \$2,875, Elementary Teacher at \$3,100, Warehouse Examiner at \$3,100, Plate Printer at \$1.90 per hour, Monotype and Slug Machine Operator at \$2.38 per hour, and Economist at \$3,825 to \$6,400 the best bets.

CIVIL SERVICE EXAMS Civil Engineer, Engineer Asst., Jr. Civil Engr., Jr. Mech. Engr., Jr. Electr. Engr., Elec. Engr. Drafts, Civil Engr. Drafts, Jr. Draftsman, Stationary Engr., Subway Exams, Social Investigator, Administra. Asst., Jr. Prof. Asst., Information Asst., Housing Asst., Housing Manager, Dockmaster, Auto Machinist, Plumbing Insp., Steel Inspector License Preparation Prof. Engineer, Arch., Surveyor, Master Electrician, Master Plumber, Stationary Engr., Refrigeration, Portable Engr., Insur. Broker Drafting, Design & Math. Arch'l Mechanical, Electrical, Struct'l, Topographical, Bldg. Constr. Estimating, Survey, Civil Serv., Arith., Algebra, Geom., Trig., Calculus, Physics. MONDELL INSTITUTE Manhattan: 230 W. 41 St. WI 7-2086 Bronx: 120E. Fordham (Conc.) CY.8-3061 Jamaica: 163-18 Jamaica Av. AX 7-2429 W. Plains: 99 Mamaronek Av. WH 8-2987 VETS ACCEPTED FOR SOME COURSES Over 35 yrs. preparing thousands for Civil Serv., Engrg., License Exams.

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FEDERAL NEWS

Re-Employment Rights Of Military Men Defined

WASHINGTON, July 24 — The U. S. Civil Service Commission has issued a statement clarifying the re-employment rights of Federal workers who are ordered into active duty from the reserves, or who, as reserve officers or enlisted men volunteer, or non-members of reserves who are drafted.

"Any permanent Federal employee," said the Commission, "whether a member of a reserve unit or not, who is inducted or enlists for military service is entitled to re-employment rights and benefits for the period of his first enlistment, or induction, not exceeding three years."

As to the law regarding reservists, the three-year rule applies, but if the military service exceeds three years, re-employment rights exist if the employee applied for his job back as soon thereafter as he could obtain his release.

The Law About Reserves

The statement on reservists follows:

"On June 30, the 81st Congress approved Public Law 599, the Service Extension Act of 1950, which extends the Selective Service Act of 1948 for a period of one year. Until July 9, 1951, the President is authorized to order

into the active military or naval service of the United States for a period of not to exceed twenty-one consecutive months all Reserve components of the Armed Forces of the United States and retired personnel of the Regular Armed Forces.

"The Selective Service Act of 1948 provides that persons who, subsequent to June 24, 1948, enter upon active duty in the armed forces of the United States, the

FEDERAL EMPLOYEE

A WOMAN received one of the highest ratings ever given in a Junior Management Assistant exam. She wanted to work in one of three cities, including Washington, D. C., to which her husband might be transferred. The Department of the Air Force offered her employment in all three localities. Now she is employed by that agency and both she and her husband are in Washington.

TWO FORMER employees of the Detroit post office, involved in impersonation in an exam, have been sentenced to two years on probation by the U. S. District Court and their names have been flagged against future Federal employment.

One of the employees, a regular carrier, was charged with having taken a Clerk-Carrier examination last year for a temporary substitute carrier who was attempting to gain regular status through the examination. Both employees have lost their post office jobs.

Coast Guard or the Public Health Service in response to an order or call to active duty shall be entitled to re-employment rights and benefits, provided they are relieved from active duty within three years from its beginning or as soon thereafter as they can obtain their release.

"Part 35 of the Civil Service Regulations, which provides for restoration of Federal employees pursuant to the Selective Service Act of 1948, applies to 'any person who leaves or has left a position other than a temporary position in the executive branch of the Federal or the District of Columbia Government subsequent to June 24, 1948, the effective date of the Selective Service Act of 1948, to enter on active duty with the armed forces of the United States.'

"This assures Government employees who are members of the Reserve and leave permanent Government positions under either the Selective Service Act of 1948 or the Service Extension Act of 1950 for active duty that they have re-employment rights. This is true whether they are ordered or called to active duty voluntarily or involuntarily."

3 AEC Men Win Merit Pay Increase

The New York Operations Office of the United States Atomic Energy Commission has awarded Merit Salary Increases in recognition of exceptional job performance to three of its employees.

Merit certificates, accompanied by an increase in salary equal to one within-grade promotion, were made to Allen G. Hoard, Clerk, Division of Technical Information and Declassification; Anthony R. Noto, Inspector (Materials), Production Division; and Paul Reutter, Clerk, Administrative Operations Division.

Mr. Hoard, who lives in Jamaica, Long Island, has evolved special catalogue procedures in the New York Operations Technical Library which have resulted in a considerable saving of time and have also made reports and volumes more readily accessible to the staff.

Mr. Noto, who lives in the Bronx, joined the Manhattan District, the wartime atomic energy project, in December of 1943. During the performance of his regular duties as an inspector of rolled uranium rods, he observed the need for a better method of heating uranium billets prior to rolling. Although the development of such a process was beyond the scope of his responsibilities, he devised a procedure which present operations indicate will result in a saving of at least \$25,000 a year.

Additional Recognition

Mr. Reutter, who lives in Woodhaven, Long Island, has performed with exceptional accuracy and speed assignments in the Mail and Records Section.

Under AEC's salary policy, employees whose work performance is outstandingly above that which is normally expected, who perform some exceptional act or service, or whose creative effort has been extraordinary, may be given additional recognition through a one-step merit salary increase during any one eligibility period.

Nominations for merit awards are made by the Director of an employee's Division to a five-man Salary Committee, constituting three permanent members and two alternating members, one of whom must be the Director of a Technical Division and the other a member of an Administrative Division.

An Arco study book for Stenotypist is on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall and just west of Broadway. To order this book by mail, see advertisement on page 15.

Jobs in Washington For Stenos and Typists

About 2,200 men and women throughout the country took tests recently for stenographer and typist jobs in the Washington, D. C. metropolitan area. The tests were given at 369 places to 1,175 applicants for stenographer jobs and to 1,024 for typist jobs. The pay is from \$2,200 to \$2,875. Similar tests will be given in Washington later.

Persons wanting these jobs in Washington may obtain information at first and second-class post offices, excepting the New York, N. Y. post office, and also from the

Second Regional Office of the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

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NEW YORK CITY NEWS

Supreme Court Needs Law Stenos

Law Stenographers are needed by the Supreme Court, both in the First Judicial District (Manhattan and The Bronx) and the Second District (Kings and Richmond). Four months residence in the district, immediately preceding Saturday, September 16, the exam date, is required. The application fee is \$3 for the lower-paid jobs, \$4 for the other exam.

The duties and the test are the same, but the pay differs. The First District jobs pay \$4,450 to start, those in the Second District, \$3,200.

Applications are now being received by the State Civil Service Department, The NYC office is at 270 Broadway, at Chambers Street, Manhattan.

There are three vacancies in the First District; in the Second District "several vacancies are anticipated in the near future." The exam numbers are First District, No. 2173; Second District, 2174.

The requirements and other data follow:

Each candidate must provide a typewriter, a notebook, pencils and pen and ink for his own use in the examination.

Under general supervision, a law stenographer must record by stenographic notes and make typewritten transcripts of dictated material of a legal nature; and to do related work as required. Examples (Illustrative only): Taking notes and recording law opinions, memoranda and orders; making out legal forms incidental to the duties performed by the Justices of the Supreme Court in the First Judicial District.

Candidates must meet the requirements of one of the following groups: (a) five years of satisfactory stenographic experience of which three years must have been in legal stenography; or

(b) graduation from a standard senior high school and three years of satisfactory legal stenographic experience; or (c) a satisfactory equivalent combination of the foregoing training and experience.

Weights in Tests

Candidates must have the ability to record and transcribe dictation of difficult legal nature at 120 standard words a minute and must have a thorough knowledge of office terminology and equipment and of secretarial procedures; advanced knowledge of correct English usage including grammar, punctuation, capitalization, spelling and vocabulary and must be thoroughly familiar with legal terminology and routine legal forms. Weights: Written exam, 2; Performance test in typing, (a) accuracy, .5; (b) speed (equal to a score of 65) is 40 standard words a minute minimum, .5; Performance test in Dictation, 120 standard words a minute, 4; Training and experience, 3.

Candidates will be required to attain a score of at least 65 in the written test, in speed of typing (a score of 65 is equivalent to 40 standard words a minute, a score of 75 is equivalent to 50 standard words a minute) and in accuracy of typing, each separately. In addition, candidates will be required to attain a score of at least 75 in the performance test in dictation and in the final average of the written and performance tests.

AUTO ENGINEMEN JOBS

Auto Enginemen eligible have been certified by the NYC Civil Service Commission to fill four jobs in The Bronx Borough President's office, two in Brooklyn and one in the Board of Education.

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An Arco study book for Social Investigator is on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall and just west of Broadway.

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY: Max Donner, plaintiff, against Regina M. Hayes, widow of DeWitt C. Hayes, Noel Glad, Jennie M. Peters, Gertrude Caminez, also known as Gertrude Caminez Soles, Giovanni Antonino Minadeo, Incornata Minadeo, his wife, William Fischel, Ida L. Herman, Victor M. Herman, her husband, Thomas A. Maher, Barbara C. Nelson, Thoraco N. Meredith, Fannie M. Meredith and all of the above, if living, and if any of them be dead, then it is intended to sue their heirs-at-law, devisees, next-of-kin, executors, wives, widows, lienors and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, creditors, legatees, executors, administrators, and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, June 12, 1950. HARRY HAUSKNECHT Attorney for Plaintiff Office and P. O. Address, 135 Broadway, New York, New York.

To the above named defendants, except Regina M. Hayes, widow of DeWitt C. Hayes:

The foregoing second supplemental summons is served upon you by publication pursuant to an order of Hon. Charles B. Sweitch, Justice of the Supreme Court of the State of New York, dated June 29, 1950, and filed with the second amended complaint in the office of the Clerk of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose fourteen transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the First, Second, Fifth, Sixth, Ninth, Tenth, Eleventh, Thirteenth and Fourteenth Causes of Action of the second amended complaint which are for the foreclosure of the following liens:—Bronx Lien No. 66258, in the sum of \$1,590.04 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5021, Lot 4 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of De Reimer Avenue, 150 feet north of Edenwald Avenue, 25 feet in width by 95 feet in depth; Bronx Lien No. 66263, in the sum of \$1,785.57 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5021, Lot 35 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of De Reimer Avenue, 100 feet south of Bussing Avenue, 50 feet in width by 95 feet in depth; Bronx Lien No. 66286, in the sum of \$871.23 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 15 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of Wilder Avenue, 457.96 feet south of Bussing Avenue, 25 feet in width by 95 feet in depth; Bronx Lien No. 66287, in the sum of \$1,049.83 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 16 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of Wilder Avenue, 425.08 feet north of Edenwald Avenue, 50 feet in width by 95 feet in depth; Bronx Lien No. 66300, in the sum of \$4,084.50 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 66 on the Tax Map of Bronx County; Bronx Lien No. 66301, in the sum of \$3,850.58 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 70 on the Tax Map of Bronx County, which last two lots consist of vacant land on the west side of Murdock Avenue, 250 feet north of Edenwald Avenue, 150 feet in width by 100 feet in depth; Bronx Lien No. 66302, in the sum of \$1,154.24 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 74 on the Tax Map of Bronx County, which said premises consist of vacant land on the west side of Murdock Avenue, 200 feet north of Edenwald Avenue, 50 feet in width by 100 feet in depth; Bronx Lien No. 66351, in the sum of \$1,137.06 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5027, Lot 10 on the Tax Map of Bronx County and Bronx Lien No. 66352, in the sum of \$1,140.08 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5027, Lot 11 on the Tax Map of Bronx County, which last two lots consist of vacant land on the west side of Monticello Avenue, 83.00 feet south of Bussing Avenue, each lot being 25 feet in width by 95 feet in depth.

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Free Notary Service Notary service is available free of charge at the office of the Civil Service Leader, 97 Duane Street, New York City (directly across the street from the Civil Service Commission).

Retreats During Your Vacation AUG. 14-20—GENERAL—Rev. Cletus Malloy, C.P. AUG. 25-27—ENGAGED GIRLS—Rev. Lawrence M. Wilson, S. J. CENACLE OF ST. REGIS 628 West 140th Street, New York 31, N. Y.

Arco's Study Book for Motor Vehicle License Examiner \$2.50 Social Investigator Employment Interviewer \$2.00 Sample Tests, Questions and Answers Practical and Public Health Nurse 2.50 State Trooper 2.00 Steno-Typist (Practical) 1.50 Telephone Operator 2.00 Able Seaman and Deckhand .25 Available at LEADER BOOKSTORE 97 DUANE ST. N. Y. 7, N. Y.

NEW YORK CITY NEWS

Griffenhagen to Perform Career and Salary Study

(Continued from page 1) matter first came before the Board of Estimate on June 16, 1949:

- 1. No individual's salary is to be reduced as a result of the career-salary project;
2. Routine promotions and pay adjustments will not be affected.
The contract between the City and Griffenhagen & Associates is scheduled to be signed this week.

Hearings to Be Held

It is understood that frequent public hearings will be held while the career-salary survey is in progress, and that public employees, organizations will have a primary part in the activity, will be called in for frequent consultation, and the interests of City employees safeguarded in as many ways as possible.

The minutes of public hearings held through the summer of 1949 in which employee organizations indicated their views, will be available to the task force which will conduct the operation. Opposition which had originally been voiced is apparently no longer present. Both the CIO and AFL had representatives on the committee which finally selected Griffenhagen to do the job. The United Public Workers, which had been in strong opposition to the survey, has not been evident in more recent comments. The Civil Service Forum, which had expressed certain points of opposition a year ago, has now issued a statement in support of the study. The American Federation of State, County, and Municipal Employees, AFL, which had supported the project from the beginning, will

continue its support. The study is therefore off "on the right foot."

Not All Covered

Not all City employees will be covered in the survey. Excluded are 105,000 positions in the uniformed forces of the Police and Fire Departments, teaching positions under the Boards of Education and Higher Education, operating positions in the transportation system and laborers or mechanics whose pay plan is set by prevailing labor standards. This still leaves about 100,000 positions to be surveyed.

In addition to the tasks outlined in the official City statement, it is anticipated that a modern promotion system with a superior increment arrangement will result from the study.

Under Mayor's Committee

In size, the project is exceeded only by the career-salary plan of the Federal government and the Canadian government. Griffenhagen will operate under the Mayor's Committee on Management Survey, of which Dr. Luther Gulick is the director. Dr. Gulick this week highly lauded Griffenhagen's qualifications to carry out the survey. The firm has made similar studies in Detroit, Chicago, Baltimore, Philadelphia, Montreal, several states, and the Federal government.

The project will be under the personal direction of Edwin O. Griffenhagen, senior partner of the firm. Mr. Griffenhagen is also president of the Association of Consulting Management Engineers.

Dr. Gulick stated that "valuable suggestions" toward the establishment of a career-salary plan had come from, among others, the Civil Service LEADER.

Working Committees

The work plan for the study was developed by the Subcommittee on Career and Salary Plan of the Mayor's Committee on Management Survey. The members of

the Subcommittee are: Peter Grimm, director of the Citizens Budget Commission; George H. Hallett, Jr., executive secretary of the Citizens Union; Morris Iushe-witz, secretary, NYC CIO Council; James C. Quinn, secretary-treasurer, Central Trades and Labor Council, AFL, and Thomas Tozzi, president of the Bronx Board of Trade, chairman.

A Technical Advisory Committee was established to work with the Subcommittee. This technical group is made up of Daniel L. Kurshan (Citizens Budget Commission), James R. Watson (Civil Service Reform Association), Dr. Frank A. Schaefer (Municipal Civil Service Commission), Sidney M. Stern (Municipal Civil Service Commission), John Carty (Bureau of the Budget), and Carl Heyel (Executive Assistant to Dr. Gulick), as chairman.

Barry Makes Plea For Laborer Raise

James V. Barry, business representative of the Pavers and Roadbuilders District Council, announced that his union had requested of Comptroller Lazarus Joseph that a separate hearing be held to determine the prevailing rate of wages to be paid to laborers in City employ who work on highways.

The Comptroller has been holding hearings for about two years to determine the prevailing rate of wages to be paid all laborers in City employ.

The union says that highway laborers do certain kind of work within their classification for which they should be paid at the same rate as persons in private employment who perform the same kind of work. The union feels that highway laborers should not have their prevailing rate of wages determined by evidence which might prove the wages paid to persons like porters or bathhouse attendants in private employment, who carry the title of laborer.

UFOA Election Results July 28

The final count and announcement of result in the Uniformed Fire Officers election will be made on Friday, July 28 by the American Arbitration Association.

The candidates and their ballot positions are:
Chiefs' ballot: 1, Winford L.

Beebe; 2, Joseph D. Rooney; 3, Gilbert X. Byrne.

Captains' ballot: 1, Daniel F. Farren; 2, Charles J. Freeman; 3, Frederick J. Muesle; 4, Dennis J. Shea; 5, Frederick Bahr.

Lieutenants' ballot: 1, John J. Connolly; 2, John F. Dalton.

2,100 More Apply for Social Investigator Tests

Filing for NYC Social Investigator closed Friday, July 21. An additional 2,100 candidates filed, as predicted in last week's LEADER, bringing the total number of competitors up to 7,980.

The test is expected to be held in the fall. An exact date has not yet been decided on; most likely it will be on a Saturday in September or October.

Rating of the papers will be given high priority by the NYC Commission. There are about 1,400 immediate vacancies. More are expected to occur during the four-year life of the list.

It is expected that every competitor who passes will receive an offer of appointment. Appointments in this particular title become permanent after a six-month probationary period, the general rule of three months not being

Ten More Hired

The Investigation Bureau of the New York City Civil Service Commission has added five temporary investigators and five temporary typists to expedite the processing of veteran preference claims. This is the start of preparation for the new veteran preference law that goes into effect on January 1 next. Some weeks before that date the staff will have to be augmented considerably, as all lists with veterans on them will have to be revamped, and some will be large lists.

The new Patrolman list will not be out until after the new law goes into effect, but all lists will be promulgated, so far as practicable, prior to January 1 next, especially if there are any vets on them.

applicable in this case.

Since the number of applicants for relief at the NYC Department of Welfare has been rising an average of 3,000 a month to a total in March of 74,000 applicants, the department has requested a modification of the present budget to hire immediately 350 more social investigators on a provisional basis.

Mrs. Corinne H. Brown, Director of Office Management declared that the case load for each working Investigator is gradually rising far higher than the prescribed 75.

There will also be more than 100 vacancies for stenographers and typists if the request for more money is granted.

As nearly 75 names are still on the Assistant Supervisor list, no promotion exam for this title has been suggested. However, in February the department asked the Municipal Civil Service Commission to hold a promotion test for Supervisor, and this test has been ordered.

The salary for Social Investigators, Grade 1, is still \$2,710 to start and rises to \$3,420, but Commissioner Raymond M. Hilliard is trying to get all social service salaries raised.

"We hope the reclassification of the city's job and salary structure will mean a raise for the investigators," said Mrs. Brown.

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LEGAL NOTICE

ZVONAR, MICHAEL.—CITATION.—P2047, 1950.—The People of the State of New York, By the Grace of God Free and Independent, To ANKA JAMBOR, BABA SAFARPEK, the next of kin and heirs at law and distributees of MICHAEL ZVONAR, deceased, send greeting:

Whereas, EDWARD R. SHULTZ, who resides at 404 East 55th Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 27th, 1950 relating to both real and personal property, duly proved as the last will and testament of MICHAEL ZVONAR, deceased, who was at the time of his death a resident of 506 West 42nd Street, Borough of Manhattan, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of August, one thousand nine hundred and fifty, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, N.Y. Surrogate of our said County of New York, at said county, the 19th day of July in the year of our Lord one thousand nine hundred and fifty.

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

SUPREME COURT, BRONX COUNTY.—Andrew O. Benson, Plaintiff, against "George" Spartas, said first name "George" being fictitious, true first name being unknown to plaintiff, it being intended to describe by the said name the husband of Alice Spartas, a former owner of the premises, Helen Natola, William Demetropoulos, Ethel Spartas, Marie Spartas, all other heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of ALICE SPARTAS, deceased, and the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors administrators and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and the respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to plaintiff, defendants, Summons. To the above named Defendants:

You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney within twenty days after service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, May 22nd, 1950.

THOMAS F. MCCARTHY, Attorney for plaintiff, Office — P. O. Address, 305 E. Kingsbridge Rd., Bronx 58, New York. To the above named defendants:

The foregoing summons is served upon you by publication pursuant Order of Hon. Benjamin J. Rubin, a Justice of Supreme Court, State of New York, dated July 6, 1950 and filed with the complaint in Bronx County Clerk's Office, Bronx County Building, Borough of Bronx, New York.

This action is brought to foreclose Tax Lien No. 46752 covering Section 17, Block 8925, Lot 113 on Tax Map of Borough of Bronx as said map was on November 11, 1941.

Dated: Bronx, N. Y., July 10, 1950. THOMAS F. MCCARTHY, Attorney for Plaintiff.

LEGAL NOTICE

CARR, ELEONORA F.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO BELLA LARSEN, the heirs at law, next of kin and distributees of ELEONORA F. CARR, deceased, if living, and if any of them be dead, to the respective heirs at law, next of kin, distributees, executors, administrators, legatees, devisees, assigns and successors in interest whose names and places of residence are unknown and cannot be ascertained after due diligence, the next of kin and heirs at law of ELEONORA F. CARR, deceased.

WHEREAS the Last Will and Testament of ELEONORA F. CARR, deceased, who at the time of her death resided at 925 Fifth Avenue, City, County and State of New York, bearing date of the 21st day of July, 1949, was heretofore by a decree of this Court duly made and recorded in the office of the clerk of this Court, admitted to probate by the Surrogate's Court of the County of New York, as the Last Will and Testament of said ELEONORA F. CARR, deceased, valid to pass real and personal property, and said will and the decree admitting the same to probate, and the proofs in support thereof are now duly filed and recorded in the office of the clerk of the Surrogate's Court of the County of New York, and

WHEREAS, IRVING TRUST COMPANY, the executor of said Last Will and Testament with offices at One Wall Street, City, County and State of New York, has applied to the Surrogate's Court of the County of New York, to have the said decree admitting the said will to probate opened, and citation issued in said proceeding directed to the persons above named and described requiring them to show cause why the said Last Will and Testament of ELEONORA F. CARR, deceased, should not be admitted to probate and why said proceedings already had should not be confirmed and sustained as against them with the same force and effect as if they had heretofore been duly cited to attend the original probate herein.

NOW, THEREFORE, you and each of you are hereby cited to show cause before our said Surrogate's Court of the County of New York, at the Hall of Records in the County of New York, on the 15th day of September, 1950, at 10:30 o'clock in the forenoon of that day why the said Last Will and Testament should not be admitted to probate as a will of both real and personal property, and why the evidence taken and the proceedings already had to prove said will of ELEONORA F. CARR, deceased, should not stand and why the decree admitting said will to probate and adjudging the same to be a valid will to pass real and personal property should not be sustained, and why the persons cited herein should not be bound thereby with the same force and effect as if they had been previously duly cited to attend the original probate thereof.

IN TESTIMONY WHEREOF, we have caused the seal of our said Surrogate's Court of the said County of New York to be herewith [Seal.] affixed. WITNESS HON. WILLIAM T. COLLINS, a Surrogate of said County at the County of New York, this 26th day of June, 1950.

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

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NEW YORK CITY NEWS

The NYC Employee

(Continued from page 1)

reduction in the number of provisionals.

James S. Watson, President of the Commission, said that the total number of so-called provisionals, now in excess of 17,000, includes many seasonal employees at playgrounds, swimming pools and beaches.

"These positions are temporary," he said, "while provisionals are persons who didn't pass an exam for the permanent job they are filling pending the establishment of a list."

The listing of all provisionals will be divided into open-competitive titles, which involve the majority of jobs, and promotion ones. Provisional promotees are permanent employees in a lower title, promoted provisionally because of the absence of an eligible list, or filling a job while its permanent occupant is on leave.

Another grouping will show the number of employees holding provisional jobs in excess of the legal time limit. A cursory examination has shown that some provisionals have held their jobs for as long as five years.

It is expected that the Commission will show, in support of the timetable, the reduction of provisionals it expects to accomplish at least by the end of the year, and possibly by next spring.

The categorical listing will include a roster of those who are filling in for persons on leave, usually provisional replacements in maternity and illness cases. Such replacements are listed as "provisional," but the employees are competitive, serving in a different title, and their number will appear in the "nominal provisional" column.

IT'S GOING to be hard for departments that want jobs put in the non-competitive class. By this method a department can hire about anybody it pleases and it is often used as a means of retaining a provisional, through the Commission's approval, and that of the State Civil Service Commission, would be necessary.

ONE OF the recent acts of the Commission has been to erect placards, warning of the penalty for impersonators. Also, the general notice of examinations includes a detailed warning on the subject.

The impersonation warning in the notice of examination reads as follows:

"Impersonation: Section 24 of the Civil Service Law provides that

Battalion Chief Exam to Reopen

The Uniformed Fire Officers Association requested the NYC Civil Service Commission to reopen the applications period for promotion to Battalion Chief.

The request was made because some Captains who were on vacation hadn't even heard of the examination which they were eligible to take.

any person who shall wilfully by himself or in cooperation with others, defeat, deceive or obstruct any persons in respect of his or her right of examination, registration, certification, appointment, promotion or reinstatement, according to any rules or regulations prescribed pursuant to the provisions of this chapter, or who shall wilfully and falsely mark, grade, estimate or report upon the examination or proper standing of any person examined, registered or certified, pursuant to the provisions of this chapter, or aid in so doing, or who shall wilfully make any false representations concerning the same, or concerning the person examined, or who shall wilfully furnish to any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person so examined, registered or certified, or to be examined, registered or certified, or who shall personate any other person, or permit or aid in any manner any other person to personate him, in connection with any examination or registration, or application or request to be examined or registered, shall for each offense be deemed guilty of a misdemeanor."

THE COMMISSION published the following promotion eligible lists: Statistician and Senior Statistician, Health Department; As-

sistant Superintendent (Track), NYCTS; Assistant Architect, Public Works, Education, Board of Transportation Construction; Foreman of Laundry, Grade 3 Hospitals; Foreman Elevator Mechanic, Public Works; Foreman (Buses and Shops), Staten Island, Manhattan and Queens, NYCTS; Law Assistant, Grade 4, Welfare; Statistician and Senior Statistician, Welfare; Inspector of Equipment (Automotive) Grade 4, Comptroller, Bureau of Audit; Assistant Architect, Welfare, Fire and Housing Authority; Inspector of Foods, Grade 3, Comptroller, Bureau of Audit, and Foreman (Elevators and Escalators), NYC TS.

Open-competitive lists issued at the same time are Assistant Electrical Engineer (Automotive), Junior Accountant, Bookbinder, Furniture Maintainer (Finisher), Cable Splicer's Helper, Junior Civil Engineer, Junior Electrical Engineer, Principal Librarian and Public Health Nurse. These lists may be inspected at The LEADER office.

BENTLEY KASSAL, anti-Tammany candidate for Assemblyman in the 5th Assembly District, who is now feuding with the Board of Elections, is urging that Commissioners of the Board of Elections be selected from civil service lists.

PRESIDENT Watson, on the job a month, said in response to a question that he liked his job very much.

"My training in private law practice and on the bench comes in handy," he observed, "and helps in the solution of human problems."

EVERY CANDIDATE at a hearing before the Commission now takes an oath before he gives his story. This, explained President Watson, should impress the candidates with the necessity of abiding strictly by the truth and add to the dignity of Commission proceedings. The hearings usually involve character questions and alleged delinquencies

Police-Fire Pension, Pay Decision Soon

The result of the negotiations for higher pay and reduced pension costs for the uniformed men of the NYC Fire and Police departments will be announced by Mayor William O'Dwyer on Thursday, August 10, over television station WPIX.

The Pay Raise and Pension Revision Conference, representing police and fire line organizations has been meeting with the Mayor and Deputy Mayor William Reid. The Mayor favors recognition of the needs of the men and is for it if the money can be provided. Ways of providing it have been suggested by the employees.

John E. Carton, PBA president, and John P. Crane, UFA president, are co-chairman of the Conference. James Hillenbrand, vice president of the Detectives Association of the Police Department, and Lieutenant John Farren, UPOA, are permanent secretaries.

The conferees for the line organizations were the foregoing and Deputy Chief John Broderick, UFOA; Lieutenant Joseph Regan,

president of the Police Lieutenants Benevolent Association; Jerry Purcell, UFO financial secretary; Mario Biaggio, PBA vice president; Captain Frank Lent, P.D., president of the Captains and Inspectors Association; Richard Sullivan, PBA vice president; William Reid, UFA vice president, John Fitzpatrick, president of the Pilots and Marine Engineers, F.D.

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NEW YORK CITY NEWS

Few NYC Departments Train Employees Well

By PHILIP FINE

With no central agency responsible for training employees, the NYC departments give courses or don't, as they prefer. And when they do, the courses are occasionally comprehensive and useful, but mostly not. Employees deplore the lack of a co-ordinated training program, and make sarcastic contrasts with what the State is doing in its training of new and long-time employees. An outstanding example of the City's best training for new entrants, to familiarize themselves with the work of the department and the job they are to do, as well as intermediate and promotion training, is set by the Housing Authority.

The Housing Pattern

A pattern has been set by the Housing Authority which includes orientation, or the instruction of the newly appointed; intermediate on-the-job training; and, finally, promotion training.

The Maintenance Training Workshop of the Authority, located in Vladek Houses, has been hailed as an outstanding example. In addition, twice or three times a year an intermediate course is given to all who were appointed since the last course, at which division heads lecture about the work in great detail and a field trip is made to some Authority housing project which is studied from top to bottom.

At the workshop on-the-job training is conducted on a comprehensive scale. All the equipment is present that will be found in an apartment house that the Authority constructs. Maintenance men are shown the complete method of what to do when there's trouble with door, refrigerator, bathtub, toilet-bowl, electrical equipment, boiler, windows and all other appurtenances.

Better Letters One Goal

On the office level, stenographers and even their supervisors are taught how to write better letters, receptionists are given the inside track to rendering best service to the public, and safety is taught by one of the few men from outside the department who ever stood before a lectern in the department's training school—Alfred Latienner, who is directing the city-wide safety training for NYC.

Promotion training courses are taken by employees either on their own time or on a 50-50 basis, but the indoctrination courses in City departments generally are on the employer's time.

700 Students

Promotion courses are given at night. In the Housing Authority they are extremely well attended. Attendance has been at least good. When other City departments have given promotion courses attendance also has been good and sometimes everybody entitled to take the exam attends the course.

In the Housing Authority's orientation group—the newcomers—there may be as many as 700 students, while in other courses, particularly where a specialty is the subject-matter, the class may consist of only a dozen.

The Authority expects to double its staff of employees in the next three or four years and its complete training courses have that prospect in mind.

Sanitation Dept. Training

The Sanitation Department's new training center in Brooklyn provides a three-day course for recruits, in which they are shown the operation of equipment they will use, including the simplest operations, like sweeping. Teaching extends also to higher ranks, when special circumstances require, such as teaching public speaking to supervisors. While supervisors know their jobs well, it had been found that they couldn't always address public gatherings with conviction.

The department has recently

expanded its orientation course for the newly-appointed and has established a thorough safety training program that provides broad courses for promotion tests, particularly promotion to Assistant Foreman. Incidentally, the Assistant Foreman test is tentatively in the Civil Service Commission's mind for spring opening.

The Sanitation Department's course includes public relations, since Sanitation Men are in constant contact with the public; also it comprises full information on employee rights and benefits. Operation of motor equipment is explained, also how to handle a broom, a pan scraper and a can carrier. The students spend half a day sweeping against traffic, so the Sanitation Man may see the vehicles coming, for safety.

Slides and movies depict the correct method of refuse disposal. It's refuse, not garbage, in the new terminology of the department. Also that cylindrical container is not a garbage can any more but a refuse receptacle. In the old days the men were called street cleaners and the department was known as the Department of Street Cleaning. The more dignified terminology on a large scale stems from that change and is taught to all newcomers.

Handling of complaints, garage operation, courtesy, neatness of uniform and other subjects are discussed by instructors.

The department feels that the overall results are highly satisfactory.

The training program is under Henry Liebman, Director of Operations. Assistant Director Charles J. Labdon is in charge of the training center.

Health Department

The Health Department has indoctrination and on-the-job training courses, particularly for public health nurses and sanitary inspectors. Rights and opportunities under the Civil Service Law are included among the subjects. An attempt is made to impress the students that the employees of the department are acting as a team. The training officer is Gerald English. The personnel director of the department is William Brody.

The department covers both introductory and promotion aspects in its training.

Welfare Department

The Welfare Department has a Training Institute that's been in operation for years. Newly appointed Social Investigators get four weeks of intensive preparation for their jobs. The only promotion title for which a course is given at the Institute is for those who aspire to become Assistant Supervisors, the next higher step in the promotion ladder.

Police, Fire Program

The Police and Fire Departments train probationary patrolmen and firemen.

The Police Academy at 6 Humbert Street, under the direction of Acting Chief Inspector William A. Turk, is now training the 500 recently appointed patrolmen. The

course takes three months, but half of the time the recruits are in the field. The course has been perfected through the years and teaches the latest police practices, modes of communication and methods of detection and arrest.

At the Fire Department Probationary School, on 68th Street, under Acting Battalion Chief George McGinty, the recruits get their indoctrination, and at the Fire College, 35th Street, Long Island City, officer courses and training for various specialties are given. The specialties include training in building inspection and motor pump operation. Deputy Chief of Staff and Operations Edward G. Conway is in charge of the Fire College, while Acting Battalion Chief George McGinty runs the probationary school. Acting Battalion Chief Harry Irwin teaches motor-pump operation.

Board of Transportation

The Board of Transportation has a highly developed training course center on Flatbush Avenue Extension, Brooklyn, where surface line operators, motormen and others just appointed are schooled in the work they must do and given actual performance training. Also, the department gives refresher courses, not only to keep the engineering staff completely up to date on latest developments, but also as preparation for promotion tests. Philip F. Brueck is in charge of this work. Also, clerical employees are trained, under other auspices, but this phase hasn't been active lately.

Little Other Effort

Aside from the foregoing activities and departments, there is little effort by City departments to teach newcomers the job they have to do, make them aware of the interrelationships not only in City government but with Federal and State jurisdictions, small effort to aid individuals by giving them adequate in-service training courses, and practically nothing done in the City government to select the best qualified persons for higher levels of training and important specialties, such as the State is doing in its public administration course at the Civil Service Center, 8 Elk Street, Albany.

While the NYC departments that give thorough training courses are the exception, the State plan traverses all departments, while allowing the departments initiative and autonomy. A Training Division in the Civil Service Department co-ordinates the work, initiates and conducts some of the special courses and aims for uniformity of method and results.

The NYC departments discussed are in the van of the training undertaking and, for the most part, have been for many years.

In many other departments, training is at a low ebb, even practically non-existent, with loss of efficiency.

[In future articles deficiencies will be discussed also.—Editor]

Attendant One of 50 Coming Tests

Fifty open-competitive examinations will be offered soon to fill thousands of jobs in the NYC service. The dates for application will be announced in The LEADER as soon as they are scheduled by the Civil Service Commission.

The examinations will be held to fill thousands of vacancies including replacement of many of the 17,000 provisionals.

One of the most popular examinations, Attendant (Male) will be used to fill 600 jobs now held by provisional employees. Another, Assistant Gardener, will be used to fill 285 immediate openings. Other popular examinations include:

- Administrative Assistant.
- Administrative Assistant (IBM), Administrator.
- Law Assistant, Grade 4.
- Housekeeper, Grade 1.
- Medical Social Workers, Gr. 1.
- Housing Assistant.
- Housing Manager.
- Playground Director.
- Social Investigator (with knowledge of Spanish).
- Court Stenographer.

Bus Driver List to Be Used Fast

The path has been cleared for immediate use of the new Surface Line Operator eligible list when it is established by the NYC Civil Service Commission. The 1948 list was exhausted last week.

Qualifying medical tests will begin Wednesday, August 16, for 8,573 candidates who already have passed the written test. Those who meet the minimum requirements will take physical tests beginning Sept. 8 at Van Cortlandt Park.

3,533 Eligibles On Cleaner List

The Male Cleaner eligible list, with 3,533 names has been published by the NYC Civil Service Commission. Approximately 500 immediate appointments will be conducted qualifying medical and made after the Commission has physical tests. Personal investigations and a check of veterans preference claims also will be made before the list will be ready. Appointments will be at \$1,920 for 276 days and \$2,040 for 302 days.

3 New Policewomen

Three Policewoman (P.D.) appointments have been made and another is expected this week. Those appointed were Eleanor Borden, Eileen Romanchuk and Robbie Williams. Rita L. Gilligan is expected to be the fourth appointee. Salary is \$3,150.

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Disability Preference Policy to Be Aired at Trial

The policy under which the NYC Civil Service Commission approves disabled veteran preference will be aired in detail at a trial, to be held probably in October, of the issues of fact in a case brought against the Commission by a group of Fire Lieutenant eligibles.

The petitioners, headed by Frederick Hansen and Walter Wagner, claim that the Commission has been too lenient in granting dis-

ability claims. The Commission replies that it was abiding by the law under which the Veterans Administration, and not NYC, has the authority to decide on the existence and extent of a disability.

Promotees United

Although the petitioners state that they are interested in changing the policy only, and not individuals, the 96 eligibles recently promoted to Lieutenant have a keen personal interest in the outcome. They have united to back up the Commission in its defense of the suit.

The trial will be held pursuant to a decision by Supreme Court Justice James B. McNally.

The courts have decided that the constitutional requirement of recency of physical examination

by the VA means within one year, that the VA disability rating must be at least 10 per cent and that an actual physical examination must have been given by the VA.

What McNally Wrote

"It is the contention of the petitioners," Justice McNally wrote in an opinion setting forth why he ordered a trial, "that the certificate in respect of the 96 promotions herein challenged doesn't conform to said standard. The defendants and intervenors (promotees) on the other hand, contend otherwise. There are present factual issues which should be resolved only after a trial on the merits. Accordingly, the motion is granted to the extent of directing a trial to determine whether the disability certificates meet the requirements."

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