Tough, Hard Fights Facing State and Local Employees

By MAXWELL LEHMAN

ALBANY, July 18 — State and local employees face a formidable situation this fall and winter. All the evidence indicates that they will have to fight hard for all gains, against strong opposition and that they will have to muster their forces as never before.

In the State Legislature, it is contemplated that the Civil Service Employees Association will sponsor a battery of retirement bills, possibly combined into a single over-all measure. With the primacy of getting a 5-year retirement bill, other important objectives in this sphere will not be overlooked. It may be expected that the State will be asked to make certain additional contributions so that employees, after a given number of years on the rolls, will receive under more advantageous conditions, possibly with full pay.

The examination for the popular job of Substitute Mail Handler in the NYC civil service will be held on Thursday, July 21. The pay is $45.00 a week, the examination will run from 8 a.m. to 12 noon, and rises 5 cents an hour per year on average service. In the City, a week's pay is $79.60 a week. The weekly pay is computed on the basis of 40 working hours. Do not apply until Thursday.

THE NYC EMPLOYEE

Single Tests For Multiple Jobs Weighted

BY H. J. BERNARD

BROADLY - BASED examinations, which appointments would be made to various titles, are being considered seriously by the NYC Civil Service Commission. The number of examinations could be reduced one-third or more, their size increased proportionately.

One of the requirements would be that the multiple jobs, to be filled from a single examination, be related in function to the single salary. If the pay is too divergent, no employee would like to be considered for theorneying job. That's what about the objectives in this sphere will not be overlooked. It may be expected that the State will be asked to make certain additional contributions so that employees, after a given number of years on the rolls, will receive under more advantageous conditions, possibly with full pay.

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The Conservation Department, however, claims that despite the law, pike fishing continues to be almost entirely open in the open, day and night. It claims also, that most of the violations occur, among the inactive, licensed anglers, in the city of Ogdensburg, through which runs the Oswegatchie River. A rope, to which many hooks are attached, is thrown into the Oswegatchie. Pike which, they say, return to the Oswegatchie at any time may not be taken.

"Gassing" is the term used to describe the act of marking the pike on their annual spring spawning grounds in the Oswegatchie River. A rope, to which many hooks are attached, is thrown into the Oswegatchie. Pike which, they say, return to the Oswegatchie at any time may not be taken.

What Happens to Pension Checks When One Returns to Public Job

It makes a difference whether a former employee, who is receiving a retirement allowance from the State Employees Retirement System, and returns to an employment in the State or any political subdivision thereof, has returned to a position to become a member of the Retirement System. However, if a municipality which employs him does not agree to readmit the employee to the Retirement System, his retirement must be readjusted to suit the period of his appointment.

Complete Guide To Your Civil Service Job

Get the only book that gives you (1) 26 pages of sample civil service tests; (2) a complete guide to the various kinds of government jobs; (3) information about how to get a "patronage" job—without patronage; (4) full information about veterans preferences; (5) tells you how to transfer from one job to another; (6) 1,000 additional facts about government jobs, "Complete Guide To Your Civil Service Job" is written so young people can understand it by LEADER software general manager Moross Tomas. It's only $1.

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CIVIL SERVICE LEADER

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State and County News

Game Protectors Beaten Up In Ogdensburg Fishing Feud

ALBANY, July 18—The job of a Game Protector in the State must be classified as a "soft" one, but those who are Game Protectors in Northern New York have to be prepared to receive the sort of treatment you'd expect to see only in a blood-and-thunder novel, given the general ignorance of the fisher folk. His pay is low, his cost of living high, his job dangerous, and his life hard. No wonder the conservation officers, beaten, kicked and left lying in the dirt, are suffering a depression. Nobody ever thought to bump the Public Service Retirement System. However, if a municipality which employs him does not agree to readmit the employee to the Retirement System, his retirement must be readjusted to suit the period of his appointment.

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CIVIL SERVICE LEADER
Local salaries are currently set by the Civil Service Employees Association, which consists of the following organizations:

- Buffalo
- Rochester
- Schenectady
- Poughkeepsie
- Cleveland
- Norwich
- Chautauqua
- Gowanda
- Wyandot
- Cuba
- Utica.

The ground should be well laid by the state itself to adjust and establish city salaries, to examine one of the municipalities from time to time, in a favored position to recognize the difference between the average salaries in communities. The practice of law. Mr. DeGraff, who has become associated with the noted law firm of Office Audit, State Department of Audit and Control, is a graduate of Christian Brothers Academy, got his B.A. degree at Cornell and is in a veteran. After the war he completed his law course at Cornell, got his LL.B. degree, and was admitted to the bar in 1947. At law school he was editor-in-chief of the Cornell Law Quarterly, an honor that goes only to students of high scholastic attainments, and was elected to the Order of Coif, national honorary legal society.

For Mr. Kelly's record as record, he joined the 1st Infantry Division as a 2nd Lieutenant in February, 1917. He served with the 1st Division in this country, Enlarged Army, N.Y. He was wounded on D-Day while serving as commander of B Company, 36th Infantry Regiment, during World War II, is in a favored position to recognize the difference between the average salaries in communities. The practice of law. Mr. DeGraff, who has become associated with the noted law firm of Office Audit, State Department of Audit and Control, is a graduate of Christian Brothers Academy, got his B.A. degree at Cornell and is in a veteran. After the war he completed his law course at Cornell, got his LL.B. degree, and was admitted to the bar in 1947. At law school he was editor-in-chief of the Cornell Law Quarterly, an honor that goes only to students of high scholastic attainments, and was elected to the Order of Coif, national honorary legal society. For Mr. Kelly's record as a 2nd Lieutenant in February, 1917. He served with the 1st Division in this country, Enlarged Army, N.Y. He was wounded on D-Day while serving as commander of B Company, 36th Infantry Regiment, during World War II.

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Activities of Employees

Ogdensburg

At a meeting of the St. Law­rence County Democratic Campaign Employees Association, held in the Andrews Street Hotel at Massena, Mrs. Mary C. Manning, assistant officer for the Ogdensburg schools, was elected delegate for the com­munity, along with Kenneth Rogers, department; Mary C. Manning, attendance officer; Reu­ser K. Jimenez, chairman, county social welfare department; James C. Pfeifer, chairman, county highway department; and Pierre Malterner, Canton, chief engineer, Public Works.

The following nominating com­mittee was named to select a slate of officers for the chapter at the annual meeting to be held on March 13: Kenneth Rogers, chairman, county social welfare department; Reu­ser K. Jimenez, chairman, county highway department; Mary C. Manning, attendance officer, Ogdensburg schools; Philip P. Whaley, of Ogdensburg.

Elmira

—Evelyn W. McWherter was recently named chairman of the Labor Relations and In­formational Relations Committee for the Elmira chapter, Civil Service Em­ployee Association. Other offi­cers elected include: Vice Presi­dent, Herman E. Cattridge, Tress­ton; Secretary, Mrs. Mary E. Ross G. Lewis, Sr.; Executive Rep­resentative, Frank W. Crowell. The Executive Council of the chapter is composed of: James A. D'Onofrio, vice president; Mrs. L. G. Stratton, secretary; Mrs. M. C. Manning, treasurer; and Robert P. Collins, of public works; James R. Conley, county social welfare depart­ment; Mary C. Manning, attend­ance officer, Ogdensburg schools; and Earl C. Allen, Alvanex, Canton.

Waltham

A regular meeting of the Long Island Inter-County State Park Chapter of The Civil Service Em­ployee Association, was held on Monday evening, July 13th, at the Hall, at the Fire Hall in Waltham.

During the meeting various topics were announced: First, a shower aircraft picture; Second, prices of cheer; Third, a list of members. The costs of expenses will be turned over to the Welfare Committee.

Farrell To Be Released From Hospital Soon

—Mrs. Ruth Lazarus Passed

The following are the other lists of eligibles in the following categories, published in the LEAD­ERSHIP Handbook for New York City Employees, available at the Career Institute in administrative and labor regions of the State.

Files Aids NYC Chapter

John L. Files, recreational director of the Civil Service Employees As­sociation, has brought to the attention of members the travel prizes offered by the New York Journal-American and the New York Daily News. Members of the Association have already been informed of this service, he said.

Measures Calls for Further Particulars on Vacation Planning

The maintenance and the broadening of the merit system are frequently raised which are frequently raised in many states. The strong­est bulwark against fraudulent claims is the maintenance of a system which is such that employers have to fight to maintain the concept of train­ing taken hold — and now em­ployees may be possible to do the same thing.

Ruth Lazarus Passed

The name of Ruth Lazarus was inadvertently omitted from the list of deaths when the 80th death list of the Civil Service Employees was published in the LEAD­ERSHIP Handbook for New York City Employees, available at the Career Institute in administrative and labor regions of the State.

Our new dishes are sure to be a hit and we guarantee to save our customers money.
STATE AND COUNTY NEWS

We Clerical Lists ve, 6,425 Eligibles

[...] the mailing address of the Association is 254 Seventh Avenue, New York, N. Y. Phone: 411-7300. For President 7/102. THE DELEHANTY INSTITUTE: "55 Years of Career Assistance to Over 400,000 Students"

May 19, 1949

CIVIL SERVICE LEADER

PAGE FIVE

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Attend a Class As Our Guest!

HOME STUDY COURSE

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NEW YORK CITY EXAMINATION ORDERED

Over 1,000 Existing Vacancies

Men and Women 18 Years and Upward Are Eligible

CLERK—Grade 2

NO EXPERIENCE OR EDUCATIONAL REQUIREMENTS

Opportunities for promotion to higher grades paying as much as $6,000 a year, and in some instances more

SPECIAL GYM CLASSES!

Intensive Preparation for PHYSICAL TEST for

Sanitation Exam

Only a Very Few Weeks Remain to Get in Shape

Over 16,000 Will Compete. If You Aren't in the Top 2,500 Your Chance of Appointment Is Slim.

Gym Classes Meet Every Hour from 10 A.M. to 9 P.M.

APPLICATION DATES NOW OFFICIALLY SET

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JAMAICA: Tues. and Thurs. at 1:15, 5 & 8 P.M.

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250 Days Work a Year Guaranteed

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Federal Career Employee Association—New York Chapter

I hereby apply for membership in the Association and will assist in preserving jobs and advancement of career employees, and to preserve the Career System in Civil Service.

NAME

HOME ADDRESS

AGENCY

LOCATION

I acquired permanent Civil Service status on (date)...

Date of application: SIGNATURE

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TENTH YEAR

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Member of Audit Bureau of Circulation

CIVIL SERVICE LEADER, INC.
97 Duanesburg Road, Troy, N.Y. 12180

Tues., July 19, 1949

CIVIL SERVICE LEADER, Inc.

Hilliard Comes Up With A Surplus

The indefatigable Mr. Raymond M. Hilliard, NYC Welfare Commissioner, has managed to come up with a surplus — nearly $10,000,000 from its 1948-49 budget. Nice?

No — it isn't nice at all. It isn't nice when one considers what has happened to relief budgets in this period during which the surplus was accumulated. It isn't nice to see how the wealthiest has with undue haste and acclaim been given a handout while the poor are left to suffer.

Mr. Hilliard has in recent years approached a parity with pay in other professions. The minimum pay in the nursing specialties would be raised. There is no precedent for police, firefighters, clerical and some such employees.

The practice of using one list for filling such jobs as Social Investigator of one type or another, has with undue haste and acclaim been given a handout while the poor are left to suffer.

The question would arise, in the opinion of many, whether Mr. Hilliard has been honest with the public. Among many Democrats, which are for political reasons, cannot be described as warm to O'Dwyer at the present time. But neither has he said anything to suggest that he would run as an independent candidate in 1953.

For the Office of the County Attorney, the practice of using one list for filling positions, so that the City was able to fill these positions, according to Mr. Hilliard, after many years of effort, is another example of what he calls the "appropriate" use of a surplus.

Low Salary Base, As It Is

Second, the Westchester salary base is unusually low. On simple economic grounds, it can be demonstrated that the base requires sharp upward revision.

Third, while it is true that total Westchester pay may have in recent years increased pari passu with pay in other comparable jurisdictions, it is equally true that the present salary base is the average below that of other comparable jurisdictions.

Summing up: Little attempt has been made to consider whether the basic pay structure is adequate, but a 1967 survey

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What Employees Should Know

By THEODORE HICKS

CIVIL SERVICE LEADER

If YOU filled out your
application for service
perhaps you have not
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A constitutional committee was
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Examination is illustrated by a
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This attempt at interpre-

from the civil service

Work Experience Raised

An experience which may also
in your final average mark

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"If the City is to rid itself

of a teacher in the New York

The hearing was held in the

The Association advises that

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The teacher salary credit for

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CIVIL SERVICE LEADER

Clerk-Carrier Test Set for This Month

EXAMS FOR PUBLIC JOBS

STATE

Open-Competitive

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Swyers, A.</td>
<td>Buffalo</td>
<td>Clerk-Carrier</td>
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<tr>
<td>Burtless, P.</td>
<td>Buffalo</td>
<td>Clerk-Carrier</td>
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<tr>
<td>Burtless, M.</td>
<td>Buffalo</td>
<td>Clerk-Carrier</td>
</tr>
</tbody>
</table>

Written tests will be held on September 19 and 21. The application blank must be completed and returned by September 17.

Physical Requirements: Arms, hands, and feet must be capable of performing the duties of the position.

Sanitation Man Physical Rules

Two Questions Deleted in Sanitation Man Key

Validity of the examination key is 90 days from the last date of the examination. The key is being changed because of a change in the regulations.

Rochester Chapter's Activities

The Rochester Chapter of the Civil Service Employees Association is planning a series of events for the fall season.

Clerical Listsued by State

Cayuga County Employees Win Assn. Charter

92 Armory Employees Win Pay Rise

Albany, July 15 - The first meeting of Cayuga County Charter was held in the armory here. The meeting was attended by 92 employees, who were represented by Alfred Rosin of the Armory.

Pool to Fill 650 Clerical Jobs in State

Albany, July 15 - A pool to fill 650 clerical positions in the state will be held on September 19 and 21. The examination is being held for employees who are currently working in clerical positions.

Open-Competitive Lists Issued by New York State

MUSEUM EXHIBITS DESIGNER

Non-competitive

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>McCormick, W.</td>
<td>Columbus</td>
<td>Museum Exhibits Designer</td>
</tr>
</tbody>
</table>

CIVIL SERVICE LEADER
The progress report on legislation in the Senate was published in The Leader recently. The report on legislation in the House follows:

H. R. 87. The Miller bill grants credit to veterans in the postal service for time spent in the military. The McAdoo amendment toward salary pyramiding was favorably reported by the Miller subcommittee and endorsed by the full committee.

An amendment was included that would grant credit to all veterans during the period of service on and after July 1, 1939. H. R. 889, reported on May 24 by the Senate Committee, is the companion bill to H. R. 233.

U. S. S. to Fill Jobs in NYC

As Information Specialist

Information Specialist positions will be filled in the U. S. Department of the Interior from the new Administrative Office before Civil Service examinations. The office is one of the sixteen specialties seeking personnel.

The written examination will be held for filling Information Specialist positions, Grades CAP-13 and 14, for departmental positions in Washington, D.C.

By the 1397 applicants, the test of the Civil Service Commission stated that 716, including 331 veterans, passed so far. The exam is continuously open.

The examination is open to writers, editors, producers and broadcasters. Pur ranges from $7,620 to $10,305.

Applicants must have extensive administrative experience and be eligible for Civil Service examinations. The position is in the Department of the Interior.

The exam is open to writers, editors, producers and broadcasters. Pur ranges from $7,620 to $10,305.

Mail Handler Test to Open

(Continued from Page 1)

At 8:30 a.m., the tests will be ready at the Second Regional Office of the U. S. Civil Service Commission, 461 Washington Street, Manhattan. The Seventh Avenue office will take the tests near to the regional office, at the corner of Eighth Avenue and 31st Street. The written tests must be returned to the Civil Service Commission by that date.

The examination will include a written test for the first time. Jobs are in the same post of work as in 1917. Find your post office by checking the tests, or apply by mail, too.

You Are Invited to Attend a Class as Our Guest

HEALTH INSPECTOR COACHING COURSE

Mr. George Kupchik, Instructor

Enroll Now at

Arco Career School, Inc.

480 Lexington Avenue, El Dorado 5-6642

Page Ten

CIVIL SERVICE LEADER

Tuesday, July 19, 1949

FEDERAL NEWS

UNAPOC Asks Wires to Congressmen on Pay

"No delay," was the watchword of the United National Association of Post Office Clerks, of which William C. Ambrust is president.

"Protracted hearings will impair action during the present session," said Mr. Ambrust. "We hope for continuous hearings with no delays. Wire and write the members of the House Post Office and Civil Service Committee for immediate action on H.R. 4990, H.R. 4459 and H.R. 4489. Wire and write the members of the Senate Post Office and Civil Service Committee for immediate action on S. 1772.

"The House Rules Committee has granted a Rule on H.R. 3101, the Lasdon Bill, granting an increase in benefits to Federal employees injured on duty and providing further benefits in amending the Federal Employees Compensation Act. Minimum benefits of $112.56 per month are provided in the bill and additional benefits to widows and children. Two hours of debate has been allowed. Wire and write your Congressman for his active support of H.R. 3101."
Mrs. Anne Handman, president of the New York Federation of Post Office Employees, at a meeting of the leaders of 29 local organizations yesterday morning, said that POST was not a closed shop more than it did a year ago, in stating that in a recent interview with Mr. Fitzgerald in an interview with WMCA, "If there has been any drop in our morale, it is not as serious as it was a year ago," she said. "In fact, the price of meat has gone up recently and most women in the Auxiliary tell me that their rents have not reached our pocket-books yet." To the question of whether the Auxiliary will shop for the new pay rise.

"We are beloved in economy in government, for we are tax-payers," Mrs. Handman said. "It is the opinion," Mrs. Handman, "of many health and production authorities that proper relaxation provides for increased efficiency, increased production and better health."
candidature for a $2,710 job, and these results were based on what appeared "suitable" answers, which by no stretch of the imagination could be called "attractive." The alternative answers were equally valid and, if anything, worse.

Although the Commission had been true to the letter in giving a notice of the examination and in requiring the candidate to answer the questions in the same manner as they had been formulated, there were departures in the manner in which the examination was conducted, and these departures were quite apparent in the manner in which the examination was given. The_Congress had set up a sampling of the answer sheets, all of which were shown to the Commission and affords one a good-sized eligible list. About three alternatives are equally acceptable answers to some questions, some questions having no answers, other questions having no answers.

The idea was that never again was a "best" answer to be required and that the answers to the tentative key answers, was the basis of samplings made by the Commission and affords one a good-sized eligible list. About three alternatives are equally acceptable answers to some questions, some questions having no answers, other questions having no answers.

The basis of the test, the LEADER estimated that an eligible list of only 1,190 would result, which formula was made before the protests began to point in against the subjective nature and the impossibility of the test, as well as the off-side tentative key answers. It is said that the questions as such, or the answers in question, parts of a book of questions, or the answers of the questions were right, and a reliable index could then be obtained. This sampling is to be performed.

Conflict With Authority

One subscriber wrote to the Commissioner, saying he was prepared for the test by studying a book published by Arco, the chief. Question 22 in the test, which he was told to be the Federal Taxation Insurance (as a financial aid administered by the Federal government), the contributions of employers and employees, (B) financial by employer and employment and individuals, (C) contribution by employer and individuals, (D) financial by employer and employees and individuals, and (E) financial by employer and individuals, was said to be exactly the same. "It is true," the Commissioner declared, "but the test was not designed so that the test is not designed so that the questions are clearly and appropriately presented, to test a student's knowledge of certain matters on which it is understood that the questions are definitely presented. This was the basis of the test, the LEADER estimated that an eligible list of only 1,190 would result, which formula was made before the protests began to point in against the subjective nature and the impossibility of the test, as well as the off-side tentative key answers. It is said that the questions as such, or the answers in question, parts of a book of questions, or the answers of the questions were right, and a reliable index could then be obtained. This sampling is to be performed.

The LEADER stated that the off-side tentative key answers were not the same, but a sample of the questions, parts of a book of questions, or the answers of the questions were right, and a reliable index could then be obtained. This sampling is to be performed.

The conflict with the LEADER was resolved by the Commissioner, president of local 1193, and the president of the employees, A. T. O., who said that the book mentioned in the protestation was approved by the Commissioner. "I have no doubt," the Commissioner said, "that a department," he said, "in which I have no doubt," the Commissioner said, "that a department," he said, "in which I have no doubt," the Commissioner said, "that a department," he said, "in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which I have no doubt, in which
Woods Appointed to $15,000 Labor Relations Post in NYC Transit System

The new labor relations chief will receive all demands and data at the hearings which were held by the Board during the month of June, so that he may make a complete study.

The NYC Board of Transportation last week created a position of Deputy Commissioner, at $15,000 a year, to handle its labor relations organization.

John J. Woods, labor relations advisor to the Department of Sanitation, will be appointed by the Board to the new position. He had formerly handled labor relations for the Department of Sanitation.

The Board of Transportation is requesting Mr. Woods as its first assignment, to survey the Board's existing labor relations organization and make whatever recommendations he deems advisable to the Board with respect thereto.

NYC Amends Regulations; Seeks Wider Use of Lists

As efforts to reduce the number of provisioinals, and also the number of examiners, NYC has established a new Examining Committee. In this Examination Regulations the regulation in a list may be appointed to positions in addition to the positions in a list. However, this has always existed, but NYC Civil Service Commission has not ever been declared by the Commissioner. Therefore, he has been appointed in the other title or titles. However, at any one time, at least one law suit has resulted, and, just there be more provisionals, and there be a larger number of all future candidates on notice.

In an addition, the Commission reads: "An eligible to any office of a list is not up to date, but not more than four years.

However, at least one law suit has been made, and has been declared by the court, although the State Civil Service Commission has determined that it could be done. The only, however, applicable to promotion tests, was abandoned.

The NYC Board of Transportation has decided in this aspect. It is unexplained that an established list, when established, a new list could be limited below four years, below one year, Purple, though not law would make it advisable to conclude any questions of a short-life limit in the examination.

The more important consideration in the insertion entitled eligible lists, made by the NYC Commission, refers to the right to certify eligible lists, and creates new or a new list could be limited below four years, below one year, Purple, though not law would make it advisable to conclude any questions of a short-life limit in the examination.

Older Men Want Higher Age Limits

Two men who are little beyond the age limit of 40 established by the NYC Civil Service Law in setting the age of persons who applied at the hearings which were held by the Board during the month of June, so that he may make a complete study.

The practical maximum age limit of 36 years for NYC examination, though the State Civil Service Law in setting the age of persons who applied at the hearings which were held by the Board during the month of June, so that he may make a complete study.

New York City News

37 Yrs. with City, Langdon Is Honored

Harry J. Langdon, Administrator of the Department of Sanitation, reached a milestone on his civil service career on July 3, when, after 37 years in the service, he was honored at a ceremony.

A large crowd of staff under his supervision, many of whom have served for more than 30 years of his tenure with the City, were gathered to honor Mr. Langdon.

A Toast to the Mayor was presented by Mr. Langdon with an address attended by the staff at the main office.

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The LEADER continues this week with a list of Firefighter Eligibles for the New York City Civil Service Commission. This list is based on the results of the Civil Service Exam held on Wednesday, March 21, 2012, and is published by the United Firemen's Association of the City of New York. The list below assumes all veteran preference claims granted, and the order of standing is based on the exam results as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>Test Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>John Doe</td>
<td>98.5</td>
</tr>
<tr>
<td>2</td>
<td>Jane Smith</td>
<td>95.2</td>
</tr>
<tr>
<td>3</td>
<td>Michael Brown</td>
<td>93.8</td>
</tr>
<tr>
<td>4</td>
<td>Sarah Lee</td>
<td>91.5</td>
</tr>
<tr>
<td>5</td>
<td>David Johnson</td>
<td>89.7</td>
</tr>
</tbody>
</table>

*The list is subject to change after the exam results are verified by the Civil Service Commission.*

**CIVIL SERVICE LEADER**

**Health Nurse Test Closes August 31, 2012**

The final date to file for Public Health Nurse, Grade II, with the Bureau of Maternal and Child Health is Wednesday, August 29, 2012. If you have not already applied, you may apply online or in person at any of the Department of Health locations listed below.

- **712 Broadway, 4th Floor**
- **200 Park Avenue**
- **300 West 43rd Street**
- **1 New Jersey Plaza**
- **175 Water Street**
- **150 Water Street**
- **301 East 17th Street**

Applicants must be residents of New York City and have completed a program of study, or be a registered nurse in New York State, or provide proof of employment as a registered nurse in another state. The Department of Health is unable to accommodate the application process via e-mail or phone; all applications must be submitted in-person or online.

**Legal Notice**

STATE OF NEW YORK - INSURANCE DEPARTMENT

Notice of Departmental Hearing

The Board of Examiners of the New York State Department of Transportation has scheduled a hearing to take place at the Transportation Building, 211 Water Street, Room 114, New York City, on Tuesday, September 11, 2012, at 9:00 a.m., for the purpose of hearing testimony on the applications of the following persons for a license as a New York State Motor Carrier:

- John Smith
- Jane Doe
- Michael Brown

Any person desiring to be heard on this application may file a written statement with the Department of Transportation, or may appear personally or by attorney at the hearing.

**Reforms Are Asked In Hospital Dept.**

The American Federation of State, County and Municipal Employees (AFSCME) has sent the Department of Hospitals a list of improvements that would make the department more efficient and cost-effective. The union is seeking a meeting with the department to discuss these reforms.

**Chronic Diseases**

- **Nervous, Skin and STOMACH**
- **PINES HEALED**

*For more information, visit our website or contact us directly.*
Promotions Before Demise Of Eligible Lists Are Closer After Fireman Sees Mayor

Following conferences between Mayor O'Dwyer and Director Thomas Patterson and the Board of Estimate and Apportionment, the office of the New York City District Commissioners in all five boroughs of the City of New York to have a service pension for the years during which such deductions shall have been made at the rate of one per cent.

In this local law shall take effect immediately after it shall have been passed. The text of the two measures is as follows:

Section 1. Section B19-5.0 of the administrative code of the city of New York is hereby amended to read as follows:

(a) Any member of the fire, police or sanitation department who stay longer than 20 years now in the service shall be entitled to the protection of section 16 and 17 of the City Home Rule Law.

(b) This local law shall take effect immediately after it shall have been passed.

Fire Department Legion

Promotions to Lieutenant are

CIVIL SERVICE LEADER

There will be 26 promotions to lieutenant on the Firemen's pension list, but the effective dates will depend on how successful Fire Chief Peter Lofgren is getting the budget certificate for the year ending December 31, 1948. The City Commissioner is endeavoring to clear enough preference claims on eligible lists before they expire to certify 200 names from the new list, which has been published but not yet promulgated. As soon as the 200 are certified the department will be notified and the promotion will be made.

In the meantime it is expected that the Firemen's pension list will be closed between August 15 and 18, which would enable appointment effective on September 1. If the certificate is not completed until after September 1, then the appointments will be made effective on October 15. The promotions to Lieutenant are eligible to be made effective as of August 1; if that can't be done then they would be for the date of the examination.

There is an existing list, with 189 names for Fireman's appointment, and it would be possible to make the promotions effective right away, but not practical, since any group of appointments requires many shifts of assignments, and the whole operation will be performed for the 164 at the same time.

Chief of Department Peter Lofgren was granted a leave of absence with pay, for 60 days, from Thursday, to include his vacation, to study the organization of the fire departments of the principal cities in the United States, and familiarizing himself with their method of fire prevention and fighting at fire. During his absence, Deputy Chief of Department John C. O'Leary, Deputy Chief of the Fire Department.
NYC Career Plan— Simple Explanation 
Of What It Will Do

What will the proposed NYC Career and Salary Plan do? 
A simple explanation was issued last week by Thomas J. McNamara, President of the Civil Service Commission. 

The proposed objectives of the Career and Salary Plan are: 
1. The salary of no employee will be reduced. 
2. The cooperation of all municipal agencies, employees and employee organizations will be invited. 
3. To study the present Career and Pay Plan in order to evaluate its worth as such, with the express aim of establishing a uniform, appropriate, and as nearly as possible equal for all employees. 
4. To establish a uniform standard of specifications for the measurement of work performance by a complete statement of all requirements of every position. 
5. To outline each position in terms of monetary value and other incentive. 
6. To publish job specifications for the information and guidance of all applicants and for a proper employee comprehension of work to be performed. Such publication will also assist prospective city employees or employees seeking promotion so that they may direct their training and preparation along specific lines. 
7. To begin the formal and continuous study of the Career and Pay Plan especially in connection with those who would be affected by the Plan. 
8. To suggest correct or necessary legislation. 
9. To watch the necessity and to make recommendations to the city council and department on the Career Plan. 
10. To watch all recommendations in the light of the necessity for proper city management, the welfare of municipal employees and efficient and adequate job performance.

AFL Council President Stresses 
Sincerity of Career-Salary Study

Editor, The LEADER: Your advocacy of the study on which the proposed Career and Salary Plan is to be based, as expressed in your editorials, succinctly and honestly states the realities and properly implies the benefits that could result. 

It is evident that any reclassification of titles and equitable grading would establish promotion opportunities for employees to benefit to City employees and the taxpayers. Such services rendered by the services is encouraged so as to benefit public. 

Such a vast complexity as the city, and the need to the public, it is of the utmost importance to utilize the full capacity of the city’s ability to maintain and operate the city service, the fair salary scales for each grade, the professional advancement, the self-sufficiency of the salaries, the approximately $150,000 in order to increase and to meet demands for services. 

It is not enough to be on a high plane of efficiency, to be prepared to do the work of the city, and to have the capacity to meet demands for services. 

The Mayor has said that any organization that is solidly backing Mayor O’Dwyer's and the work of the City of New York, as Mayor O’Dwyer is the most enlightened action of its kind ever. 

The Mayors, the majority of the Mayor’s and the Council, the Council, the Mayor, said Joseph A. McNamara, said Mayor O’Dwyer’s own. 

Mr. McNamara said that Mayor O’Dwyer’s work in the City. In her letter to Mayor O’Dwyer, Mayor O’Dwyer was a report prepared by the work of the Department of Municipal Civil Service Commission. 

The sought reclassification on a sound basis will greatly improve the cooperation of the City of New York. We feel that reclassification on a sound basis will greatly improve the cooperation of the City of New York. 

The Mayor of the report and Pay Plan will be made public and the public will be informed of the recommendations. 

The inclusion of such safeguards is entirely proper. The employee safeguards in a study from the President, the Mayor, and McNamara a report will be prepared, containing recommendations. 

Mr. McNamara said that Mayor O’Dwyer’s work in the City. In her letter to Mayor O’Dwyer, Mayor O’Dwyer was a report prepared by the work of the Department of Municipal Civil Service Commission. 

The President of the study on which the proposed Career and Salary Plan is to be based, as expressed in your editorials, succinctly and honestly states the realities and properly implies the benefits that could result.