State Board Accused of Using Wrong Salary Facts

BY MAXWELL LEHMAN

"Position classification" means the grouping of jobs based on the duties. Position classification is generally recognized as the cornerstone of a merit system and good personnel management. It establishes a common language and understanding for all those who are interested in city personnel — the Mayor, the Civil Service Commission, other administrative and fiscal officers, the City Council and Board of Estimate and Appeal, and the public. It provides a definite, clear plan, uniform in application, setting forth the kinds, numbers and jobs of city employees, the salary and the responsibilities. Those who go with the jobs, the necessary qualifications. It is customarily accompanied by a pay plan showing the salary for each job.

Many Goals

Personnel management is not the only aspect of administration improved by a position classification and the study that precedes. The very conduct of a classification survey — including an inventory and analysis of the duties and responsibilities of positions — is a definite, clear plan, uniform in implementation. An example of this type of classification was provided by the state personnel survey of 1947.

5 Points a Break

WASHINGTON, Nov. 8. — The "5-point spread" is a break for temporary and war-service U. S. Civil Service examinations for federal workers. It covers the jobs of a good many who will look mournfully to getting fired.

Here's how the "5-point spread" works:

Joe Jones is a war-service employee, with three years in the Navy Department. Joe's boss looks very hard and says: "Joe, you know that you have to save the jobs of a good many who will look mournfully to getting fired.

The Personnel News item states that the present average salary "represents a 74 per cent increase in the job.

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Chapter Membership Committees Are Praised

The Association is proud of its record — it has benefited all public employees — and it has done much — much more will be done. It is an organization of which all members may be proud — democratic as to its practices, with its officers and delegates elected by members; its finances open to member inspection and its activities are planned and directed by the same persons. The Association urges only what is fair and just under the conditions for which members work.

A decision on the appeal asks that present salary increases. Effective November 1, the increases include:

- Tuberculosis Supervisor, Supervisors, $1.10-$1.40; working fore­
- Motor equipment operators, $1.00-$1.50; automotive
- Court Clerk, $950 flat.

Salary Standadization Board for

New Incresed Salary

Salary increases. This is in addition to

The Association urges only what is fair and just under the conditions for which members work.

No Exam Needed for Low-Cost High Protection Life Insurance

No extra premium for hazardous employment. Any life insurance plan can be made non-hazardous. For example, an employee under age 40 may be charged as low as 75 cents minimum, to $1.00 maxi­

Riverside Plaza Hotel

BROADWAY

73rd STREET

Everybody is Welcome

Apply During November

RIVERSIDE PLAZA HOTEL

To the Birthday Party

145 Minutes to Times Square

Happy Birthday}

1.50 Incl. Tax Music by Charlie Petersen

WOMEN'S NYLONS

CUSTOM-BUILT LOG CABINS

AND SWISS CHALETS

36th STREET

1000 DOOR FEE

Easy Payment

HAPPY BIRTHDAY

THE LEADER BOOKSTORE is Open Saturdays between 9:00 a.m. and 12 noon for the convenience of those seeking study material.

THE LEADER carries a full page ad for the work of the Civil Service Employees Association. It publishes eligible lists when they are ready.

CIVIL SERVICE LEADER

Tuesday, November 9, 1948

STATE AND COUNTY NEWS

Wage Rise Begins in Saratoga

State Board’s Salary View Change

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The American system of Government puts almost impossible tasks and strains on its elected leaders. In addition to the job of administration and government there is the job of politics which includes campaigning and running for office. There is, of course, no assurance that the good politician is an able administrator or that the great public official can be also a great campaigner, a statesman, a bell-ringer and a popular idol of the party and the people.

Responsible and Responsive

The compelling reason for our system is the need to hold all our elected public servants constantly responsible and responsive to the will of the people. All elections are decided, not solely on merit but partly on party strategy and side issues. We cannot make our choice of the best man separately and independently from our decision as to the best policy. This results, in times of crisis when emotions are high and nerves are tense, in the victory going to the live issues of the campaign rather than to the best qualified candidate.

Dewey Isn’t Through

First, we should repudiate certain nonsense that has been and is being circulated. I do not for a minute think that Governor Dewey is “passive.” Dewey is still Governor of the greatest of the American States, a job of tremendous importance in its own right, and he will, I think, wish to complete and to crown his record as Governor with an administration above politics and independent of party. He is a man to the common good. He will be more free from certain influences and independent of those that are a part of party government and more able to see things through his own clear eyes and to judge wisely with his own clear brain.

Second, I do not for a moment believe that the Dewey team will disintegrate or disintegrate. There is no discredit in having lost the tightest and most exciting extra-inning game in American political history.

The Legislature

Third, I do not believe the legislature will “secede.” There may be a little more independence, a little more deliberation and open debate, a little little less of the legislating of the legislative leaders, but that is all in the interest of popular government and not to the will. I think, be welcomed by Governor Dewey as essential to the operation of a team which consists not of novices but of experienced veterans.

I think the Democratic gains will generally be a new caprice of fortune. The Civil Service Employees Association can, I think, look forward to further team work and honest cooperation under Dewey. We hope and we expect that the next two years will be the best for the citizens, the public employees of the State, and for our friend, still Governor of the greatest state.

You Have to Like ’em

ALBANY, Nov. 8.—You have to like ‘em to lead the State. William P. McDonough, Executive Director of the Civil Service Employees Association, advised the Personnel Council on Thursday to reward the supervisor “who looks as though he has a clear brain”.

Bids Received to Repair

Bids for seven projects involving repairs and alterations to State Buildings were received by John Leonard, State Building Commissioner.

The Blood Plan

John Leonard, Head Clerk (Purchase) in the Division of Purchases and Unemployment Insurance, died recently of a rheumatic heart. He had served in the Section of Business Administration of the Division both in Albany and NYC for 10 years.

McDonough Asks Action On Higher Attendant Pay

William P. McDonough, executive and legislative representative of the Civil Service Employees Association, addressing the Kingston State Hospital chapter, suggested that the Mental Hygiene Department have the right to dismiss their staff if it is doing the best he can for you and for his staff, and the State is asking all patients to help in this work for higher pay for Attendants and others. The first objective, he said, would be to get a hearing before the State Salary Board.

He outlined the Association’s 1949 program as consisting in the resolutions adopted by the annual meeting, all of which have been published in The Leader.
PATROLMEN MENTAL

Classes Around the Clock

★ Convenient Centers in Brooklyn, Queens, Manhattan and Bronx

★ Mental and Medical Tests Required for Admission

Unofficial Average Mental of All Our Students at Recent Fireman Test: 92% ★

G. J.'S ACCEPTED

Call, Write or Phone for Appointment

Write for booklet "I-P"


CIVIL SERVICE LEADER

STATE AND COUNTY NEWS

Report on the State of Things
in New York State Civil Service

Big Hospital Director Jobs Filled by Civil Service Test

Chapter Activities

Chapter Activities

Syracuse School

Elmira

Civil Service, Albany

Five veterans preceded him on the list, however Harold H. Berman, a disabled veteran, was placed on the list on the basis of straight rating on the examination competition, and another veteran was placed ahead of him in the civil service hierarchy. Two

Three Vacancies

Three vacancies at present exist in the State of New York. Reason: he thinks. That's George in the center of attention.

Chapter Activities

State School

The State School Chapter of the Civil Servicce Employees Association has organized for the following reason: To help its officers; Mr. Sophie Pernexels, a retired official, assistant secretary, and other was named to the board of visitors. The chapter will be devoted to the holding of the State of New York.

Craig Colony

The Craig Colony chapter, Civil Service Employees Association, is planning a masquerade and dance on Saturday, December 19, in the Alfred E. Smith State House in Albany.

Elmira

Dr. Glen L. Kendall, superintendent, Elmira State Hospital, recently voted high on the Civil Service Exam. The employee was given high marks on the Civil Service Exam.

Elmira

Chapter Activities

Civil Service, Albany

More than 260 persons attended the election of officers of the Civil Service Employees Association last week.

The dinner party was held in Holiday Manor with Judy Sooy. chairman. Assisting her were Peter Hilton, co-chairman; Ann Arendt, chairman; Mrs. Edward H. Smith, chairman; and Mrs. Edward H. Smith. The menu included a variety of dishes, including a special guest at the holiday celebration.

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A Half-Hearted Job
Is a Half-Baked Job

W'D like to call attention to the article on page 1, " Why NYC Job-System Must Be Overhauled. " I have been getting a lot of mail from public officials toward a streamlining of New York's dying job system. Unfortunately, there is evidence that they are beginning to realize the system is no longer working. The LEADER has during the past year documented many of the examples of total and utter failure that are now being experienced by city employees.

The LEADER is not always right, however, that half-hearted action may be taken. Reclassification, unless it is thorough, better not be undertaken at all. It will put four City Employees in the wrong job, and hope that they will be able to work something, is unrealistic.

Reclassification is a highly technical procedure. It requires trained people, a comparatively large staff, and ample time. Every operation performed by city employees must be carefully investigated and planned, and a proper relation to every other job. The work done must be compared with similar jobs done elsewhere. Cooks must be prepared to prepare a perfect meal. Oil technicians must be prepared to work on an engine. Out-of-date work must be located and scrutinized scientifically. Thousands of details must be fitted together like pieces of a puzzle. A "paper job" of reclassification is no good.

The LEADER brings this matter to the attention of those who are involved, and doesn't want to see the City go astray on a decision that won't be effective.

We favor — strongly urge — a thoroughgoing job of reclassification that does the necessary work. If it is done properly, it will be a great gain to the advancement of the public service, and I am sure that the Board of Estimate and Apportionment will be proud of those who have accomplished this.

FRANCIS T. SPAULDING,
State Commissioner of Education

Top Names Praise Work of LEADER

The following letters come in to the office of the LEADER's publishers to pay tribute to the paper on its tenth anniversary, continue subscriptions, or to say "Thank you." Below follows another selection of these letters.

splendid Job
From Herman F. Green, Postmaster General
I was in honor of the LEADER's seven weeks and that accounts for my not having written to you on the occasion of your having rounded out another another another other anniversity of the LEADER. I am sure you have heard a great deal about the LEADER. As executive representative of the Department of State, I would like to take the occasion to express my appreciation to you and your staff."" F. G. R. HUTCHINS,
Postmaster General

Vigorous Support
From Dr. Francis T. Spaulding, Commissioner, N. Y. State Department of Education
It is a pleasure to have this opportunity to cordially greet you on the occasion of your tenth anniversary. The LEADER is keenly aware of the vigorous manner in which The LEADER has supported the interests of employees of the State Department of Education and we look forward to a continued association with you.

FRANCIS T. SPAULDING,
State Commissioner of Education

WHA ITS in store for Federal employees, with Truman's re-election? The white-hot fury of the loyalty probe program during the 1952 elections and the rise to power of President Eisenhower have left many Federal employees feeling uncertain about their future. But the re-election of President Truman may bring some relief to those who were concerned about the loyalty of their colleagues.

The loyalty probe program, which was initiated by the administration of President Dwight D. Eisenhower, was designed to root out subversives from the ranks of the Federal government. The program resulted in the firing of thousands of employees and the suspension of many others.

The re-election of President Truman may bring some relief to those who were concerned about the loyalty of their colleagues. The Truman administration was more lenient in its treatment of subversives than the Eisenhower administration.

The loyalty probe program has been controversial from the beginning. Some critics have argued that it was a waste of time and money, while others have argued that it was necessary to protect the country from subversives.

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CIVIL SERVICE LEADER

Exams For Public Jobs

NYC

Open-Competitive

Fifteen vacancies, others occur from time to time. Open to those employed as Maintenance Helper, Group B, NYC Transit System. $1.34 to $1.59 an hour. Fifteen test February 5. Open to disabled veterans and others 26). Written test December 26). Vacancies occur from time to time. Written test February 4. Location 641 of the Labor Law. Preference given to veterans.

Promotion


Study Aid

You may look back at the SORTING SCHEME below, each number is along the same order of column. In the order in which you would perform a similar test or test the same test. Work down each column, taking the time allowed. For each number placed in each column, the correct order will be shown in the order in which the correct number placed in each column. Then continue:

1. Niles Sesma
2. Farman Gilby
3. Hansius Cora
4. Decker Gilby
5. Hansius Hoven
6. Armanz Eris

Postal Exam Help

Disables Vets

The U. S. Civil Service Commission has sponsored a written test in administration, English, mathematics and science in the various states and departments. The purpose of the examination is to ensure that the eligible candidates receive qualification for the Civil Service position. Written test will be held in Group C, P. 8-2280, $760 to $790 a year. Written test will be held at the post office serving the county.

Engineer Trainees Wanted

(Copied from Page 1)

Engineers are used by the person filling the position. Engineer trainees must be qualified, personnel and the results must be furnished to the Employment Office. No written test, written test must be administered by the Civil Service and the results must be furnished to the Civil Service Commission. Written test will be held at the post office serving the county.

State and County Eligibles

1. Louis Baten, Rotterdam
2. J. E. Wells, Guilderland
3. J. W. Loomis, Colonie
4. E. R. Johnson, Saratoga Springs
5. C. H. Sturdevant, Gloversville
6. E. M. Loomis, Saratoga Springs
7. E. R. Johnson, Saratoga Springs
8. C. H. Sturdevant, Gloversville
9. H. R. Johnson, Saratoga Springs
10. C. H. Sturdevant, Gloversville

Promotion

Principal Account Clerk

1. Robert Smith, Amsterdam
2. Leo Mendel, Ticonderoga
3. C. W. Bates, Schroon Lake
4. W. J. Cline, Plattsburg
5. W. J. Cline, Plattsburg
6. W. J. Cline, Plattsburg
7. W. J. Cline, Plattsburg
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Where To Apply

The following are the places at which to apply for Federal, State, County and NYC government jobs with the exception noted.

CIVIL SERVICE LEADER
OPEN ALL DAY ARMISTICE DAY—Thur., Nov. 11

EXAMINATIONS ANNOUNCED—TO BE HELD SOON!

POST OFFICE CLERK-CARRIER
For New York City, Long Island and New Jersey Post Offices

Entrance Salary $2,550 a Year
At $1.25 an Hour

Increases in Grade up to $68.25 a Week

Many Vacancies—60-HOUR WEEK—Promotion Opportunities

NO EDUCATIONAL OR EXPERIENCE REQUIREMENTS

Liberal Age and Medical Standards

Special Classes for New Students in preparation for POSTAL EXAMS
Starting Tues., Nov. 9th
11 A.M. and 4 and 8 P.M.
Attend One of These Classes as Our Guest
Classes Meet MONDAY and THURSDAY At the Same Hour

FREE MEDICAL EXAMINATION
SOCIAL INVESTIGATOR
Examined Expected in A Few Months

Entrance Salary $52 a Week
EXCELLENT PROMOTION OPPORTUNITIES

Attended a Class Our Guest, Tuesday at 6:30 P.M.

SPECIAL PREPARATORY COURSE FOR N. Y. CITY STATIONARY ENGINEER'S LICENSE
Classes Tuesday and Friday at 8 P.M.

PROBATION OFFICER
N.Y. CITY DEPARTMENTS
Classes Meet WED. & FRI. at 7:30 P.M.

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RADIO . TELEVISION . COMMUNICATIONS DR AFTING
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FEDERAL NEWS

Plan Proposed to Avoid Rating Many Who Took Exam for U.S. Clerk Jobs

The rating of the papers in the Federal examination for positions as Clerk, Cashier, and other similar posts, will begin soon, said James E. Rossell, director of the Second Regional Office of the U.S. Civil Service Commission. (See Enquirer, Dec. 19.) Of the 25,000 who applied, about 15,000 clerk tests have been completed. The other tests, held simultaneously throughout the country, were not reported to be "where there would never be 900 candidates and that, therefore, the number of eligibles would far exceed the need. The results will not be open to the public, but will be gathered with the problem of finding candidates by among the male candidates, only those who pass the examination in the number of positions filled. The number of positions filled by women who pass the examination, particularly in positions of a clerical nature, would produce a large enough register. The list would be ready by spring, it was said. Candidates for all positions would be ranked, and women candidates would be rated.

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Marine Trades Jobs

**The Civilian Personnel Branch of the New York Port of Embarkation is accepting applications from men experienced in marine trades for various positions requiring special training in Maryland and Oklahoma.**

*Persons applying must have a high school education, with training in marine trades. The salary range is $3,275 to $4,347 for a 40-hour work week. Governing hours are currently limited to 60 minutes for each meal. A temporary work mechanism is in place to accommodate this.*

**The State's Department of Labor reports that a wide variety of on-the-job training is available at the New York Port of Embarkation for men interested in marine trades.**

**A blind girl went to the New York State Employment Service looking for an office job. She got one with a little firm. She works under seven bosses, takes charge of telephone messages, handles a phone with seven extensions and has arranged her own filing system in Brazil.**

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**MISS AND MRS.**

The State's Department of Labor reports that a widely used method for hiring employees is the use of employment agencies. **The State's Department of Labor reports that a widely used method for hiring employees is the use of employment agencies.**

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**Taco Twelve CIVIL SERVICE LEADER**

**New York City News**

**$1,680,000 to 1,200 Men Approved by Court in Suit On Sanitation Dep't Pensions**

**The 1,200 former "extracts" in the Department of Street Cleaning, now Sanitation Men and Higher in the Department of Sanitation, who have been trying without success to make a settlement with the city under the retirement system dispute, won a decision before a court. The main issue was whether Henry Clay Greenberg, in N. Y. court, could amount to $1,500,000. The total would be $1,680,000.**

---

**Disabled Veteran Claims Delay Railroad Clerk Appointments by Board**

**The NYC Civil Service Commission is anxious to certify the list for Railroad Clerk, Board of Transportation, as there are more than 1,000 promotions sitting in the title, but is held up by disabled veteran claims not being cleared.**

**There are many eligible applicants whose papers are scattered in various personnel offices throughout the country and are awaiting clearance by the commission.**

---

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NEW YORK CITY NEWS

Job System Must Be Overhauled

(Continued from Page 1)

1. Employees with lower level titles perform supervisory and more difficult duties than are performed by some of their titles.
2. Employees supervise others.
3. Many different titles are used with absolutely no change in duties.
4. Frequently no relation exists between the pay of employees and the salaries or conditions of the work they perform.
5. Many class specifications are obsolete, or of the more important type.
6. Many different titles are used for positions involving similar duties.
7. Many different titles are used for positions involving identical duties.
8. Employees often receive pay for doing work which in actuality, their salaries are out of line with their responsibilities and with present conditions.
9. Some classifications result from the failure of employees to perform their duties properly.
10. The classification system is not based upon a thorough job analysis.
11. The classification process has continued almost 50 years.
12. The classification system is unworkable. Further plebiscites cannot correct the condition.

What is needed?

The City of New York must have a complete classification and pay plan to keep administration, as the result of the failure, and the increase in almost 50 years. Like the Zonemans, the classification system is unworkable. Further plebiscites cannot correct the condition.

Blumberg Pursued by TWU Officer

Theurious Internal Fight now going on between the Public Service Workers Union, which represents the city's five million employees, has resulted in the firing of I. Blumberg, the first deputy of the last six years handled civil service examination for the Fair District in 1948. He has been discharged in the absence of the Board of Transportation, and the City, he said.

Mr. Blumberg charges that his present position, which has been occupied for the last six years handled civil service examination for the Fair District in 1948. He has been discharged in the absence of the Board of Transportation, and the City, he said.

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CIVIL SERVICE LEADER
Tuesday, November 9, 1943
NEW YORK CITY NEWS

O'Dwyer Quayle UFOA
Thanked by Crane for Aid In Legalizing Fire Hours

The Uniformed Firemen's Association, through its president, John P. Crane, thanked the public for its hearty endorsement of the polls on Election Day, when Proposition 1, the present fire hours, was approved by a ratio of 11 to 1. The vote was 1,317,429 to 942,122, uncounted.

The UFA deeply appreciates the support given by the ordinary man, said Mr. Crane, and the recognition of the workers of the firemen. The aim of this project shown so effectively by the Board of Estimate, Bureau of the Firemen and Officers. The so close to the hearts and homes with us in a demonstration of great an enthusiasm for a project last year, and then the referendum Governor, which was accomplished law had to be passed by the legislature and signed by the Governor.

One of the reasons behind the proposal for two solid Commissioner have been heartily

In Legalizing Fire Hours

It was heartening to find so many people interested. Ladies and Gentlemen—Write

"For Your TV Set, Radio, or Television Set"

That, however, is on Commissioner

Frank Murphy, Chief of Depart

men, among themselves, and the officers did illustrate on the UFA, of which Battalion Chief Joseph D. Rooney is president.

The Firemen worked two different schedules, on a 24-hour basis. The soup, one hour tours, followed by two 15

hours, then 48 hours rest, with a 72-hour-period of no

about every 10 hours. The Three-Palace System provides six eight-hour tours, then 48 hours off. None of the Firemen are to be assigned to three consecutive days duty, or during any 48 hours, except in case of emergency.

Officers’ Hours Reduced

As soon as the amendment was voted, the chairman of the Board of Estimate, Bureau of the Firemen and Officers, in the department, who rotate as borough commanders.

Chief of Staff and Operation, who, of Staff and Operations William H. Hennessey, and the Deputy

of Staff and Operations William

J. Hennessy, and the Deputy

of Commerce.

The character of the business is

Open antil

Upon the petition of The

Mrs. Hart 322 5th Ave., 4th fl. (26)

Open antil...
the provisions' names will not be certified on the payroll. This pay
list certification is a function of the Commiss and without those
requests for budget certificates from Payroll
the department's names may not be certified at the enlist per
cent, but without
employees just don't stay at work.

The Commission has been caught in a Jam between the de-
partments and the Budget Direc-
ted office.
The departments have com-
nounced that they don't get the pay-
list certificates fast enough from Budget Director Thomas J.
Patterson, but the Commission has
found that requests for budget
certificates have been delayed by

the departments, in a manner in-
consistent with certificate issuance in lieu of the existing pay-
roll period. By not giving the Budget Director enough time
those departments that have been retaining provisions have jocke-
red their provisions into a con-
dition of semi-security. But, it's
won't work, after today.

The Department of provisions in the city government, still
have around 30,000, has been a problem to the Commission.

An emergency hiring authority ends with the current fiscal
year, and six months thereafter the provisions must be replaced.
That requires that the eligible list be brought out in time to
accomplish the result. Now some of the lists are out, but the pro-
visions hold on, sometimes for months, because of
difficulty in replacing veteran preference claims,
example, in the Board of Trans-
poration. The Commission recognizes the difficulty of coping with the pro-
visional problem, and it is self-
educed in the preference delays, be-
cause it returns to comme any*
sessions when it oblates the re-

tention of provisions when an eligible list for promotion
is out, and even certification of eligibles has been delayed by

There is a court hearing, which was de-

dicated that in two questions there was a
printed list of those who had attained at least the rank of Fireman, and
unofficial equivalent of a
Fireman's salary. This list,
which is around 75
percent in cent, is

in the record and

guaranteed.

Appeal Argued

Basil was in effect until then. The

The Isu-ge number of provisionals
in the title has been a problem
consistent with certificate issuance
from Budget Director Thomas J.

The decision was argued in the Ap-
pellate Division on Friday. A
stay was in effect until then.
The court has promised an early de-
cision, and since Monday is dis-
cision day, a decision may be ex-
pected on Monday next. But be-
fore then the list may be pro-
certified, and since there would be
no court order against it.

Besides the Sergeant list, some
small eligible lists will be pub-
lished in the next few weeks, the
Commission said. Therefore, the
Court will have to
handle. The Labor's Clerks,
Auto Elecman and Attend-
ance are held up by difficulty in re-
solving veteran preference claims
in the absence of certificates from
the Veterans Administration.

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### SANITATION MEN BATTLE FOR A $2,000,000 STAKE

**NEW YORK CITY NEWS**

Another hearing will be held before Mayor Pershing, in the NYC Comptroller's office, on the claim of Sanitation Men Unions B and C that they are covered by Section 236 of the Labor Law, which makes it obligatory on the City to pay the rates prevailing in private industry.

The amount of money involved is around $2,000,000. The main contentions are over two questions: 1) Are Sanitation Men Unions B and C, and C. and C. B, so, are granted employees precluded from claiming any rights under the Labor Law section? 2) Mayor Pershing Joseph already has decided that granted employees are beyond the pale of the Labor Law, in a Board of Transportation case, which has been taken to court by the unions.

About 2,000 men would be affected by a successful suit. The other dates and hearings under the Labor Law are: November 15th, 17th, and 19th.

**November 12, 1918**

**NEW YORK CITY NEWS**

**JOB OFFERS TO EVERY ONE ON CLERK, GRADE 2, LIST ARE EXPECTED BY NYC**

The open-competitive list for appointments from the eligible list for Grade 2, was published by the NYC Civil Service Commission and will be promulgated, so that appointees can be appointed, according to the Civil Service Law for remedial purposes. The names will be published in the open competitive series.

More than 2,300 provisions are still on the list for all of the City departments and the all of the eligible lists will be released the same day.

The highest number of eligibles who are provisionals on the list is 1,000, and the highest number of eligibles who are provisionals on the list is 2,300. The highest number of eligibles who are provisionals on the list is 4,500. The highest number of eligibles who are provisionals on the list is 9,026.

It follows:

- **Electrician's Helper** — 648
- **Probation Officer, Grade 1** — 479
- **Bridge & Tunnel Lieutenant** — 42
- **Blacksmith (All Depts. except permanent promotions:**
  - **Gasoline Roller Engineer** — 49
  - **Dock Builder** — 252
  - **Director of Public Health** — 7
  - **Clock Repairer** — 6

F. Conneely, Carl Felenius, Kevin Finley, William Millar, Wiliam J. Joiner, Edward A. Alberto, Robert J. C. and C. B. have been cleared.

The average normal salary for the entire list is $1,200 base pay and $660 bonus.

The highest number of applicants cleared on the list is 499.

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The highest number of applicants cleared on the list is 499.

The statistics on the examination for Grade 2 were:

- **Applicants:** 23,000
- **Passed written test:** 5,990
- **Failed written test:** 9,026
- **Withdrawn:** 20

The medical test will begin on Monday, November 12 at the office of the Civil Service Commission.

The certification list will be published in the open-competitive series.

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