J. S. Agencies Get Order: Fire Your War Service Appointees Immediately

Key Answers—Grade 2 Clerk Test

Official tentative key answers for the Clerk, Grade 2, written test have been released by the NYC Civil Service Commission. The test was taken last Saturday in 18 schools by more than 19,000 candidates. The answers follow.

Candidates who wish to file protests against these tentative key answers have until October 1, 1947 to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted after October 1, 1947.

L.D. 3; 2; 3; C.; D.; 4; D.; 5; A.; 6; B.; 7; C.; 8; A.; 9; B.; 10; C.; 11; A.; 12; A.; 13; D.; 14; B.; 16; A.; 17; D.; 18; D.; 19; D.; 20; E. 21; B.; 22; D.; 23; B.; 24; A.; 25; F.; 26; C.; 27; C.; 28; A.; 29; C.; 30; C.; 31; B.; 32; A.; 33; B.; 34; D.; 35; C.; 36; B.; 37; D.; 38; B.; 39; D.; 40; D.; 41; C.; 42; D.; 43; D.; 44; B.; 45; B.; 46; B.; 47; B.; 48; A.; 49; C.; 50; D.; 51; C.; 52; D.; 53; D.; 54; A.; 55; C.; 56; C.; 57; C.; 58; A.; 59; B.; 60; C.; 61; B.; 62; B.; 63; B.; 64; B.; 65; D.; 66; C.; 67; B.; 68; D.; 69; B.; 70; D.; 71; A.; 72; A.; 73; A.; 74; A.; 75; D.; 76; A.; 77; C.; 78; C.; 79; D.; 80; B.; 81; A.; 82; B.; 83; D.; 84; A.; 85; B.; 86; C.; 87; A.; 88; B.; 89; B.; 90; B.; 91; A.; 92; E.; 93; A.; 94; A.; 95; D.; 96; C.; 97; A.; 98; A.; 99; B.; 100; C.

(Abridged from Page 16)
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CIVIL SERVICE LEADER
Tuesday, September 16, 1947
STATE AND COUNTY NEWS
Great Gains of N. Y. State Employees
Based on Groundwork Laid by Assn.

OBjetives, whether in political campaigns, business or in working conditions, of public employees, are not achieved by a change of the name of a department, or by a bit of publicity" and one who has been educated. The Field-Hamilton law, for example, is but one of the greatest "reforms" accomplished by Civil Service. It has been in effect only after years of the most arduous effort. In a series of articles, The LEADER is tracing the background of the achievements of the Civil Service Employees Association and its State workers.

The first of these articles, dealing with retirement, appeared last week.

The Civil Service Employees Association (CSEA) is dedicated to its purpose of better public service and the betterment of working conditions for public workers since that organization 10 years ago invited public employees to an experimental “Civil Service” system that has enlisted a loyal following as the New York State men and women it also offers means to a member looks back trustily to some early struggles on behalf of Association objectives.

The lack of the humble of State employees who composed the first Association had principally to do with stimulating interest in good public service and the betterment of working conditions as a system as a means of achieving good public service.

It was in 1926 that Theodore Roosevelt came to the state to help establish the system.

Resurrection in 1930

The Association was in important ways in 1926 and expanded greatly in 1930, the year that the 11th Biennial Convention, held in 1930, nearly doubled the number of members. It was during the 11th Biennial Convention that the Association carried into effective form the “civil service” in 1931, and we will at some length discuss the growth of the movement from 1930-1936.

W. H. Stott, chairman of the Association during the years 1920 to 1930, recalled in a recent interview that the number of members had increased from 300 to 19,000. During these years, he said, opponents of superannuation or disability was almost as strong as the proponents of change. A determined effort was again made to elect people to office who were sympathetic to the movement and to get members involved in the movement. It was also urgent that public workers chosen as legislators be sympathetic with the movement in order to get appropriate legislation.

Sought Representation

In our democracy the people elect their own representatives. The Association formed committees, ran candidates for the state legislature, in the legislative nominating districts, in the judiciary, in the executive departments, and in the educational departments. Public salaries were inadequate and the Association worked to have them raised. It was difficult to get men interested in public service and to get them to support the movement. It was necessary to get the movement recognized as a viable force in the political process.

Outstanding Purpose

The outstanding purpose of the Association is to improve working conditions for public employees. This includes the economic status of public employees, the political status of the employees, and the effectiveness of public service. The Association has worked to improve working conditions by bettering the salaries of public employees, by obtaining fair classification of positions, by obtaining better legislation for public employees, and by making improvements in working conditions.

The Committee, known as the Committee on the Constitution of the state, provided a new labor report to the public employees. The report was written by Chris R. Johnson and was published under the title "Civil Service System in the United States." The report concluded that "the business of the state is conducted in an efficient and economical manner, and that the workers are compensated in a manner consistent with the work they perform." The report was published in pamphlet form and distributed to the public employees.

CALVIN TRAVELS WIDELY

Culver Travels Widely Among County Groups

The Orange County Chapter (County Division) of the Civil Service Employees Association of New York State, Inc., received its charter from the Board of Directors of the Field Representative, a dinner in Middletown, N. Y.

The charter's president, Leonard A. Esch, presented an ardent speech, including the important purpose, working conditions, and the vital days during the World War I. The number of employees was increased during the time review.

The state office was represented by Mr. Col. C. C. Collier, the chairman of the Orange County Division, and Secretary of the State Division.

In 1933, the number of employees was increased during the time review.

Culver Field Trip

Mr. Culver was joined by officers from Chester, New York, and members of the State Division.

At the conclusion of the meeting, a dinner was held at Godwin's Restaurant on September 26, 1947.

McDonough

Douglas, Donato, Chiappo

At Park Meeting

The regular meeting of the Long Island Inter-State Park chapter was held at the Wantagh Fire House, Wantagh, Long Island, on September 14, 1947.

The Civil Service Employees Association is preparing material for every chapter of the state to use in their activities for the 1948 year.

Permanent of Tenure

As the report recommended, a permanent of tenure is a condition for public service. It provides a secure position for the public workers and ensures that they are compensated fairly for their work. The Association works to achieve permanent of tenure for public workers.

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Napoleon Kelso

Officers for 47-48

An election held September 9, 1947, at the annual meeting of the Napoleon Kelso Chapter of the Association brought about the following officers for the 1947-48 year.

President, Harold Butler; Vice-President, J. A. Wood; Secretary-Treasurer, Stanley D. Lawrence; Delegate, William G. Sweeney; Executive Committee: Robert Michel, Leon Rosenberg.

For Those Who Are Interested in Promotion

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APITUDE TESTS

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Published every Monday by Flanders, Inc., 125 West 48th St., New York 36, N. Y., publishers of the Evening Post, New York Sun, New York American, and the Post-News. Issue of 1947-48 year for which 1 has been paid $1.50 per year plus $0.50 for handling.

This is an accurate and complete representation of the document in natural text.
Public Works Employees Take Serious View of Pay Delays, Low Salary Rates

Representatives of the Civil Service Employees Association who are employees of the State Canal System and the Department of Public Works met at Waterford on September 10 to discuss action with reference to the serious situation caused by delay in the renewal of the pay bill or in the application for renewal.

A. H. Allin, president of the Civil Service Employees Association, said: "The members of the Civil Service Employees Association, who are employed in the state service, have been without any payment for over 40 hours under the law passed by the last legislature and approved by Governor Dewey. At this time the employees were among those who were expected to receive a part of their wages. Most of the employees had completed the first pay week of the month, and a large number had completed the second pay week. The Association members, however, have been shut out from all salary relief. No action has been taken by the State Salary Board, as of this date, is in the pay of the State Civil Service Employees Association.

The Association plans to meet with the Governor for immediate relief.

Civil Service Department

The State Employee

By Dr. Frank L. Tolman

President, The Civil Service Employees Association; Member of the Employees' Merit Award Commission

What's Wrong With Your Hospitals?

Mr. and Mrs. William Martin, Jr., residents of Palisades Interstate Park, have been taken to Hospital by a car accident.

Nursing Service Inadequate

Nearly everywhere the nursing service is reported as inadequate and inadequate, possibly beyond anything in the past history of the hospitals. It is apparent that the hospitals have been neglected and that the personnel has been drawn from other hospitals and that the citizens of the hospitals have been granted more recognition and more and higher top positions.

Limited Occupational Therapy

It is no longer a plan simple unit activity work programs for thousands of patients in different stages of mental retardation. This involves more than employment within the realm of occupational therapy. It is a service that is to be sought by those who are interested in the work activities.

Limited Occupational Therapy

As to the third essential, therapeutic work programs and educational programs, the situation is perhaps even worse.

The new theory which grew from the first war and which has been greatly strengthened by the second world war is called continuous occupational therapy. It requires that men and women are trained to perform the work of the hospitals and that the hospitals should be provided with adequate occupational therapy facilities.

A good doctor seeks to find the location and the cause of any disease. We need to get closer to the anatomy of the hospitals to find the cure for the internal ailments.
CIVIL SERVICE LEADER

STATE AND COUNTY NEWS

What Every County Employee Should Know

BY THEODORE ECKER

IF YOU are under the impression that there is no competition in the Civil Service, a careful reading of an open competition examination given by a Civil Service Commission will convince you that you are mistaken. A careful examination will show you that you are competing with hundreds of other qualified applicants for a limited number of positions.

In Section 6 of the Civil Service Law, you will find a provision that says: "An examination for appointment to the civil service shall be competitive, and the result of such examination shall be binding upon the appointing officer, his assigns, and successors in office, unless it be shown that the examination was not conducted in good faith, or that the examination was in any other respect defective, prejudicial, or contrary to law." This provision is designed to protect the appointing officer from accusations of favoritism.

One thing that must exist in order that the appointing officer may have the power to act is a civil service agency, which, under the law, is defined as an organization which is "charged with the duty of conducting examinations for appointment to the civil service." Such an agency is a necessity because it is unwise for any one person to have the power to appoint to the civil service because of the danger of favoritism or corruption.

The examination process is designed to protect the appointing officer from accusations of favoritism. It is also designed to protect the candidate from accusations of dishonesty. If a candidate is found to be unqualified, he may be disqualified from consideration for the position. If a candidate is found to be qualified, he is entitled to the hearing of the charges that have been brought against him.

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Manhattan State Workers Protest Delay in Checks

ElizaMcWernery, K. I., 11.11.

The city council has voted to increase the limit on the amount of money a person can withdraw from a checking account without a signature from $500 to $1,000.

The vote was 12-7, with 4 abstentions.

The amendment was introduced by Councilman John F. Haggerty, who said the current limit was too low and that the city should adopt a policy similar to that of other banks.

Councilman William O. Johnson, who opposed the amendment, said that the new limit would make it easier for people to偷取 money from their accounts.

The amendment will now go to the mayor for his signature.

CIVIL SERVICE LEADER

Civic Employees Association.

The following employees are being considered for the position of assistant to the director of Civil Service:

Elizabeth McWernery, K. I., 11.11.

The five employees have a total of 183 years of service. The highest number of years is held by Mrs. E. A. Johnson, who has 45 years of service.

Wallace, chapter president.

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America's Largest Weekly for Public Employees
Member of the Audit Bureau of Circulations
Published every Tuesday
LEADER ENTERPRISES, Inc.
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Jerry Finkefeiler, Publisher
Maxwell Lehman, General Manager
Herbert, Bernard, Attorney
N. H. Mager, Business Manager

TUESDAY, SEPTEMBER 16, 1947

Vet Preference Editorial Draws Wide Response

REACTION to last week's LEADER editorial, "Is Vet Preference Working in New York?", has brought one response. White House...

Is There a Virtue in Gobbledygook?

READ this, please. We know it isn't easy.

Revised civil service regulations issued Tuesday gave other latitude to Federal agencies in filling, by non-competitive appointments, positions in which it is inexpedient...


FIRST U. S. workers who were praised for loyalty to the Federal Civil Service Commission under the service-employment rules that U. S. employers were objected to as a means of giving their spokesmen new strength.

When this hubbub in N Y C about cops in the organized program of public assistance began to emerge.

* * *

MEMO to newspapermen: All workers who are employed by the U. S. Civil Service Commission under the competitive appointments, positions which are satisfactory...

U. S. Civil Service is surpassingly liberal in its policies.

LOOK for legislation amending the Federal Relocation Act, which would give State employees the right to be made whole if a reconciliation agreement has been prepared.

The situation which Miss Authier described is one of the most remarkable and humanly.

* * *

APPLICATION RULES

IT IS NECESSARY to have an application form properly filled out.

The Civil Service Commission, the State Civil Service Commission, and the Federal Government are agencies of the Federal Government.

We welcome all suggestions, both formal and informal, that may be made.

* * *

Asn. Denounces Anonymous Card

ALBANY, Sept. 13—The Civil Service Employees Association is in receipt of an anonymous card entitled "Vote Against Legislator.

The Albany Railway Company is in receipt of an anonymous card entitled "Vote Against Legislator.

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### Disabled Veterans

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Disabled Vet Preference Claimed by 467
**400 Patrolman Appointments Next Month**

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(Continued on Page 13)
Free Medical Exams

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43 More NYC Jobs

The creation of the Division of Analytics by NYC will result in 43 new jobs. Of these 15 will represent vacancies created by transfers, 18 by layoffs in the Division and 8 new positions. The Division will study the operation of city agencies and department programs, and generate reports, for all efficient public service, and Budget Director Thomas J. Patterson.

NATIONAL TUBERCULOSIS MONTH

The New York City chapter of the Civil Service Employees Association met last week to lay plans for its forthcoming membership drive.

A follow-up meeting, at which final procedures for the drive will be laid down, is scheduled for Monday, September 22.

Atlantic Merchant Marine Academy

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Any enlisted man or officer who has sufficient time of sea duty, in the rank of Ensign or above, may become an officer in the Merchant Marine, within a short period of time, but a few hours, after successfully passing all qualifications.

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Mondays and Wednesdays at 7:30. Sixteen two-hour lectures, covering English Grammar and Vocabulary, Mathematical Calculations, Typing, Office Practice and Judgment, Government of the City of New York, etc. Instructors are specialists in each field. Comprehensive study material included.

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Applicants Stand in Lines Waiting; Give Their Opinions About Exams

The sun is warm and the afternoon mild, but the crowds of men and women waiting to apply for the NYC Civil Service examinations at the Board of Estimate and NYC Housing Authority offices are standing in lines in the heat. The lines for many examinations continue throughout the week.

Applicants came from all over the area, including Ralph Ciccotto, just out of high school, who lined up early in the morning to late afternoon. Another fellow, a young man, arrived late in the week for the examination on Saturday.

Some applicants had been waiting for weeks, while others had come from far away. The lines were so long that some applicants had to abandon their hope of getting a job and were forced to leave.

The atmosphere was tense and the lines were long, but the applicants remained patient and courteous. They knew that the examinations were important and that they had to pass them to have a chance of getting a job.

The examination season is just beginning, and the applicants are determined to make the most of the opportunity. They are praying that they will be able to pass the examinations and get a job in the Civil Service.

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**NEW YORK CITY NEWS**

150 E. 42nd St., New York, N.Y.
UFOA Shows How Modern Union Should Operate

The Uniformed Fire Officers Association officially opened its new executive offices and meeting hall at 160 Chambers Street, Manhattan last Thursday, Sept. 11.

U. S. Firing

(Continued from Page 1)

the grand total of Federal jobs. In the past fiscal year (July 1946 to July 1947) discloses 7,044 firings and Navy. The majority of other firings occurred in November and December. Records for the past fiscal year also show that the U. S. Civil Service Commission and agencies also reported lay-offs, which were chiefly in War and Navy.

Firings for the past fiscal year were particularly high in recent months, a check

HEAVY IN JULY

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The absence of President Henry Witckend, was the only
case when a letterpress or a typewriter was used for advertising.

Notice to Men on NYC Patrolman List

Many of those who took the Patrolman test have

WASHINGTOH, Sept. 15 — The

Congressional

The occasion was well attended

WITCKEND AWAY

Contrary to the general im-

Reductions in force were much

July—27,000—were concentrated

were chiefly in War and the Post

22,731 employees through the

TO PROBE FOR 18-MONTHS

Employees in Okinawa. Veterans will

THE LEADER to aid them in forming an As-

Some Things Can't Be Hurried

"Slow and easy" is Nature's motto ... and it's Ruppert's

... ripens fully to the height of mellow flavor.

Ruppert Beer ages s-l-o-w-l-y ... ripens fully ... to the height of mellow flavor.

That's why Ruppert's tastes so rich and creamy — so clean and fresh — so delightfully smooth. For beer that's sheer perfection, why don't you say:

Make Mine RUPPERT — the "SLOW-AGED" beer!

CIVIL SERVICE LEADER

Tuesday, September 16, 1947

Want to Work in Alaska or Okinawa for Uncle Sam?

Recruitment of War Department positions in Adak, Alaska and in Okinawa has been announced by the Executive Secretary of the Board of Civil Service Examiners, New York Port of Embarkation, 1st Avenue and 88th Street, Brooklyn, N. Y. Financial conditions of work are attractive. Increased pay for overtime duty and the low expenses of government maintenance afford a good opportunity to make savings. The titles, salaries and locations of positions are as follows:

Positions in Adak, Alaska

1 Shipwright, $1.76 per hr.
1 Machinist, $1.56 per hr.
1 Steamfitter (Plumber), $1.55 per hr.
1 Radio Repairman (Marine), $1.30 per hr.

Positions in Okinawa

1 Senior Electrician (Marine), $1.78 per hr.
1 Welder (Electric Arc), $1.56 per hr. (knowledge of gas)
1 Machinist, $1.56 per hr.
1 Steamfitter (Plumber), $1.55 per hr.
1 Radio Repairman (Marine), $1.30 per hr.

There are definite requirements for each of the above positions, but in general, completion of the normal apprenticeship or journeyman experience is qualifying. Whenever applicable, experience must have included work from sketches, drawings, blueprints and diagrams.

Age limits have been waived for positions in Adak. They are normally 21 to 50 years for positions in Okinawa. Veterans will be given priority in appointment when status as a veteran is material.

Appointments will be made for a minimum period of one year. Hours of duty are forty hours per week.

Election meetings will be conducted in their new home.

This will be the first meeting to be conducted in their new home.

The absence of President Henry Witckend, was the only
case when a letterpress or a typewriter was used for advertising.

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