REVISON OF GRADES, IT TO REPLACE 45, ASKED BY TRUMAN

New Rates for Meals to Be Charged To the Employees of State Institutions

EDRITORIAL

Memo to All State Legislators

Why S. Int. 325 Must Become Law

Sanitation Man List by April 1, Job Offer for Every Eligible

Some NYC Raises Approved in Budget

Congress Poll Gives Support to Raise

Standardized Salaries Sought

WASHINGTON, March 8. — A complete revision of the Federal classification act, with the elimination of all subvisions into services, recommended by the U.S. Civil Service Commission in its annual report and approved by President Truman, is headed for enactment. It includes many of the changes that various members of Congress themselves requested, and is of a non-partisan nature. The Republican majority is expected to go along with it.

The proposals fall into two main divisions:

1. Elimination of the five services. These are CAF (Clerical-Professional), CPC (Crafts-Protective-Custodial), P (Professional), TP (Technician-Professional) and CM (Clerical-Mechanical). There are 45 grades in these services. The proposal is to reduce the total number of grades to 11.

2. Creation of a new salary schedule, based on the present one, which is based on percentage increases applied to differing-scale.

The money for some administrative officials, then indicated some interest in a modest general increase. The annual report of the U.S. Civil Service Commission at least makes the possibility of pay raises. Meanwhile, anti-raise forces are seeking a general increase, which was 3.8 percent as the cost of living up twice as much.

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The Public Employee

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

The Civil Service Commission has announced that it does not, however, see any advantage in limiting eligibility a an examination and the establishment of the eligib le list."

The result of the larger appropriation," says President J. Edward Conway, "should be a marked reduction in the number of vacant positions and the replacement of thousands of temporary workers by appointees from lists. We hope ... to accelerate every phase of our program so that we can effect the period of time between ... an examination and the establishment of the eligib le list.

Recruitment Is the First Stage

The first stage in the filling of jobs is recruitment. Recruitment directly from the Colleges for a variety of reasons is desirable and we think desirable. We do not, however, see any advantage in limiting eligibility to these examinations to the present crop of graduates. The next stage in the filling of jobs is the examination and training requirements essential to the job. What really determines what we can do in the way of reducing the danger in the entering grade of positions is eliminated for the first time. It was the experience qualifications more than anything else, a factor that debars the college graduate from State jobs.

Examination technique doubtless can be improved all above. But the most important thing is that the tests have value or are made to be value as part of an examination. The danger is that too much reliance be placed on such tests. The selection of a group of men with mental tests are the most widely used. They employ the test as a complete index of unusual ability. Their examinations of this kind of promotion and graduation is something entirely different. Examinations for professional licenses issued by the State are even farther removed from abstract intelligence testing. They seek not an index of potential capacity but a searching of the best person who might be available.

Paradoxically enough the Civil Service generally claims that testing is impossible or impractical in certain areas which is quite true. It is far from easy, particularly in the skilled and semi-skilled trades.

Should Keep Ahead of Needs

We agree with Judge Conway that the business of the State is to go ahead and hire, and we think, desirable. We do not, however, see any advantage in limiting eligibility to these examinations to the present crop of graduates. The next stage in the filling of jobs is the examination and training requirements essential to the job. What really determines what we can do in the way of reducing the danger in the entering grade of positions is eliminated for the first time. It was the experience qualifications more than anything else, a factor that debars the college graduate from State jobs.

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Senior Auto Clerks, Edith Stahl, $5,350; M. B. Schenck, $5,350.

Senior Sten. Tompkins, Public Library, $4,900; M. W. G. A. Harris, $4,900; J. W. A. Harris, $4,900.

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State Eligible Lists

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Dewey Outlines 'New Concept of Government In Its Relations With Public Employees

Governor Thomas E. Dewey, principal guest of honor at the 29th annual dinner of The Civil Service Employees Association, and Association secretary and chairman of the executive committee that conducted the event.

Dewey's speech extemporaneously, in Troy. The Governor spoke of an important statement, given to its employees, he said this:

"You think you have bosses? I have 14,200,000 of them, and every one of them considers it his constitutional duty to write me a letter, raise hell, and expect me to answer it!"

"That's only part of the story. Twenty-nine heads of your departments, I know, have bosses? I have 14,200,000 of them, and every one of them considers it his constitutional duty to write me a letter, raise hell, and expect me to answer it!"

"In a vein of humorous irony, Governor paid an unsolicited tribute to the Selective Service plank of the State Civil Service Department, and the New York executive, legislative, judicial, and education departments. "It is responsible to nobody but the people who elect you, and I am responsible to nobody but God."

"But in his quiet, ironic manner, the Governor made clear some of his basic concepts of government—which sounded like pretty important news to a lot of people."
ideas that won awards

Following are new ideas that won awards at the 1943 Employee Merit Award Board:

Intriguing Envelope
A windowed cardboard, end-open envelope to protect record or promissory note from tampering between units of an agency. The envelope is attached internally to the inside of the case folder and will prevent mutilation and loss of the cards.

Stencill Protector
Placing a piece of cellophane (the wrapper from a cigarette packet) over the space reserved for signatures when using stencill stencils. Sufficient pressure may be applied to the stencill cellophane to obtain a clear-cut signature without danger of tearing the stencil. One large department has instituted this method as standard operating procedure as a result of this award.

Mechanical Posting
A procedure for multiple posting of time cards by punch cards while in transit between units of an agency. The method inasmuch to punch cards by bookkeeping machine. The machine company inasmuch to paying roll tax cards by booklet method in all district offices where the procedure is much simpler than to the stylus on the cellophane to working as professional in all the public offices where the computer is used, the Chief Accountant is the supervisor of the bookkeeping machine and in the company as that is given to the chief bookkeeper by the company. The company.

Income Tax Method
An income tax notice for delinquents showing the amount of income tax due, the balance due, and interest, as well as directions to taxpayers to include in their income tax return all charges with his remittance of income tax, the penalty or excess deduction of income tax. The company will effect considerable saving in the cost of delinquency notices and the company's income tax accounting department.

Time-saver in Copying
Adapting a new principle to the carbon paper to the preparation of carbonized copies. The principle is that of the practice in the technique of the carbonization procedure. The company in so far as possible, this preparation, and assures proper certification of entries.

Civil Service Bills That Legislature Must Pass

EDITORIAL

These are the bills that must be passed in Albany. With the legislative session scheduled to close its session next week, a number of important civil service bills must not be lost in the shuffle. Many good bills have been introduced in previous sessions, but they are not part of a smooth merit system. The bills listed below are far from a complete list—but they deserving the urgent attention of the legislature, the general assembly.

5. Armory Employees (D)

Intro. Print. Action

No. Name Intro. By

Senate 1022 Alexander Hammond
Assembly 2024 Doleg Waws and Means

Amends military law generally with respect to salary, titles and working conditions of employees in buildings under control of adjutant generalThose changes were made to the rules in order that their salaries were first established in 1924. They are on a per diem basis, and are charged to the government, which is paid to the employee. The bill proposes to set up their salaries on a per annum basis, maximum to change the titles, and to define their working conditions.

6. Dannemora and Malta (D)

Senate 3950 Malta and Dannemora

Amends provisions relating to employees in Maltese and Malta. This proposal would establish a new salary schedule for employees in Malta and Maltese. The employee would be entitled to a minimum of $900.00, the schedule would then increase $1500.00, and the employee would also receive $250.00 for every year of service.

UNEMPLOYMENT INSURANCE

39. Employees of Political Subdivisions (D)

Senate 1272 1974 Labor
Amended Feb. 9

Amends unemployment insurance coverage to employees of all political subdivisions of the state. It is a new law to be applicable to the following:

Cost to be borne by such political subdivisions. This bill will bring in $25,000 a year to the state and $15,000 to the employees in the political subdivisions, and one in which the employees in these subdivisions are very interested.

21. Armory Employees (D)

Senate 1222 1961 Halpern Labor
Amended Feb. 17

Amends provisions relating to employees in the Armory. The amendment would make provisions for the following:

Employees would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

FELD-HAMILTON AMENDMENTS

25. Increment Credit for Temporaty & Provisional Service (D)

Senate 1342 1942 Brice Civil Service

Amends provisions of present law until April 1, 1949. Provides for increment credit after temporary or provisional service in temporary position or after permanent appointment to same or similar position. This bill is an act of Congress to pay state employees vital interest in its extension.

26. Discharging for Incapacity (D)

Senate 1956 1956 Anderson

Amends provisions of the Discharge for Incapacity Law. The bill would provide:

In the event that the employee is discharged for incapacity, he would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

27. Retirement Benefits (D)

Senate 1951 1951 Anderson

Amends provisions relating to retirement benefits of employees in the state. The amendment would make provisions for the following:

Employees would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

28. Retirement Allowance (D)

Senate 1952 1952 Anderson

Amends provisions relating to retirement allowance of employees in the state. The amendment would make provisions for the following:

Employees would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

29. Minimum Retirement Allowance (D)

Senate 1953 1953 Anderson

Amends provisions relating to minimum retirement allowance of employees in the state. The amendment would make provisions for the following:

Employees would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

30. Commission 1st Retirement Certification (D)

Senate 1954 1954 Anderson

Amends provisions relating to certification of first retirement of employees in the state. The amendment would make provisions for the following:

Employees would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

35. Retirement System (D)

Senate 1955 1955 Anderson

Amends provisions relating to retirement system of employees in the state. The amendment would make provisions for the following:

Employees would be entitled to a minimum of $1500.00, the schedule would then increase $250.00, and the employee would also receive $500.00 for every year of service.

State Eligible Lists

Industrial Foreman, Metal Shop, Correction Dept. (V), Tho R. Keizer, 81; (NV), Frank H. Keizer, 78; (NY), 99; Rafael Correa, 80; Harry S. Keizer, 80.

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New Rates for Meals

ANBARY, March 8—The State Department of Labor, Research and Employees’ Compensation has increased the meal rates for eligible employees. The old rates will be as follows:

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Research Group

elects New Officers

ALBANY, March 8—The following were recently elected officers of the Commission of Labor and Research, Albany Chapter, to serve for the current year: President, Philip Murdock; Secretary, Elaine L. Macart; Treasurer, Mrs. Virginia D. Johnson; Members of the Executive Council, Eric Profas.

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CIVIL SERVICE LEADER

A THOUGHT FOR THE WEEK
SUCCESS does not consist in never making blunders, but in never making the same one the second time.

H. W. Shaw

Time Has Come to Change Veteran Preference Law

TWO BILLS are before the Legislature for amendment of the veteran preference provisions of the State constitution. Although the bills differ greatly, both should be passed, to allow Governor Dewey to choose between them, so that the Legislature can pass one of them next year and the voters decide finally at the ensuing election.

One of the measures, known as the Mitchell bill, provides for a point system of credit to those veterans who pass an examination: for disabled veterans, 10 points added, and for non-disabled vets, 5 points, in open-competition examinations; in promotion examinations the numerical premiums would be halved. There would be no time limit, but the new method would restrict the veteran to one benefit only.

This bill was drawn, following a conference attended by representatives of state and national veteran agencies, including The Civil Service Employees Association. Its proponents stress its fairness to veterans and non-veterans, but know that complete unanimity will not be expected.

The other measure, the Condon bill, would extend for five or more years, to December 31, 1955, the present preference to non-disabled veterans in open-competitive examinations, but deny preference to non-disabled veterans in promotion examinations. The present perpetual disability veteran preference would remain unchanged.

The present law has been a disappointment to non-disabled veterans generally, and even to many disabled veterans. Any solution must be a compromise, because of the nature and pointed conflict of opinion, but the goal is plain: to end injustices that have resulted from the existing law.

Veterans should have a reasonable advantage over non-veterans, but not a right to appointment, as the Mitchell bill would accomplish. Its proponents claim that its adoption would end the wrangling over veteran preference amendments and the years they would last. This could be the careful decision of a cross-sectional group. Every veteran benefited by the bill would have an equal chance at the commission. Those who have any objection to the bill would still have the option of running for office. The new bonus system would improve employee morale and reduce public suspicion. Although veterans may be in the forefront of any dispute over the kind of amendment needed, public interest is paramount. That was the viewpoint that actually introduced the Mitchell of the bill.

March of Dimes Gets $3,466 More

Special to The LEADER

ALBANY.—The State employees in Albany, through a campaign initiated by the Civil Service Commission, have contributed $3,466.73 to the March of Dimes campaign thus far, and the section has drawn contributions by departments:

**DEPARTMENT**

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Two Bills to Affect Veteran Preference

March 5, 1948

Civil Service LEADER

At a recent meeting held by chapter 1 of the Civil Service Employees Association of Albany, officers were elected for the coming year.

LEFT TO RIGHT, united, Bridge Beltman, Secretary, and Charles Yen, Detective; President Standing James White, Delegate to the Association, and John McMahon, Treasurer. Joe Scallon, Vice-President elect, was unable to be present.

March of Dimes campaign the section has drawn contributions by departments, totaling $3,466.73, more than the $3,249.08 contributed in 1947. The section has drawn contributions by departments:

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CIVIL SERVICE LEADER

TUESDAY, March 19, 1948

Civil Service LEADER

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Truman Backs Reduction of 45 U.S. Grades to 11

Tontine to End
On April 1 Next

Federal in the Leaders
WASHINGTON, D.C.— President Truman has asked Congress to adopt a Civil Service Retirement Law, recently study by the Civil Service Commission, which advocates the reduction of the number of grades in the Federal service from 45 to 11. The President, in a message to Congress, said that this would simplify the administration of the Federal pay laws in the past. In addition, the President recommended that the salary of Federal employees be increased by 5 percent.

The President's recommendation is in line with the generally accepted view that the salaries of Federal employees are inadequate. The recommendation was made in a message to Congress on April 1, the first anniversary of the Civil Service Retirement Act, which provides for a retirement benefit for Federal employees. The President stated that the reduction of grades would simplify the administration of the Civil Service Retirement Act and would make it easier for employees to understand their benefits.

The President's recommendation was made after a study by the Civil Service Commission, which concluded that the number of grades in the Federal service is too great and that the salaries of Federal employees are too low. The Commission recommended that the number of grades be reduced from 45 to 11, and that the salaries of Federal employees be increased by 5 percent.

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Full Classification Board Sits At State Steno Hearing

IV, CIVIL SERVICE LEADER

New York, March 9, 1948

There was an opportunity for the Classified Service press to work on this classification. It was a unique opportunity for all members of the press to observe the operation of the Classification Board. The whole-hearted endorsement extended to Karl von Bertin and Robert G. MacPherson, Executive Director of the Civil Service Department, for the operation of this classification. The hearing was at the State Steno Board and was attended by representatives of the various State departments.

The hearing work including representatives of several State departments were present. Representatives of several State departments were also present, including Executive Director of State, Mr. Andrew M. Feinberg. The State Civil Service Dept., Mrs. Harry L. Smith, Director of Division, and Mrs. Sarah E. Smith, was also present. The hearing was also attended by representatives of the State Steno Board.

McDonald's Approach

The Civil Service Employees Association was represented by a hearing held at the State Steno Board. The hearing was attended by representatives of the State Steno Board, and was also attended by representatives of the State Steno Board.

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Sanitation Man (B) List
To Be Exhausted-Last; New Exam Next Year

(Continued from Page 1)

In addition to all the foregoing jobs, William J. Powell has requested 2,070 more street-sweepers, 2,500 of which are about 50-50. In the 1948-49 budget, under consideration, Budget Director Thomas T. Paterson has not yet determined what will be the likely action on this request, but it is possible that Commissioner Powell will get additionals, men figures not determined. If he gets all that he asks for, the banishment would mean that 3,070 men would be held early enough to avoid any budgetary shortfalls, would reach 4,316, since 1,246 would be needed to handle the current occupancy. Owner will be helped, 1, rooms, bath, expansion of 7,000 more jobs, Classes B and C, are needed. The situation in the Sanitation Division shows that the filling of the large number of vacancies in the Class C list will require the enrollment of every eligible in time. The selection of the applicants has already started.

Sanitation Officials on Job

The situation in the Sanitation Department is a problem on which both Budget Director Paterson and Commissioner Powell are deeply concerned, because the current snowstorms caused many provisions to cap, especially those who had failed the Class B examination. It is known that some of them would not get a chance to be considered for the position, and some in the Department with a serious manpower problem. It is true that a manpower problem is getting a lift because of new trains. It is also known that thousands have been delivered and they are now being received at the rate of about three a week. They are faster and have greater body capacity and with them would be finally about 179 new trucks.

As an Assistant Commissioner, in his Division, the Chief Police Commissioner Powell has added that the banishment would mean an additional, men figures not determined. If he gets all that he asks for, the banishment would mean that 3,070 men would be held early enough to avoid any budgetary shortfalls, would reach 4,316, since 1,246 would be needed to handle the current occupancy. Owner will be helped, 1, rooms, bath, expansion of 7,000 more jobs, Classes B and C, are needed.

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Appeal Is Argued In Sergeant Exam

Arguments were heard in the Appellate Division last Friday in the appeal from Lieutenant Justice DiDienio's decision in the proceedings brought by George Blumenfeld and 10 others, directing the Municipal Civil Service Commission to select the one best qualified among the names of the applicants on the Sergeant promotion examination. Because the other applicants were not eligible, it is expected that the appeal will be dismissed.

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Delegates of Institutions Suggest Freezing Of Hazardous Pay

Special To The LEADER

KNOWLEDGE and understanding of the problem is a foreword to any proposal; however, and the public relations aspect of the recommendation has long been an item that is almost im-

possible to carry out provisions of the present law calling for special additions to pay in cases where the employee performs work of unusually difficult or dangerous character. The State therefore is

Delegating

(Continued From Page 1)

b. A bill and a Timbal can thwart the threat of empyema—major problems of govern-

ment, by the way—without one side trying to black-

mail or strong-arm it like adults and not like children . . .

And there's nothing that says it will always be that

way.

That's the major reason why the Legislature must pass

employee labor relations bill (S. Int. 325) be-

cause it is fashioned to recognize a new era of public

work. But the first step towards this goal is to be taken,
the employees will want a counterproposa-

l. This means: Those whose pay is being frozen by

the law shall not be deprived of the opportunity to be

convinced that this measure is necessary or desirable.

Delegates of the Association of In-

stitutions argue that it is

in the best interest of the

public that the State should

take the lead in the matter

of hazardous pay. They state

that the freezing of hazardous pay is a step forward in

the fight against empyema. The bill is a necessary step

in the fight against this disease. The bill is a step in the

right direction and should be enacted.

Join the LEADER

The bill will provide for the power to set joint

employee committees at all levels of State

government, to hear appeals, and to recommend action

to the Governor, the Legislature, to appropriate agencies;

consultation on employees' demands; to discuss and negotiate

upon matters affecting the employees; to provide an orderly

method for the settlement of disputes; and to make the best possible agree-

ment for the benefit of all concerned.

This is a step forward in the fight against empyema. The State will be

better able to meet the demands of the employees by having

the power to act. The State will be able to take a

leadership role in the fight against empyema.

This is the first step in the fight against empyema. The State

will be able to make progress in the fight against this dis-

ease.

This is a step forward in the fight against empyema. The State

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This is a step forward in the fight against empyema. The State

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ease.
The Municipal Civil Service Commission expressed satisfaction with the number of candidates who applied for the Fireman (F.D.) examination, 17,917. The rush on the last date, with about 2,600 above what had been expected based on the total number registered the previous day.

The public is invited to the examination for the 2,600 jobs expected to be filled at $3,900 during the four-year maximum legal age of the list is the written test, tentatively scheduled for Saturday, May 18.

The semi-annual statement on the nature of the test is that it will be reasonableness suff and, in line with Mayor William O'Dwyer's request, practical. Also, it will not be a tough test, like the last one for Patrolman (P.D.) nor will it be a pass-over. An eligible list of not less than 3,600 and not more than 5,000 is desired. The Commission moved for preferring too many others too few eligibles.

The Commission informants said to determine the list, one of the main points of the written test, will be included another more than any essay. However, it is expected that the written test will not be so easy thing like the one used in the 1946 Fireman written test, which is running serially in The LEADER. Two more statements will be published.

The Fireman pay in the fourth year reaches $3,900, but in any case would be paid for new entrants as well as Firemen if a raise in Fireman pay goes through generally. (Physical Rules, Page 8)

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Table of Fireman Jobs

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<tr>
<th>City</th>
<th>Name</th>
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The NYC residence rule is waived by the Municipal Civil Service Commission for two out-of-town Firemen exams, and the applications are issued and received by mail, and the Commission will conduct examinations soon to open. The exceptions apply only to these two exams of the Commission for Firemen (5/17/17) and the Board of Examiners (5/18/17). Price $1.90, applicable to both.

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Mr. Fict

**Preparatory Committee**

Mr. Fict is presented, I am required by the...
The Uniformed Fire Officers Association will meet tonight (Tuesday) in the Hotel Martinique at 8 o'clock sharp. President Richard A. Denuan asked all members to be there on time as there is much business to transact, and any latercomers will not be admitted. Important resolutions were acted on before they arrived.

Some of the subjects to be discussed are the Reingan-Quinn bill to permit the Fire Commissioner to designate a Deputy Chief as Chief of Division, a measure the UFA strongly and unqualifiedly opposes. The bill is to be read for the first time on Tuesday.

Prior to the business meeting, there will be an exhibition of official Navy movies. Refreshments will be served.

UFOA Meeting Called

Estimates B'd Passes Moribund Pension Bills

Key Answers Stand In Clerk Promotions

Friends Mourn Death Of Jesse L. Yerman

Queens St. George Association

To Hold Easter Sunrise Event

CIVIL SERVICE LEADER

New York City News

Some 200 applicants will be on hand at a first-aid, 2-hour, U.B.O. bond award presentation for the first of three monthly installments. It's $3,000 a month, and the award commission is supervised by the Frank W. Quarles of the Civil Service Leader in Brooklyn.

The regular period conducted the officers in command of the UFA to pre-schedule the firemen's legislation with a new award commission. H. W. H. White, a blind veteran and owner of one of the city's first fire companies, has received permission from Fire Commissioner Frank J. Quincy to visit every firehouse to try and secure a magazine library, if the members of the company desire one.

The firemen's legislation is planned for the U.S.O. award commission, which are proposed in the United States Senate, and will be read by the first-born persons in the New York City Fire Department.

The New York City Fire Department, through its Firemen's Relief Association, has been chosen by the Board of Estimate and Expenditure to conduct the direct telephone of the New York City Fire Department. The Board of Estimate is especially interested in having a library for the better movement of the Public Assembly, will be grieved to hear of the deaths of these two public officers in command of the Fire Department, which are proposed in the United States Senate.

Forty-one firemen have been appointed to the position of Lientenant and 21 promotions to Captains on the Firemen's Commission by Frank J. Quincy with a policy to bring the department to a level of 1,000 men. It is estimated that, with the latest appointments, effective March 1, about 200 names appear on the current Firemen's list.; hence, it is reported all can be expected to be reached by the year's end.

The Board for receipt of applications in the new Fireman's examination, ended recently, with nearly 18,000 candidates applying. The written test is scheduled tentatively for Saturday, May 15, 7:30 p.m. at the present Firemen's list; hence, it is reported all can be expected to be reached by the year's end.

The final date for receipt of results in the new Fireman's examination is March 31, 1948. The New York City Fire Department, through its Firemen's Relief Association, has been chosen by the Board of Estimate and Expenditure to conduct the direct telephone of the New York City Fire Department.

Queens St. George Association

To Hold Easter Sunrise Event

The annual Easter Sunrise Service sponsored by the St. George Association, the 14th Annual Service, will be held on the St. George Church grounds, 84-86 W. 57th St., Queens Borough, Sunday, April 21, at 6:30 a.m. All are welcome.

The service will be conducted by Bishop Dr. A. C. H. Smith of the Diocese of Long Island, and will be followed by a service of Communion and the Easter Service.

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BILLS INTRODUCED IN LEGISLATURE

Mitchell Bill Backed by Delehanty as Fair To Vets and Non-vets

By M. J. DELEHANTY

In introducing a point system of giving veteran preference, Senator Seymour B. Quell, argued for re-creating the granting of disabled veteran preference from a court order rendering veterans engaged in law enforce- ment in civil service unemployable. To achieve this, he recommended the creation of a Civil Service Commission, giving members of the commission authority to determine the nature of the work and its civil divisions. In introducing a point system of giving veteran preference, Senator Seymour B. Quell, argued for re- creating the granting of disabled veteran preference from a court order rendering veterans engaged in law enforce- ment in civil service unemployable. To achieve this, he recommended the creation of a Civil Service Commission, giving members of the commission authority to determine the nature of the work and its civil divisions.

James D. Mitchell, chairman of the Veteran Preference Committee, introduced a bill which he said would provide for re-establishing the granting of disabled veteran preference from a court order rendering veterans engaged in law enforcement in civil service unemployable. The bill would establish a Civil Service Commission, giving members of the commission authority to determine the nature of the work and its civil divisions. The bill would also provide for the appointment of a member of the commission to represent the interests of disabled veterans.

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