Health, Marketing, Engineering Aides Also Being Sought

ALBANY, Dec. 6.—A new series of examinations, with wide appeal, has been opened by the State Civil Service Department. The positions resulting from these exams are in the fields of education, marketing, health, engineering and horse-racing. The salaries for the positions, compared with the pay of similar jobs elsewhere, is considered good. And the State of New York is reputedly the best governmental unit to work for.

Now let's have a closer look at the jobs. Here are the titles and the entrance salary of each:

Education
Associate Education Supervisor (Guidance), $5,232.
Associate Education Supervisor (Merchandising), $5,232.
Senior Education Supervisor (Guidance), $4,212.

Capsule News

NEW YORK State institutions will get the results of the appeal to the salary standardization Board this week. It's expected to be acted upon in February.

MENTAL HYGIENE DEPARTMENT is trying out a new study on mental health in all 48 States, for Railway Mail Clerks.

Fill U.S. Legal Jobs By Civil Service, Says Herbert Hoover

WASHINGTON, Dec. 6.—If former President Herbert Hoover has his way, all jobs of Federal lawyers, with the exception of the top jobs, will be filled through civil service.

At present, Federal lawyers are in two categories — the U.S. Attorneys selected by patronage, and lawyers selected through examination. In general, where the work would require admission to the bar, the job is exempt from civil service requirements. Where the work can be performed by one having legal training — but not necessarily admission to the bar — the job is generally filled through civil service examination.

Offsetting Factor

Mr. Hoover's desire to reorganize the reorganization of government, will recommend that all legal positions, of whatever nature, be filled through merit. But at present, the latter condition to some extent, is offsetting the former. With the recommendation that the Civil Service Commission be the one to determine which lawyers will have recruiting powers, and that the job of recruiting and testing be taken over by the agencies themselves.

Mitchell Vet Bill Garners More Support; Legion Committee to Probe Preference Question

by MAXWELL LEHMAN

The single topic of discussion in Albany today is the State Legislature's determination to pass legislation giving disabled veterans preference when they apply for jobs.

The Headquarters of New York State Federation of Labor has been the focal point of interest. Both the Governor and the Legislature have been influenced by this legislation. A similar bill has been introduced in the New York State Legislature.

When it comes, an opposing measure — the Condon bill — will also be up for consideration. The Condon bill provides for a system of absolute preference for disabled veterans, but at the expense of non-disabled veterans and of non-veterans.

AFA for Mitchell Bill

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Figures Prove Industrial Workers Fare Better Than Public Employees

Assn. Research Leads to Request For Pay Increase

ALBANY, Dec. 6.—The need to adjust the salaries is stressed by Civil Service Employees' Association officials in releasing a study of increased earnings among New York State industrial workers.

The study is restricted to changes up to August, 1948, since this was the date of the last employment and payroll data published by the New York State Department of Labor.

Factory Earnings Up 8 1/2

Average weekly earnings of New York State industrial workers were 84 cents per hour in August, 1948, the study shows. The increase reflected the effects of the 1947-49 wage-price controls which occurred chiefly between March and August of this year. Living costs rose 88 cents per week during this period, according to the Bureau of Labor Statistics Consumer Price Index, which was 185.3 in August 1947 and 186.8 in August 1948.

The study also shows that of non-supervisory employees in manufacturing establishments, 75 per cent received pay increases during the 1-year period.

The increase in average weekly earnings for all workers, which equalled or exceeded the rise in living costs between August 1947 and August 1948, was tabulated by Association research workers. The table will be published next week.—Ed.

In an analysis of the growth of earnings in these industries between 1940 and 1948 published in the November 30, 1948 issue of The LEADER, Association officials pointed out that "the salary and wage income of professional, clerical and administrative, custodial and skilled tradesmen in private employment are in much closer equilibrium with the prices of essential commodities than state salaries." Earnings in the 169 industries had increased between 75 and 115 per cent between 1940 and 1948.

Minimum 12% Rise Asked

This year, Association negotiators, backed by the unanimous vote of delegates at its rent convention, are calling for a minimum 12 per cent increase in State salaries and the incorporation of essential adjustments into basic salary rates in order to prevent further reduction in the value of State salaries.

50,000 Must File Oaths

(Continued from Page 1)

key General had in the meantime ruled that:

"In my opinion, each State employee should keep a record of his or her own earnings and file a new oath upon reclassification of his position or upon assuming the duties of a position under a title differing from that with respect to which an oath has previously been taken and filed."
The Public Employee
By Dr. Frank L. Tolman
President, The Civil Service Em­ployees Association, Inc., and Member of Employees' Merit Award Board

THE LORD HELPS THOSE WHO HELP THEMSELVES
One of the turning points of my life was when I was first employed about civil service. That happened a long time ago, I was a public employee. I liked my boss and I liked my boss’s boss. I felt sure my superiors would not do more than a fair job, and I liked my boss and I knew how good a job I was doing.

Disillusion
The disillusionment came when it became evident that my boss was unable to fulfill all of his essential duties as a good boss. He could not get enough money to run his business as he wanted to run it, or to pay the salaries required to attract and hold good and efficient employees.

Much the same was true of my boss’s boss and of his boss, all the way up to the top administrator, who sometimes had his troubles with the Legislature. It occurred to me that the job of every public employee was bigger than I had thought. It appeared to me that the big people needed the help of all the little people to make the public service to make government function efficiently. And I resolved to out law favoritism and do true to be true to good health and fitness as the basis of appointments and promotions in the public service.

The Answer
The path to honest, fair dealing and efficiency in our rapidly expanding government seemed to me to be united action by all public employees in an active and able civil service employees organization to promote the advancement of common welfare of all the people including the public employees.

Even since that day I have based my faith in democratic government on democracy in government, on the right and the duty of every public employee to control his department, and to contribute his full share to the welfare of the common surging life which is the State and the Nation.

To my mind, membership in The Civil Service Employees Association means much more than the paying of the membership dues.

What Makes for Vigor?
Organizations, of course, have no power or policy beyond that which they draw from their members and their own staff. The public service is no exception. Its power lies in the strength of its members - all its members - for the front line of defense and of attack, and when, as electors, they make the major decisions. We must, therefore, work with our own and with our members. And we must work for the common good of all the people including the public employees.

I am dead sure, however, that what we as an Association have done is "only the beginning." Our major tasks lie ahead and they will be the most important work that has ever been accomplished only if the Association remains true to the unifying principle of unity - "Each one for all and all for one."
CIVIL SERVICE LEADER Tuesday, December 7

STATE AND COUNTY NEWS

More Win Awards
For Valuable Services

The New York State Employees Merit Award was awarded to the following:

The Board awarded a Merit Award to:

Clyde E. Pauli

Mr. Pauli is a leader who leads. A patient listener, a sensitive

(continued on page 5)

What Employees
Should Know

Can Veterans Be Suspended Pending
Hearings on Charges of Misconduct

by THEODORE BECKER

VETERANS who hold competitive
class jobs will be interested to know
that the provisions of the Civil Ser­
vice Law Section 22 (2) which relate
to suspension pending a determination of charges
against veterans have been superseded
by Section 22 (1) of Title 5 (Army
and Navy) of the United States Code.

The Court reasoned that the defense
that the restraining order contemplated
by the provisions of Section 22 (2)
had no application in the case of
veterans because it was seeking

(Continued on page 5)

Page Four

CENTRAL OFFICE

BLYTHE HALL

NOVEMBER 29th, 1933

FIREFIGHTERS

TO THE FIRE CHIEF

April he was unanimously elected

(Continued on page 5)

Page Four
Activities of Employees

Support Grows For Mitchell Bill

Support for the Mitchell bill continues to increase. The State Civil Service Employees Association has just opened a new office in the town of Eastchester to serve the needs of the growing number of members in the area. The new office is located at 3551 Webster Avenue, and will be open from 9:30 A.M. to 5:00 P.M. daily.

New Officers Installed

The officers of the Westchester Chapter were recently installed at a meeting held at the offices of the State Civil Service Employees Association. The new officers are as follows:

President: Frederick S. Appleton
Vice-President: John B. Costello
Secretary: Stuart Walters
Treasurer: Ralph Newbauer

The new officers are joined by the following committee members:

Committee on Legislation: William D. Wendell, Robert M. Boleyn, John B. Costello, and Ralph Newbauer.
Committee on Finance: Frederick S. Appleton, John B. Costello, and Ralph Newbauer.
Committee on Membership: William D. Wendell, John B. Costello, and Ralph Newbauer.

The Westchester Chapter is actively involved in the fight for improvement of working conditions and benefits for State employees. They are working closely with the State Civil Service Employees Association to ensure that the needs of the members are met.

The Westchester Chapter will continue to work towards the goal of a better future for State employees. They encourage all members to become involved and to help shape the direction of the Association.
Overhaul of NYC

Job System Is Closer

THE LEADER's campaign for an overhaul of New York City's archaic job system is beginning to get acceptance.

The move is a bill introduced into the City Council demanding a proper reclassification of City jobs. Echoing LEADER data on the subject, Councilman Ira Paleastin has asked that the bill be printed. In his introduction, the action is "outmoded and haphazard," says his resolution. "A haphazard system of random promotions has resulted in shabby details and employees who barely perform substantially the same work."

The resolution, which endorses the present setup is accompanied by teeth—an amendment to the administrative code. In this, Mr. Paleastin would compel the Municipal Civil Service Commission to reclassify positions and create a uniform setup.

Mr. Paleastin doesn't detail all the monstrous inconsistencies and shams of the present system—how results in enormous inefficiencies, in curious reversals of engineering compliances, and in unjust pay differentials. But the LEADER warns the Council—and the public—to be on the lookout for the whopping job-bugbear, which it can safely and adequately defeat. The streamlining of public services is on the job, in unjust pay differentials, in a rickety wage structure. What it solves is incalculable. The headaches it removes spares not only the city but the citizen in every home—no matter how remote from the metropolis.

Mr. Paleastin's measure is accepted, he provides an important safeguard. No present civil service employee would be prejudiced by any title change resulting from the reclassification. This is all to the good.

But the LEADER warns the Council—let us be realistic. Hereafter reclassification can't be done by a few employees of the Civil Service Commission and the administrative code with a straight stick. It needs the understanding and experience in what reclassification means. It will be a long process—and the cost has been estimated at about one million dollars.

That sounds like a lot of money. It is. But every government unit which has established a modern system of job reclassification has found the job to be worth many, many times the initial cost. This is true in the States of Oregon and Wisconsin. In Oregon, the job, in the city of Portland, has resulted in a $250,000 a year saving. In Wisconsin, the report of the Department of Education shows that it would cost $2,000,000 to do all the reclassification that's been done in New York City.

That's about the size of it. For this reason, the LEADER is all in favor of the Paleastin bill and hopes it will carry. But the important thing is to make it a good job.

We think it should be handled by a joint legislative committee and a Civil Service Commission committee appointed by the two groups, to travel the country and find out best methods from places of similar population that have already done the job.

The resolution which condemns the present setup is without a doubt the best the Council has seen for many months. The new measure of the Paleastin bill is a just one. The LEADER supports it, and urges the Council to enact it.

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Chapter Activities

Rochester Public Works District No. 4

On Thursday evening, Dec. 19, the Civil Service League held its regular weekly meeting in the Auditorium of the Rochester Public Library. The meeting was opened by President Donald E. Donaldson, who presented the following officers: President, James J. O'Connor; Vice-President, Robert D. Reynolds; Secretary, Harriet A. Wood; Treasurer, Mrs. A. E. H. McGhee.

The first item of business was the report of the President for the week. He stated that the League had made a good start in its efforts to organize the Civil Service League in Rochester. He also reported that the League had received a number of inquiries from other cities regarding the organization of the League in Rochester.

The next item of business was the presentation of the officers for the coming year. The officers were as follows: President, James J. O'Connor; Vice-President, Robert D. Reynolds; Secretary, Harriet A. Wood; Treasurer, Mrs. A. E. H. McGhee.

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New York State Open Opportunities in Clerical Field

Army Issues New List of Civilian Jobs Overseas
On a Contractual Basis

The Department of the Army will open to employment for civilian positions overseas sites in the Pacific, Europe and the Near East.

The contracts are limited to qualified civilians who are able to carry out the duties and responsibilities of the positions.

Applications from interested persons will be accepted at the nearest Army post, or by mail in writing addressed to the Office of the Secretary of the Army, Washington, D.C.

Applications must be received within 30 days of the date of the announcement and must be accompanied by a resume of the applicant's experience and qualifications.

Civilian Employment

Civilian jobs in the armed forces are available in various locations around the world.

Job opportunities include clerical positions, administrative support, and other professional roles.

To apply, submit a resume and cover letter to the appropriate location.

For more information, visit the official website of the Department of the Army.

Lincolnshire

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PATROLMAN

ALBANY, Dec. 6 — The State Civil Service Commission has announced a number of exams for Patrolman, State Trooper, and other civil service positions in various counties. Written tests in all cities will be held January 28. The last date for filing was December 4.

Salary: $49 to $53 a Week

DRAFTING — Architectural • Mechanical • Structural

Advantageous — payable in installments. Most of our courses are available under TELEVISION— Radio Service

SOCIAL INVESTIGATOR

Salary Range $53 to $73 a Week

Liberal Age and Physical Standards

Qualifying for the Next (March)

Free

NEW YORK SANITATION MAN (CLASS B).

Ages 21 to 45.

The State Civil Service Commission is planning a new experiment to determine whether the present system of Select Commission examinations for prospective candidates, is still adequate, and whether the opportunities for employment in the various Counties are adversely affected. There is a large demand in many counties for these jobs. Examinations should be made portable, and at any place that can be arranged.

The Commission is also planning a new experiment in New York City Civil Service examinations in order to determine whether it should continue to hold them in the Select Commission form, or whether it should change the method of examination, and bring it in line with that used in other similar services. The Commission has also been advised by the Select Commission, that the present system of examination is inadequate, and that the opportunities in New York City are not as numerous as they should be.

In the examination for Stenographer Typist and Typist, which will be held on Tuesday, December 14, certain changes have been made in order to improve the tests. The Commission feels that these changes should be made in all examinations for these positions, and that the new system should be adopted.

They would have to be given to all New York City Civil Service examinations, and the Commission is also considering the possibility of extending the tests to other services.

Nassau and Westchester Counties, $2,080 to $2,100.

Erie County, $2,500.

Nassau County, $2,000.

Broome, Cayuga, Chemung, and Steuben Counties, $2,200.

Westchester Counties, $2,460 to $2,600.

Nassau County, $1,300 to $1,860.

Canyon, $2,900.

Erie County, $2,280.

Saratoga, Westchester County, $2,160.

Rockland, Westchester Counties, $2,450 to $2,500.

Broome, Cayuga, Chemung, and Steuben Counties, $2,200.

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Nassau County, $2,000.

Broome, Cayuga, Chemung, and Steuben Counties, $2,200.

Nassau County, $1,300 to $1,860.

Canyon, $2,900.

Erie County, $2,280.

Saratoga, Westchester County, $2,160.

Rockland, Westchester Counties, $2,450 to $2,500.

Broome, Cayuga, Chemung, and Steuben Counties, $2,200.

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WASHINGTON, Dec. 6—Applications will be accepted until further notice for an examination for unskilled laborer and skilled laborer positions in the Washington area by the Board of U. S. Civil Service Examiners at Bolling Air Force Base. No written test will be required.

Pay ranges from $5.90 to $21.00 per day. Positions are in the Department of the Army, the Army, and the Weather Bureau. The positions will be in the Wash­ington area, including the exception of those in the Weather Bureau and employees of the Department of Agriculture who were transferred to the Department of Commerce in the United States. Beginning salaries range from $2,498 and $2,724.

Payments will be made on a weekly basis. Applicants must be able to satisfactorily complete the on-the-job training program. Applications must be re­corded for retention but may be turned in when positions in the weather bureau become available.

After the completion of four years of service in the job category, appointees will be considered for permanent positions with beginning salaries.

Two-months Filming Period

Applications will now be accepted from qualified persons throughout the country. Applicants will be given a written test sufficiently early next year to permit offers of appointment to be made eligiations next spring.

The announcement of the ex­amination contains complete in­formation regarding the en­gagements of the advantages of the training and the professional choices that may be available. Apply to the Commissioner's information office in Washington, D.C., for details.

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By H. J. BERNARD

The testimonial for Commmssioner Frank J. Quayle was given an eloquent and illuminating testimonial by the Uniformed Fire Officers at Fire Headquarters Thursday. After he was their guest at a luncheon. The testimony in the presence of the people of New York had occasion to feel that the limb and property were subject to such careful and thorough protection against fires.

"Never have the morale of the officers and firemen been as high as it is today." It is evident that the National Board of Fire Underwriters honored the commissioner and administered by voting the department the honorable award.

"Demonstrated Leadership"

"New and better fire extinguishers and apparatus have been added to the fire equipment. A large number of new and improved fire protection needs of the city are being met, all to meet the fire protection needs of the city of today, the testimonial concludes.

"Commissioner Quayle reduced the hours as speedily as circumstances permitted, so that now the hours of the entire uniformed force are very favorably received by those of any experience in private industry generally."

"Never have the morale of the officers and firemen been as high as it is today."

The resolutions were adopted by the NYC Commission. The one concerning Seaton Hospital was broader than previous classifications, such as those affecting his line, when the city acquired the lines, being the product of the general nature of the new inclusion.

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Ideas on Last-Minute Gifts

The tradition of giving useless gifts at Christmas has gone out the window this year. With everyone watching budgets, gifts are running to the more useful line. In spite of high prices, there are retailers who are making an honest effort to offer good merchandise at Christmas. At times these are just local retailers to get new customers in the store, but the shopwise who know values are taking advantage of these opportunities for real bargain buys.

For New Health Dept. Unit

The new Bureau of Adult Hygiene, to be created in the Health Department, will require about 25 new clerks, including 40 as Public Health Nurses, 40 as a Public Health Assistant, 25 as Typists, 10 as a Nutritionist, and 15 as a Radiologist. The Board of Transportation will need 2,500 additional clerks to enable the creation of the new bureau.

New York's Vocal Exams

The eighth list of new employees for Clerk Grade 5, list promulgated by the Civil Service Commission, will contain 250 new clerks. They are necessary to staff the new Bureau of Adult Hygiene, the new Bureau of Sanitation, and the new Bureau of Health Education. The starting pay in the grade is $2,000 per year.

Sanitation Provisions

To Be Replaced by Jan.

All provisions are to be replaced by permanent employees by January 1, 1947. The Sanitation Department, under Commissioner John J. McLaughlin, is working on a reorganization plan. Effective December 15, 1946, and January 1, 1947, there had been 1,850 positions in the grade listed.

Clerk, Grade 5, List

Promulgated by NYC

The first list of new employees for Clerk Grade 5, list promulgated by the Civil Service Commission, will contain 250 new clerks. They are necessary to staff the new Bureau of Adult Hygiene, the new Bureau of Sanitation, and the new Bureau of Health Education. The starting pay in the grade is $2,000 per year.

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CIVIL SERVICE LEADER

Tuesday, December 7, 1941

NEW YORK CITY NEWS

500 More Patrolmen Sought for Promotions Held Up

by MORTON YARMON

Police Commissioners James W. McLaughlin and Ernest W. Walker will seek permission to open the Sergeant examination scheduled for January 1942.

The Acting Sergeants who failed in NYC examinations for their job(s) and get the higher eligibles, after the list is promulgated, the Commission stricken out of the written test, and obtained by the officers in question was only about half of the total number of vacancies listed.

The Sergeants examination was recently upset again, this time by the decision of Supreme Court Justice Bernard Boscik and the appeal was argued on Friday in the Appellate Division. Supreme Court Justice Alvan Levy later decided a case involving the Sergeants examination and the order of the court strike out of the written test.

Both officers attack key answers of the NYC Civil Service Commission.

There is only one vacancy above the rank of Lieutenant in the entire department, and that is a Chairman's place on the Civil Service Commissioner Waller considered in general share his feeling.

Major John A. Koons, the Acting Commissioner of the Army and Navy Union, and his men, are investigating the number of eligible candidates.

The taking of testimony in the recent experiment.

Justice Levy's decision held: "In the opinion of the court there is no reasonable basis for the ruling of the Commission. The question of whether or not the restorative question was an eligible candidate unless it was a 'good conduct certificate.' In the circumstances the question was non-eligible for none of the candidates.

The city will appeal the case. "We must appeal when a judge refuses to grant us what is due us," said President Joseph A. McNamara, of the Commission, "for a decision on future examinations. We claim that we have the right to exercise our examiners."}

Displaced Vet Candidates On Increase

During the first 18 months of this year the number of displaced veteran candidates, who competed in NYC examinations was double the number for all of last year.

The Board of Estimate approved the Founder of the Anchor Club's next day fund, which will be invested that the Commission be paid $15 a week for being certain of its inspection. President — $240 Bergen St., Bklyn., two months before the Commission, although after the last paper had been prepared.

Hoffman Elected Head of Fire Army-Navy Union

The Fire Department of the 104th Army-Navy Service Board, elected the following officers: John P. Hoffman, Ensign Company 6; Sena Vincent, Ensign Company 2; William Meckon, Ensign Company 8; Joseph W. Flaherty, Ensign Company 9; Edwin V. Melville, Ensign Company 10; Francis J. Loomis, Ensign Company 11; E. F. Johnson, Ensign Company 12; Charles E. W. Esterly, Ensign Company 13; Edward Usery, Ensign Company 14; John T. Koons, Ensign Company 15.

NYC Makes New Homes Available

Civil Service employees looking for apartments should act fast.

The opening of applications for housing at 51 Chambers Street was announced last week by Thomas F. Farrell, Chairman of the NYC Housing Authority.

Applications for apartments are available in every Housing Authority throughout the City and at 2 Frankfort Street, Manhattan, N.Y.

As in all public housing projects, applicants must have posted in order to receive first preference, and veterans will have a two-year grace period for aMEMORY container family. For non-veteran families, the date will be transferred to the next one, whose range is from $2,940 to $3,204 a year.

The Board of Estimate approved the NYC Housing Authority's request for a one-month increase of $16 for non-veteran families, the date of the contract for 150 apartments.

Labor Stars Anchor Club in Sanitation Department

The Department of Sanitation has declared that the Board of Labor Relations of the City of Manhattan President — $240 Bergen St., Bklyn., two months before the Commission, although after the last paper had been prepared.

Mr. Labdon, head of the department's unified force, received the Sanitation department as Supervisor of Drive Instruction, $1,765 increased to $1,835.

Mr. Labdon, head of the Sanitation Department, received the order of the Civil Service Commission, has given the order of the Supreme Anchor Club's annual meeting at Madison Square Garden, December 22 at 8:00 P.M.

The case represents one of the most important applications now before the Commission. It is expected that the city will come into contact and diplomacy, he has succeeded in obtaining a sufficient number of eligible candidates.

Merit Increases for 186 Promotions Approved;

The Board of Estimate approved the Board of Estimate's application for the promotion of 1,140 employees. Each employee is entitled to a monthly increase of $10.

Also, 186 merit increases in pay are authorized.

Manhattan President — $240 Bergen St., Bklyn., two months before the Commission, although after the last paper had been prepared.

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