Unemployment Trends
And Government Salaries

ONE of the most serious aspects of the current economic scene, and of particular concern to the public employee, is the rising tide of unemployment. The existence of a reservoir of unemployed workers casts heavy pressure on the wage and working conditions of the employed. For the government employee, salary adjustments, reclassifications, job reclassifications become increasingly difficult to secure and organised employees must hold together even more firmly, as the gains already achieved.

Survey of Positions
As the facts about unemployment:

I L T H E  U N E M P L O Y E D
In June, 1949, there were 3,778,400 persons unemployed, according to the U. S. Census Bureau. (Current Population Reports, Labor Force, Series P-23, No. 84, July 1949). This is the highest unemployment estimate since the outbreak of the war and 78 percent above what it was a year ago.

Data for the year since 1940

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Unemployed</th>
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<tr>
<td>1940</td>
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<td>63,640</td>
</tr>
<tr>
<td>1949</td>
<td>65,910</td>
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Although the increase is serious, it is not unprecedented in the history of the country.

Equality Sought
A 371/2-hour work week has been actively sought by the Association.

ALBANY, July 25 — Office workers in State institutions will continue to work a 40-hour week, according to a decision by the State Budget Director and the State Civil Service Commission.

This decision has been announced in a letter to F. J. Tolman, president of The State Civil Service Employees Association, from J. Edward Conway, president of The Civil Service Commission.

Job Opportunities Widened
for Stock Assistant Exam

Applications will be received from September 12 to 27 by NYC residence eligible for Stock Assistant (Mens), at $27,150. There are 32 positions and many more are expected. The requirements have not been met. Any person with minimum experience, or education is required. The jobs are in various city departments.

Appointees by the Board of Education, and the Housing Authority are exempt from the NYC residence requirements.

The filing fee will be $1. Stock Assistant is eligible for promotion examination to Section Stenographer.

Age Limit 50
An appointee must be in the State civil service, retired or hold the property rights in the pension fund. Pension employees are eligible.

The announcement lists these exceptions:

a) Any age requirement does not apply to persons disabled or non-disabled.
As the city's second major newspaper, the New York Times, published an article on the topic of employment and unemployment in the United States. The article begins with a statement about the importance of understanding the different types of experience and how they can impact the potential for employment. It goes on to discuss the effects of unemployment and the importance of finding work. The article also highlights the significance of the Summerbrook resort, a location where jobs are available. The text is written in a straightforward, informative style, with a focus on providing readers with useful information about the job market. The article concludes with a list of job openings available at Summerbrook, including positions for workers and managers.
Willowbrook Chapter Elects Officers

Syracuse School Honors 25-Year Club

Hilseboe Heads Frolickers at Picnic

Civil Service Softball Roster

ALBANY, July 25 — Robert Backer, manager of the newly organized softball team in the State Civil Service Department, announced the team roster:


All other softball teams in the Capital District are invited to arrange games with Mr. Backer, who is the assistant director of the department.

The Public Employee

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

THE GUARDIAN OF MERIT

Ext to the Governor, the most important State Office from the viewpoint of the Public Employee is the Civil Service Commission, the civil service system, the civil service system, and the chief coordinator of the biggest business in the State.

Two Alternatives

I have said that the future destiny of the civil service is evident. I should perhaps say that the choice rests between two possible alternative paths, and the best yet held by the chapter.

Civil Service Authority

The Civil Service Commission must have and exercise the authority necessary to bring uniform practices and methods to all the employees, all the offices and subdivisions of the State. Local and departmental autonomy must be limited to allow the entire organization to be one service, to be governed by equal laws, rules, regulations and practices. The Commission must be the supreme authority under the law on all matters relating to personnel.

The Commission must become the chief supporter of the merit system. It must be the chief voice of the career and fitness principles. It must join with the organized employees to gain the necessary financial and public support for the great plan of public management which it administers.

Can't Serve Two Masters

No man and no Commission — and no Governor — can serve two masters. The Civil Service cannot mix with patronage and spoils and survive. Every public official makes a decision every day, and unfortunately the record is often a betrayal of the guiding principle of good government, that special privilege has no part or place in public affairs.

The Governor is confronted with grave decisions about his civil service. May he have wisdom and courage in making them.
CIVIL SERVICE LEADER
Tuesday, July 26, 1949

CAREER INSTITUTE
207 Market Street, Newark, N. J.

STABLE, steady help we need as the kids are growing

compiled for all who are interested in the High School Equivalency Course

Auction

HIGH SCHOOL DIPLOMA GUARANTEED
If You Take This Easy, Inexpensive Course

or even if you never set foot in a high school — you can

Don’t miss out on the job you want because you were

Whether you want a job in the business world, vocational field, or the Civil Service, you can advance your position — or to go to a vocational or training school — a High School Diploma can help you. For, in today’s highly competitive, the higher-paying, more attractive jobs always go to the one who can document his education.

Don’t miss this opportunity! Thousands have already taken the first step to a new and better life through the High School Equivalency Course. Now, there is a real opportunity for anyone who sincerely wants a High School Diploma.

It doesn’t matter if you are non-disabled Veteran or non-veteran. You can get this diploma by enrolling in the Career Institute High School Equivalency Course. This course offers a fast, convenient way to get your High School Diploma at home, in your spare time! Here is a real opportunity for anyone who sincerely wants a High School Diploma.

Sure, you could go to school — but it is so expensive, it would take you years to complete! Not so with the High School Equivalency Course. You will have the opportunity to study and work at your own pace, in your own home, in your spare time!

This is a real opportunity — or even if you never set foot in a high school — you can still get a high school diploma! Don’t let this opportunity pass you by.

So you see how important it is to pass the first time! You can’t afford to fail — and you can’t afford to take the second time and the third time — and the fourth time — and the fifth time! You will have to devote your time to the test. Remember — the request for your personal information does not obligate you in any way — nor do you have to supply it. Remember — the request for your personal information does not obligate you in any way — nor do you have to supply it.

In all states the offer is limited to veterans.

CAREER INSTITUTE
207 Market Street, Newark, N. J.

Please send us full information about the Career Institute High School Equivalency Course in a self-addressed stamped envelope.

Name

Address

City

State

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Your Duties and Your College Opportunities

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**STATE AND COUNTY NEWS**

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<tr>
<th>County</th>
<th>News Article</th>
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<tr>
<td>Bronx</td>
<td>New Access to Transportation Facilities</td>
</tr>
<tr>
<td>Queens</td>
<td>Update on Local Library Services</td>
</tr>
<tr>
<td>Staten</td>
<td>Increased Parks and Recreational Areas</td>
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**Clerical Eligibles Lists**

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<td>Davis, A.</td>
<td>Information</td>
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**CAREER OPPORTUNITIES**

A Civil Service Career Offers These Advantages:
- Permanent Tenure
- Good Salaries
- Sick Leave
- Automatic Increases
- Promotional Opportunities
- Vacation

Civil Service Eligible Lists Remain in Effect for Four Years. Acceptance of Appointment May Be Deferred if Desired.

**MAIL AND SUPPLY CLERK**

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<td>Davis, S.</td>
<td>666 Rue C</td>
<td>789</td>
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</table>

**FOR JOB SECURITY**

JOIN Federal Career Employees Association — New York Chapter

Support Our Members. Join the Staff of The American Federation of State, County, and Municipal Employees to strengthen our voice in the workplace. For more information, visit fcea.org.

**FORGOTTEN SHIRTS**

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<td>Davis, S.</td>
<td>123 Rue C</td>
<td>456</td>
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TENTH YEAR

America's Largest Weekly for Public Employees
Member of Audit Bureau of Circulation

CIVIL SERVICE LEADER, INC.
17 Duane Street, New York 7, N. Y.

Metteawae, Dannemora, and Westfield and its effect on the pay and promotion of government employees. 

Perry W. Little, Associate Editor

TUESDAY, JULY 26, 1949

These Employees
Deserve Fast Answer

Employees of four institutions—Metteawae, Dannemora, and Westfield and its effect on the pay and promotion of government employees.

Vital Facts About Career-Pay Plan

(Continued From Page 2)

The Prison Association of New York City urges N.Y.C. Mayor William O'Dwyer, R. C. Caso, general secretary of the association, wrote:

"As a result of this Association I would like to offer to you our viewpoint in connection with the need for a classification of the job description for all employees in the city for the thousands of City employees who are covered by the Civil Service Plan.

"In the interests of increased efficiency and better government administration, we feel that the proposed classification is long overdue."

"Have, over the years, been made in the various departments of the City, and we feel that the time has come to establish a clear and exact line of work that will be done by employees in each title, and point out the work done by employees who are in the same title, and point out the work done by employees who are in the same title, and point out the work done by employees who are in the same title, and point out the work done by employees who are in the same title, and point out the work done by employees who are in the same title."

"A third fact is also apparent: A careful study of the City's personnel system reveals a number of different titles that are used for the same work. These titles are not clearly defined, and it is impossible for employees to know what their duties are and what their responsibilities are."

"The job cannot be done without a clear understanding of what each employee does."
Activities of Employees

Willowbrook State School

The Willowbrook State School chapter elected Morris Pierce, an employee of the State Public Works Department, as president, replacing the retiring president, thanked the members for their contributions, and said that with this new reorganization, the chapter would have increased membership and more activities. The membership of the chapter will be increased from 46 to 50 members. The chairman of the chapter, Dr. Robert White, vice-president, said that there would be more activities and more opportunities for the members. The chapter is preparing for its annual meeting, which will be held in Atlantic City, Saturday August 6th.

P. W. Per Diem Men Must Wait—Again

The LEADER learns that the proposal to place per diem employees of the State Public Works Department on per annum has—once again—been postponed. Why? Don't those employees deserve the same securities and amenities as other permanent civil service employees?
25-Year Pins Awarded at Gala Dinner

CIVIL SERVICE LEADER

County 479

The first annual dinner for the employees having twenty-five years or more in the Department of Public Welfare was held at the Syracuse State Hotel, Wednesday, September 15, when candidates for the 25-year pins were awarded by Dr. S. W. Blsgrove, Senior Director, and Dr. E. S. VanDuyn, Attorney for the Labor Department. All of the members of the 25-Year Club and guests were called upon to make a toast. The 25-Year Club Service Pins were awarded by Dr. Blsgrove and an informal discussion followed. Dr. VanDuyn then presented an award to a pin in recognition of his 43 years of service on the Board of Visitors of this Institution.

A vote of thanks was unanimously accorded to Mrs. Milne, Mary C. Manning, Department of Education, Ogdensburg; Mr. Mooney was also nominated for the executive vice-president of the chapter to the Department of Conservation, Board of Visitors; Inwood, on Thursday, September 15, when candidates for the 25-year pins were awarded by Dr. S. W. Blsgrove, Senior Director, and Dr. E. S. VanDuyn, Attorney for the Labor Department. All of the members of the 25-Year Club and guests were called upon to make a toast. The 25-Year Club Service Pins were awarded by Dr. Blsgrove and an informal discussion followed. Dr. VanDuyn then presented an award to a pin in recognition of his 43 years of service on the Board of Visitors of this Institution.

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Two Sue to Get Pay Raised to What It Was

Joan Guastella and Nathan Klein, both employed in the Divi- sion of Employment Insurance, Department of Labor, have filed a complaint to have the maximum and minimum salaries they receive increased. The complaint, which is the first of its kind in the city, was argued by her attorney, Mr. Bell is now State Employment Insurance Commissioner.

The complaint is based on the theory that the maximum and minimum salaries paid to employees in the Division of Employment Insurance are inadequate to meet the cost of living in New York City. The maximum salary is $5,232, while the minimum salary is $2,530. The complaint alleges that these salaries are insufficient to meet the cost of living and that the employees are entitled to a raise.

The complaint also alleges that the city has failed to compensate the employees for the additional work they have performed during the past year. The employees have been asked to work overtime on a regular basis, and they have been paid for this work at the minimum rate of pay.

The complaint further alleges that the city has failed to provide the employees with proper equipment and facilities. The employees have been asked to work in a building that is obsolete and in need of repair.

The complaint concludes by asking for a full and complete accounting of the city's expenditures for the Division of Employment Insurance, and for a full and complete accounting of the employees' salaries.

The complaint was filed with the Civil Service Commission, and the employees have been asked to appear before a Special Investigating Committee to testify.

Migrant Inspector was given on contract to provide surveys, which will be performed by Mr. Bell. The survey will be conducted in the Brooklyn and Orange County areas, and will be supervised by Mr. Bell.

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The survey will be conducted by Mr. Bell, who is a licensed civil engineer. The survey will be conducted in the Brooklyn and Orange County areas, and will be supervised by Mr. Bell.
By THEODORE J. SAVATH

Although most federal employees get nine hours per day of the 14-hour workday, this is not the case in a number of government agencies. In fact, some employees work more than 12 hours per day. However, it should be noted that most federal employees work less than 12 hours per day. The reason for this is because many federal employees work part-time.

A few federal employees work full-time, but they are required to work overtime in order to meet the demands of their job. This is particularly true for employees who work in areas such as military, law enforcement, and public health. These employees are required to work long hours in order to protect the public and maintain national security.

In order to protect the health and safety of federal employees who work long hours, the government has implemented various policies to ensure that they receive adequate rest and recuperation. These policies include:

- Regular breaks: Federal employees are required to take breaks during their workday to rest and refuel.
- Overtime pay: Federal employees who work more than 12 hours per day are entitled to overtime pay.
- Paid leave: Federal employees are entitled to paid leave for personal reasons, sickness, vacations, and other purposes.

In conclusion, while most federal employees work nine hours per day, some employees work long hours to meet the demands of their job. These employees are protected by various policies to ensure their health and safety.

The Federal Employee

Disabled Veterans Get Break on U.S. Jobs

A study has been made by the U. S. Civil Service Commission of job opportunities for disabled veterans. The study shows that there is a great demand for the services of disabled veterans.

The Commission's study was made in order to determine the number of jobs available for disabled veterans. The study shows that there are many jobs available for disabled veterans, and that these jobs are needed by the government.

The study also shows that there is a great demand for the services of disabled veterans. This demand is due to the fact that many disabled veterans are unable to work in the regular labor market.

The study also shows that the government is doing a good job of providing jobs for disabled veterans. However, it is also clear that there is a great need for more jobs to be made available for disabled veterans.

In conclusion, the study shows that there is a great demand for the services of disabled veterans. The government is doing a good job of providing jobs for disabled veterans, but there is still a great need for more jobs to be made available for disabled veterans.

Comment

Postal Worker's Complaint

I have been appointed to the position of Suburban Mail Carrier in Brook-lyn, N.Y., in the U. S. Civil Service Employees Commission.

Upon entering the service, I found that the pay was less than I had expected. However, I found that the work was interesting and that I was able to make a living.

The working conditions were good, and I was able to earn a reasonable income. I was also able to save money for my future.

I would recommend this position to anyone who is interested in working in the civil service.
CIVIL SERVICE LEADER

FEDERAL NEWS

Petition Signed and Brings Pay Bills to House Floor

President Patrick J. Fitzgerald of the New York Federation of Office Clerks, announced a new Representative John St. John of Indiana, put on the floor a petition asking for discharge of $4465 from future federal pay bills. As this action was carried out the committee was informed some 76 bills affecting postal and federal employees were held up in the H.R. 4465, now extended to $5000.

To accomplish this, 218 Representatives must sign the petition, which would be the whole House. The bill for $1000 annual salary loss, 46 days' annual leave and 120 days' servitude, to place them on a par with other federal workers, and for care for federal employees in retirement of their salary plus several other features. President Fitzgerald said that every Representative should sign the petition. All evidences support a discharge of this money.

"This is one of the firsts," said President Fitzgerald. "If the House, that civil service employees are not entitled to the decision of action to get a bill discharge of this money."

Confident of Fair Day

Congressman Walsh, in filling petition, remarked: "Having been in progress before the House Committee on Post Office and Civil Service relative to postal salary and reclassification legislation since June 28, these hearings are held before the Committee of the Whole House, and each group has been called upon to testify for or against the pending bills. Moreover, there is no indication given to either employees or witnesses as to whom they might expect to be called except during the final stages of the debate before the House Committee."

"Almost seven months have elapsed since the session of the 81st Congress convened. Now in the closing days of the session, the hearings are finally scheduled, but I am fearful that the sands of time will run out before the end of their term. Our Congressional representatives should not be judicially settled.

"I fear that all members of this body want fair play for the postal employees and that it appears to me the best method of granting equitable treatment to the men and women in the postal service is the recommendation of the President and the House Committee to bring H.R. 4465 before us."

Exams for Public Jobs

121. Nursing Consultant, $4,473 to $7,432. Positions in Washington, D.C., and country-wide. Appropriate training and experience in the field of nursing and current registration as graduate professional nurse are required, written test (no closing date), Tests, Administration Al, $8,152 to $9,727. Most jobs are in Washington, D.C., and country-wide. Written test only (no closing date).

9. Physical Therapist, $2,767 to $4,925. Medical record and office procedures, written test (no closing date). Includes five boroughs of New York City. Written test only.

4. Radiographer, $2,767 to $4,925. Written test only.

3. X-Ray Technician, $2,767 to $4,925. Written test only.

5. Veterinary Radiographer, $2,767 to $4,925. Written test only.

9. Weather Observer, $2,767 to $4,925. Written test only.

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2. Air Traffic Control Tower Operator, $2,767 to $4,925. Written test only.

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The NYC Employee

(Continued from Page 1)

In the 1970s, the Civil Service Commission was empowered to examine and certify permanent employees of the City for certain positions. This was a significant change in the way employees were selected, as it allowed for more qualified candidates to be considered for positions.

In conclusion, the Civil Service Commission has a long history of providing a fair and impartial system for selecting employees for City positions. Through the years, there have been changes and advancements in the system, but its core purpose remains the same: to ensure that the best qualified candidates are selected for positions within the City of New York.
GROUP SUES TO HAVE EXAM FOR ACCOUNTANT PROMOTIONAL

Junior Accountants in the NYC Housing Authority promoted competitive examination for the Accountant Promotional list. The exam is required for those who want to work for NYC there are no provisions in jobs, one of the lists used in that case, "the examination for the other vacancies. A Junior Accountant in the Housing Authority, who could have taken a promotion test and the Commission should have followed the same procedure with the Human Resources Department and with the Sheriff's Office. of the Junior Accountants' Association in the case of the Sheriff's Office, there were 25 vacancies in which 20 were in the Housing Authority. Many of these applied to take the examination, and the others who failed and the Commission said they would be lost to the City. They were given certificates for making any application for the other vacancies. A prospective promotion applicant is granted to them by law, in favor of personnel civil service for the first time."
O'Dwyer Swears in Orgel as Register

Although Mayor O'Dwyer didn’t have to use the eligibility list for the job of register, he still used one name, and at least three names are required before an appointment is made. The mayor’s choice for this position was Louis Orgel, the long-time board member of the Brooklyn Water Company. The mayor praised Orgel’s work as a board member and said he would be a good fit for the job.

Stockman Exam to Open

The exam for the position of Stockman is scheduled to open on July 1, 1948. The position requires a knowledge of livestock management and the ability to handle livestock in a humane manner. The exam will consist of written questions and practical tasks. Applicants must have completed high school and have at least one year of experience in livestock management. The deadline for applications is July 31, 1948.

Dime Savings, Brooklyn Co., HOC Accounts

The Dime Savings Bank of Brooklyn Co., HOC has been awarded the New York State Trust Department’s contract for mortgage loans. The bank has been granted a contract for more than $100,000,000, covering the purchase of mortgage loans in New York State. George J. Johnson, president of the bank, said that the bank is “fully prepared to meet this heavy responsibility and will use every effort to make it a success.”

The sale of this portfolio is expected to increase the bank’s capital and surplus to over $5,000,000, which will enable the bank to continue its operations and meet its obligations.

For many more loans to home owners, future bids for the bank’s contracts are expected to be high. The bank has received numerous requests for bids, and all the applications submitted have been approved.

The sale of this portfolio is expected to increase the bank’s capital and surplus to over $5,000,000, which will enable the bank to continue its operations and meet its obligations.

The sale of this portfolio is expected to increase the bank’s capital and surplus to over $5,000,000, which will enable the bank to continue its operations and meet its obligations.
LET'S AIR-TOOL PUBLIC OFFICES!

Public employees are entitled to work in air-cooled offices during sweltering weather. The LEADER has interviewed New York employees who were let off earlier on several hot days and they said that they'd rather work the full day under air-conditioning than the shorter period in discomfort. It's an idea worth consideration by Federal, State and City administrations, especially as our air-conditioning in public officials' own offices. So what's wrong with giving the same break to the little fellows?

The main consideration is to treat the employees as they deserve and prefer. There would be no net expense involved. The hours not worked surely don't produce results. Those worked under most trying conditions can't be expected even to approximate full productivity.

In this midsummer dog days offices close an hour or more earlier. Take the case of the NYC Civil Service Commission, with only a couple of hundred employees. If there are five unbearable successive days during the work week, there go 1,000 man-hours of productive work. Exam papers go ungraded, lists are delayed, the whole operation suffers, and all this costs the City money. The City has 160,000 employees, and if the assumption were applied throughout, there'd be 800,000-man-hours lost in a week. That's just mathematical, not actuality, of course, because the Police and Fire Department's uniformed forces, the Sanitation Men, doctors, nurses, dentists and the like, go on undiminished schedule. But the idea of the enormity is there, and a visualization of the productivity of employee satisfaction.

Federal Policy in Degrees

The Federal Government doesn't recognize employee discomfort because of the heat as a reason for excusal from work, or "disability," as the official order has it. "Employees in quarters reasonably adapted to hot weather should remain at work," says a White House memorandium. "Even though they are experiencing discomfort." This is one case where the White House really puts on the heat!

The White House policy, which all branches of the U.S. government are expected to follow, provides that there shall be no group dismissions because of hot weather, except under the following conditions, when they are optional:

- 90 degree temperature and 70 per cent humidity;
- 85 degrees, 65 per cent; 95 and 50, 96 and 45; 97 and 40; 98 and 38; 99 and 34, and finally, 100 degrees and 30 per cent humidity.

That applies if there's no air-conditioning. But who said that must be none and that discomfort is to be coun¬lected when it can be prevented? There's no better time now, before the summer disappears, to get the air-conditioning installed.
O'Dwyer Is Asked to Confer On Raising Engineering Pay

Following up Mayor William O'Dwyer's promise, made at a Board of Estimate meeting last month, that the engineering upgrading program would be considered, an immediate reality. The Civil Service Technical Guild has written the Mayor, asking that a conference be held on the upgrading. The proposed conference would be with the Mayor, the Joint Committee on Engineers and Architects, and Louis J. Rubensteln, vice-president of the Civil Service Commission, 299 Broadway, New York, 7.

The Civil Service Technical Guild wrote the Mayor that the upgrade would be considered toward civil service. Commenting on the Mayor's selection of John P. DeGraff for the reclassification job, the Guild said that "I know Mr. DeGraff to be an outstanding authority on civil service."

The Guild said it had written the Mayor that not only was it not opposed to the Mayor's selection of DeGraff, but that it "had the greatest confidence in you, and that you had merited that confidence."

The Joint Committee on Engineers and Architects, which represents all of the major engineering and architectural organizations in the metropolitan area, both inside and outside of civil service, submitted a proposal for upgrading about 10 months ago. The proposal for a conference with the Mayor was made with the intent of having that plan adopted. Although the Joint Committee expressed readiness to submit to the Mayor a plan and have a conference, the Mayor has not as yet invited the Guild to submit a plan. The Guild said that its plan would kill the rumors and propaganda being circulated by persons purporting to represent NYC engineers, who oppose your (general) reclassification proposal, and at the same time you will obtain whatever additional facts needed to make the engineering upgrading an immediate reality.

Tentative Key Answers

TOUREMAN

Promotions, NYC Transit System

SECTION 2


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