State Announces 10-Point Promotion Credit System

ALBANY, July 26—Promotion credits for competitive civil service employees throughout the state will be calculated by the State Civil Service Commission.

The Commission, it was learned today, has clarified by the State Civil Service Commission its policy and practices on seniority in promotion examinations.

A determination of a 10-point program affecting all phases of seniority credit, the Commission announced today, followed a two-month period of study by its government employees, concerning higher costs of living, seniority, promotions, and file employees in the various service groups, and its obvious meaning to rank and file employees in the various service groups, and its obvious meaning to rank and file employees in the various service groups.

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In 1931, Governor Franklin D. Roosevelt told The State Association: Continue to Organize

This is third in a series of articles by The Civil Service Employees Association.

The Civil Service Employees Association, which was organized in 1873, is one of the largest and oldest employee associations in the United States. The terms 'Civil Services' and 'Civil Servants' are often used interchangeably. The association is a federation of employee organizations in New York State. It represents employees in various departments and agencies of the state government. The association works to improve working conditions, wages, and benefits for its members.

In 1931, Governor Franklin D. Roosevelt, a member of the association, addressed it in a speech that encouraged the continuation of organizing. He praised the association for its efforts in representation and advocated for continued work toward improving the working conditions of state employees. Roosevelt emphasized the importance of collective bargaining and the role of employee associations in ensuring fair treatment and better working conditions for public servants.

Roosevelt's speech was part of a series that aimed to highlight the contributions of the Civil Service Employees Association and encourage its members to continue their efforts. The association had played a significant role in the development of public service in New York State, and Roosevelt's support was a testament to its importance in the political and labor landscape of the time.
Dr. Hilleboe said progress also "ease in the fuiU. • • • •••"  the rear of existing laboratories pronounced plans for the immediate wa. prevalent last winter.

Assistant Commissioner in Health Commissioner, has an- in every way similar to those of fesult of progress by State employ- ment of Correction are compar- able. their position Is this;

"The building will be one-story 1. The jobs performed by the environment is building 82 feet. The department hopes to use new laboratory facilities in 194 feet.

According to Dr. Gilbert Dall-

reason has been shown why these positions cannot be made competi-

Matrons at both institutions say they intend to press the same firm- ly, feeling that justice and the good of the State are on their side.

Albion, Westfield Matrons Seek Competitive Status

Sells Receives Bids To Improve Buildings

ALBANY, July 26 — Bids on seven projects involving the al-

New Health Research Lab. In Albany

ALBANY, July 26.—The State Department of Health is building a laboratory, research laboratory. Work is expected to go forward in a year or two. The laboratory will be in the basement of the building.

The report treads lightly on proposals for a $1,440 or higher tax exemption. It seems more favorable to the abolition of all existing income tax exemptions to which it states incidentally, do not cost much. Reasonable exemptions applied to all civil servants would not interfere seriously with or embarrass the income tax structure. The Tax Research Division is highly critical of the message by which credit is given for taxes already paid by the employee on his contribution to the retirement allowance. It points out that the present three per cent rule is only a temporary measure lest that the pension is concentrated in the first few years of the life of the pension, and that much of the credit is imaginary rather than real. An alternative would be to extend the present rule.

Either alternative would reduce the tax paid under the present rule.

I am encouraged by the recent trend of events, Congress is definitely interested. Opposition of the Treasury seems to be weakened.

If all present and future pensioners ask their candidates for Computers where they stand on pension taxes, it will do on pension taxes, we should get some much-needed relief.

DPUI Man To Compete Olym pics

Special to The LEADER

ALBANY, July 26—Thirty-six years after winning the first events in the Olympic Games, Ralph C. Craig, administrative assistant to the director of DPUI, will again compete in this world-famous sports carnival.

Mr. Craig was first place in the 100 and 200 meter sprints in the 1912 Olympic Games. This year he won't be entered in the foot races, but he'll still race against the best in the world.

In Yacht Race

On his way to England, the New York State employee is a member of the yacht team and is slated to enter the International Star Class. The yacht is one of the premier of the world. It will feature a race between boats manned by a crew of two.

Using his vacation allowance for the trip, he'll be back next month with an Olympic trophy. DPUI employees are residents.

PENSION TAX FORMULA FOUND UN SOUND

RETired public employees have long felt the pinch of the two-per-cent cut of their small incomes and of wartime taxation applied against their small incomes. Present employees will experience an even greater pinch when they retire. Several of our state agencies, especially those in New York City, have been liberalized and humanized, and Federal income tax rules are modernized.

The Civil Service Employees Association is one of many organizations which have long proclaimed the need of higher competitive status and a new formula of tax computation that would be fair and logical.

An Impression Made

We seem to have made some impression, for the Division of Tax Research of the United States Treasury De-

The report does not formulate any new policy. It does examine the working of the present tax rules, and it suggests possible alternatives. It points out that the rapidly growing numbers of old people in our population mean that the pension tax provision will become increasingly important, and that the manifestations in the system must have early consideration.

Reasonable Exemptions

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The Public Employee

By Dr. Frank L. Tolman

President, The Civil Service Employ-

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CIVIL SERVICE LEADER

SVCALITY STATE AND COUNTY NEWS

Assn. Aims Told To Armory Group

Special to The Leader

ALBANY, July 26—Speaking at the dinner meeting of the Committee of Armory Employees at the Hotel Astor, Thursday evening, Mrs. Elizabeth C. Vanderbilt, Representative of The Civil Service Employees Association, stated that one of the fewest but most vital problems in modern government is the major political parties relates to support of the merit system. In its present form, recruitment and promotion of public employees is the most important business in government. Civil government is the most important business in our democracy. Life, as important in the appointive as in the elected Official... The merit system is the most important business in our democracy. Life, as important in the appointive

Irreverent Dictionary

Many workers are leery of job promotion, believing that it means being looked down upon by their superiors. A recent survey of 1,000 workers revealed that close to 70% felt their supervisors were not qualified for the job. The Survey also found that 85% of workers who had previously been promoted were unhappy with their new position. The survey concludes that the current system of merit promotion is failing to meet the needs of workers.

As a service to our readers, we have compiled a selection of terms from the study. Here are some examples:...
WHAT EMPLOYEES SHOULD KNOW

T. THEODOR RECKER

Can Promotion Examinations be Held in the Absence of Vacancies?

Could you validly object to the holding of a competitive examination for a position in the next grade above yours on the ground that no vacancies existed in such position? Some

CIVIL SERVICE LEADER

counsel in the position of Senior Chemist

Court Analyses Contentions

As to the first contention, the Court noted that the assumption of the Chemists that the

that the Chemists have other functions than those described in the

senior Chemist's duties include

the supervisory support, the

Civil Service Commission's attempts
to create the higher grade title

were not contrary to law, and the

Court's final judgment was for that of the

Commission.

As to the second contention, the

Court pointed out that there was no present intention shown on the part of the

Commission to increase the salaries of

theChemists owing to the increase

of the maximum of the grade.

Accordingly, the Court held that the

proceedings which cannot be

reviewed by the Court, whether

judicial or quasi-judicial, functions

were not with the Commission's

acting as an agency in the

performance of the duties of

established in that the

Court's final decision was for

the Commission, as a whole.

In this connection, the Court noted

that employees are entitled to a salary increase

on the basis of seniority, and

they can have no complaint against not

being placed in a position in the

next higher grade from the

date of the last exam.

Anticipating Vacancies O. K.

The New York State Civil

Service Commission of the

State on March 1.

LePever, president of the Syracuse

Chapter, and Frederick Krumman,

president of the Syracuse

Administrative Association program

were attended by the holding of a promotion

examination in the

Department of Civil Service issued

an explanation of its new rating

system. The system is a method of application. The scoring of
current examinations would be affected

in circumstances described in the

statement. The

LEADER last week described these changes, and pointed out that

the scoring is to be done on the

basis of the formulas used and reasons for the

its published standard examination

formulas prescribed in the

regulations. The

formulas were published in The LEADER last week.

The final adjusted scores will then

be posted to the examination

papers before the next exam is

published. During the rating process

the number of eligibles, based on

unknown to the raters since the

number of eligibles will be

posted by the Civil Service

Commission in the rest of the examination.

Manual Explains Seniority: Valuable Promotion Device

Canada, July 26—A blueprint

of the rating of seniority in civil

service is being published by the

Federal Civil Service Commission.

Lessens Favoritism

Henry J. Crowe, head of the

Civil Service Commission, in charge of the project, announced

that a 100-page manual has been submitted to the State

Civil Service Commission for approval.

It will be distributed shortly to all

employees of the New York State

Division of Placement and

Unemployment insurance coverage

is the same as the

State for employees during the

year, 1948.

Nearly half of the total amount

paid out more than $40,000 in

benefits to 478 State employees
during the past year. From June, 1947, to June, 1948, no

claims have been received from any county or municipal em-

ployees.

The reason for the absence of

claims from city or county em-

ployees, according to Joseph J.

Crowe, head of the Albany office of

DUI, is that "no political sub-

division of the State has applied

yet for coverage for itself or

its employees."

Unemployment insurance cover-

age option was extended to all

political sub-divisions of the State,

at the last session of the Legisla-

ture.

An Association Bill

Sponsor: Socialist

Employers Bill

Employees of the Civil Service

Association, the Hal-

publicized. Governor Dewey, it extended un-

employment insurance benefits to city and county employees on

the same basis as now granted to State employees at the pleasure

of the local unit.

Under the law, former State

employees are entitled to benefits

based on wages earned in classified

State employment, if the qualifying

wages were earned during

the 2-year period before

the employee became eligible

under the law.

Labor Dept. Leads

Mr. Crowe announced that a
total of 621 claims were filed

for unemployment during the

year, 1948. Of this total, 367

in benefits were paid by the

Division, 154 in benefits were paid

by the United States Government

from June, 1947, to June 1, 1948.

For the year 1948 there were 396

claims for unemployment insur-

ance benefits filed with the

Division, of which 78 have received one or

more payments.

Half to Local Employers

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All Temporary Workers Must Join Pension System

Special to The Leader

ALBANY, July 26—All temporary employees who have been in State service more than 30 days must join the State Retirement System.

This point was made last week by A. J. Goodrich, Deputy Comptroller. The temporary employees who have been in for a longer period without having become members of the system are required to pay into their back payments the date of appointment.

This resulted in some hardship for those who had been in the service a period of years, and The Civil Service Employees Association asked the Retirement System if it would not be possible to extend the period for prior service payments so as to avoid the impact upon pay checks.

Law Is Definite

Mr. Goodrich’s reply follows:

"It has prominence as the inten­tion of this office that em­ployees of the Division of Pension and Unemployment Insurance, who are on a temporary basis, have not been required to file the application for membership in the System upon appointment, even though they were to be con­tinued in service for more than 30 days.

"The Law is quite definite in that a person appointed to a posi­tion in the competitive or non-competitive class of the Civil Serv­ice must be a member of the contribut­ion group at the time of the appointment, whether the appoint­ment is permanent or temporary nature."

"By virtue of a discretionary power granted the Comptroller, membership has not been compul­sory for temporary appointments if the employee has been employed for more than 30 days.

"If therefore becomes necessary for the employee for more than 30 days to become a member of the System, his seniority account in the System, con­tributed to date, will have to be transferred and his salary refigured."

"It has been the practice in this office, when the period for the making of these contributions so easy as possible for the employee, and rather than requiring a lump sum payment, we permitted the employee to take as much time as necessary to make the contribution for the period of time during which he was employed. This is not a part of his salary. This ordinarilily requires 10 days before he is heard from the salary of the employee."

"It was not necessary that it be difficult for the employee to make the contributions, but when the view of the statute, there appears to be no remedy.

"The time was made last week for the personal or non-competitive appointment, he is eligible to a permanent competitive position, this period. (During this tempor­ary appointment, he is eligible to a provisional promotee in a de­partment.)

Al McCay Leaves Ray Swelters in the City Heat

Al McCay is swelling in his new gym, the "NYC" raw, wet midfielder of the "NYC" has been a leader of the upper New York State.

Al McCay is a recent appoint­ment by the State to a non-competitive position, and in the meantime he has been appointed to a competitive position in the "New York City Heat" and the "New York City Heat".

Mr. McCay is a former member of the "NYC" and he joined the "NYC" after he left the "NYC".

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CIVIL SERVICE LEADER

STATE AND COUNTY NEWS

Thousands Take State And County Examinations

The list of State promotion examination positions which were held included:

Principal, School of Nursing, Mental Hygiene Hospital, Personal Assistant, Conservation; Junior Personal Assistant, Forest, Wildlife and Plant Conservation, Supervising Dietitian, Mental
Rowley Is New Head Of Veterans’ Bureau

Rowley is the new director of the Veterans’ Bureau of State Affairs.

His appointment, a promotion, was announced by Alger B. Chapin, Commissioner of Taxation and Finance. Mr. Rowley succeeds Leo V. Lansing, who resigned July 15 to accept appointment as director of the State Division of Veteran Affairs.

For the past year, Mr. Rowley has served as assistant director of the Bureau, which has made individual examinations for 3,500,000 veterans and next of kin of deceased veterans of World War II, totaling approximately $297,000,000.

State Tests

The insurance will become effective June 15 or 30 days after the application is received.

An Important Proviso

The insurance will be void if the applicant is not on duty and regularly employed at the time this insurance becomes effective.

If the answer to the question—Have you within the past five years had medical or surgical advice—"yes," then give full information.

Do not extend this insurance to persons who have required this statement been made by deduction or by the mailing of the application.

Impaired Risks

It is not the idea of this statement to demand information on any family member or relative.

Premium Basis

All policies will be rated on the salary deduction basis. This basis is the amount of the annual, semi-annual, or monthly salary deduction.

Salary Deduction Card

The salary deduction card is very simple. Insert the name of the Department and the Institution, or Division, of that particular employee, and to whom the insurance application is made.

Special Discount

The Special Discount Card is intended for those who do not purchase the full amount of insurance, but who desire some insurance for the period of one year or less.

Wholesale’s Summer Clearance Sale

We Pay All Mailing Charges

Special to The LEADER

ALBANY, July 26—Miss Eliza-

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Overtime Pay for Park Patrolmen

TUESDAY, JULY 27, 1948

The State of New York has a 19-hour work week for park employees. However, the law provides for overtime compensation to those employees "authorized or required" to work more than forty hours in one week. The rate of overtime is the rate applying to the title of the position. The payment for overtime is subject to rules of the Budget Director. Overtime has been authorized for many workers in institutions and elsewhere.

Thus far, however, the Park Patrolmen of the Division of Parks, State Conservation Commission, who work 48 hours a week, have not, received any overtime pay.

Patrolmen except that the Division of the Budget, which apparently has final say as to who shall receive the overtime compensation voted by the Legislature, has approved the one and not the other.

The Employees Association has appealed to the authorities involved to end the discrimination in allowance of overtime pay. Granting that several agencies are concerned in the matter, the Fire Department is believed to be the one who has voiced its reluctance at signing the pay increase bill because it did not go far enough or deep enough.

It is hoped also that the Board will give a general increase of a greater amount than that which was voted by the last session of Congress, but that instead he will request adoption of the U.S. Civil Service Commission's reclassification plan. That would provide a more orderly set of positions, grades and pay and eliminate some present absurdities, such as employees getting more pay than their superiors. It would also bring into balance a classification that has grown weak and antiquated.

Cost-Rabbit's Been Out of Reach Too Long

The benefits that would accrue to employees covered by the Classification Act would be incidental to the pay of technical improvement of the classification. Yet some while pay increase was enacted, if the Commission's plan succeeds, even for some workers in the medium and lower salary brackets. What the Commission stresses is the need for paying large enough salaries to attract the best administrators and executives, for at the present pay level the government has to rely too much on unskilled, junior grade workers in Federal employ. The competition with private industry is proving too stiff.

The situation of U.S. employees is in the pay of positions in which the majority is employed, but the higher jobs should pay better, too. Recognition of the need of higher pay at higher levels of responsibility never did a bit of harm to the pay goals of those in the middle grades. In fact, the higher income if they are ever to catch up with the cost-rabbit in a chase which so far has been rather disenchanting.

Civil Service Leader

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About 500 temporary Clerks, who are working in the post office in Brooklyn, are concerned. Many of the Clerks on the Clerk eligible list did not receive even temporary employment. They are strongly in favor of the consolidation of the Clerk lists for the post offices included in the Brooklyn community served by the post office.

They argue that New York lists for the post offices included in the Brooklyn community served by the post office.

If the lists are consolidated, the local board of employment will be able to non-eligibles, despite the residence of the eligibles in the local community served by the post office.

Announcement to Quigley

The temporary feel that they are running a risk. They have to meet the same requirements as the substitute Clerks and those who have completed their probationary period and have become permanent, yet the temporary Clerks have no guarantee of either minimum or maximum per-hour rates. They request, if a new examination is held it would be for Clerk-Carrier, an additional threat, for non-eligibles, despite the residence of the eligibles in the local community served by the post office.

Federal New York

If the lists are consolidated, the local board of employment will be able to make appointments from a local list, rather than from a non-local one, meaning a list of eligibles who live in a community outside of that served by the local post office.

Elections in N.Y. Post Office

In the New York, N.Y. post office, it is reported that at least 20 percent of the Clerks live in Brooklyn, including temporary employees. Temporaries have no guarantee of employment. Also, they request. If a new examination is held it would be for Clerk-Carrier, an additional threat, for non-eligibles, despite the residence of the eligibles in the local community served by the post office.

Many were appointed when a different policy prevailed during the war. Since then the rate for regular work has been $1.01 an hour, instead of the previous $1.04, the raise. For night work the raise would be $1.29 an hour, and those who have completed their probationary period and have become permanent, yet the temporary Clerks have no guarantee of either minimum or maximum per-hour rates.

They feel that the eligibles in Brooklyn should have a prior call, compared to non-eligibles, despite the residence of the eligibles in the local community served by the post office.

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FEDERAL NEWS

All 9 Civil Service Bills Are Signed By Truman

On behalf of the 8,000 members of Post Office Clerks, AFL, will endorse at the convention tomorrow (Tuesday) and on Wednesday, in the Interior Department Auditorium. Speakers at the convention will include President Truman and also to the personnel officer of his department. The convention is the last national convention of the largest union of U. S. Government employees, and it is expected to attract more than 1,000 delegates.

The New York City convention is expected to be a major event in the postal career of President Truman. The convention is the largest in the country, and it is expected to attract more than 1,000 delegates.


The convention will also feature a number of exhibits, including a display of historical documents, a display of contemporary documents, and a display of future documents. The convention will also feature a number of workshops, including a workshop on the role of the U. S. Government in the 20th Century, a workshop on the role of the U. S. Government in the 21st Century, and a workshop on the role of the U. S. Government in the 22nd Century.

The convention will conclude with a banquet, where the attendees will have the opportunity to network and discuss the role of the U. S. Government in the 20th, 21st, and 22nd Centuries.

The New York City convention is expected to be a major event in the postal career of President Truman. The convention is the largest in the country, and it is expected to attract more than 1,000 delegates.
The installation of officers of the Patrolman's Benevolent Association was an outstanding affair, with nearly 1,000 persons present. The man who spoke was Gen. W. H. Hoge, a former Major General, and the new Chief of Staff, Robert McCall, was presented to the audience. The installation was made by a group of former presidents of the association.

The installation ceremony was followed by a dinner at the Hotel Astor, attended by over 1,000 persons.

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CAMP LAKE HUNTINGTON

Lake Huntingdon, N.Y.
Sergeant Promotion List Faces Further Delay

[The text is cut off and not fully legible.]
Board Adopts Quayle’s Plan
To Reorganize Fire Dept.

The Board of Estimate unanimously adopted the reorganization of the Fire Department as proposed by Commissioner Frank Murphy. The new plan involves the creation of a new headquarters staff and the elimination of the Deputy Chief of Staff at Operations. The new Headquarters Staff will be located at Liberty Street and 200, and will be headed by Deputy Commissioner James M. Moran. The new plan also involves the elimination of six positions, including six (6) positions of Deputy Chief of Staff at Operations. The Board of Estimate unanimously approved the plan, calling for the reorganization to be effective on or about October 1. The Board also recommended that the Board of Estimate approve the reorganization plan held last Tuesday.

Deputy Commissioner, James M. Moran, Chairman; Acting Deputy Chief of Staff, Vincent L. Brooke, Deputy Commissioner, and a representative of the UFT, USCO and the UPMIE.

Those seeking direct line telephone recently connected in each of the five Fire Alarm Central Offices are proving their worth. They are to be used exclusively for incoming telephone alarms of fire. Officers and members are reminded that they or any member of their families desire to call the Fire Department General Office for any reason other than to report a fire, they should use the following telephone numbers:

- Manhattan—1-7000 and 1-1120
- Brooklyn—1-7000 and 1-1120
- Queens—1-7000 and 1-1120
- Bronx—1-7000 and 1-1120
- Richmond—1-7000 and 1-1120

That certainly was a fine show- 

 portrays as "New York at Work" demonstration held last Tuesday.

Examinations approved for 13 imminent tests

Reorganization examination notices for 13 imminent tests have been approved by the Board of Estimate for the New York City Civil Service Commission. Six open examinations are currently competitive examinations.

Chief Engineer (Electric). Elevator Mechanics, Educational Public Works, Hospitals and NYC Board of Education.

The persons are promotion ex-

Bacteriologist, Health Inspector of Health Sanitation, and Electricity.

Fire Commissioner, Mechanic, Education, Public Works, Hospitals and NYC Board of Education.

Foreman of Fireman's, Mechanical and Marine. Foreman of Bridges and Pavements, Public Works.

Foreman of Mechanists, Public Works.

Plumber (general promotion), City-wide.

Senior Sewage Treatment Work-

Public Works.

November 27, 1948

CIVIL SERVICE LEADER

Page Fifteen

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The hundreds of veterans in danger of losing some back seniority are being watched by John P. McGrath, who holds that the reapportionment of the State constitution should be the first step in providing for each veteran, so that a veteran does not necessarily get retroactive seniority to the time that a lower skilled position was filled, as the law states.

The practice of the NYC Civil Service Commission has been to accept as a basis of numerical order a veteran's seniority to the time that a lower skilled position was filled, then to retroactively add seniority to the time that the veteran was appointed, following literally the language of Section 246 of the Military Law.

Mr. McGrath points out that the veteran service does not necessarily fill this requirement, that primary and secondary preferences are given to those who have no disability, and therefore do not have a right to an appointment. The veteran's seniority is to a lower skilled position.

"Thus the Board vote failed at a boîte hearing at which the Civil Service Commission and the Civil Service Forum分别 opposed the policy of offering agreements, in opposition to the signing of such agreements."

Paterson said.

The $250 goes to those who sign an agreement. But Mr. Feinberg will only give the $250 to those who sign agreements. But Mr. Feinberg will only give the $250 to those who sign agreements. But Mr. Feinberg will only give the $250 to those who sign agreements. But Mr. Feinberg will only give the $250 to those who sign agreements. But Mr. Feinberg will only give the $250 to those who sign agreements.

**Auto-Enginemen Eye Ultimate $3,500 Pay**

NYC District Council 27, of the American Federation of State, County and Municipal Employees (AFSCME), is seeking an ultimate $3,500 pay increase for its Auto-Enginemen, who signed annual agreements with the city and the City of New York, to receive the $250 permanent pay increase for the coming fiscal year.

Those Auto-Enginemen who sign an annual agreement with the city and the City of New York, will receive the $250 permanent pay increase for the coming fiscal year. But those Auto-Enginemen who sign an annual agreement with the city and the City of New York, will receive the $250 permanent pay increase for the coming fiscal year.

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