STUDY AND FOR RAILWAY JOBS
NYC MAINTENANCE FIRST

Ex-Gov. Lehman Backs O'Dwyer Career Plan

Praises Mayor's Choice of DeGraff

BY MAXWELL LEHMAN

Mayor William O'Dwyer's Career and Pay Plan was strongly endorsed by Herbert H. Lehman, who, as Governor, was responsible for the Field-Hamilton Law which provided job reclassification and pay standards in the State service.

Mr. Lehman expressed the hope that thousands of employees now hold back in dead-end jobs for lack of promotional opportunities. The services to the taxpayer would be so improved by putting the career service on a higher plane, he continued, that the promotional list would be given greater incentive.

Mr. Lehman said:

"I am heartily in favor of the Mayor's Career and Pay Plan because I believe that the achievement would raise the dignity and improve the security of public service in NYC. It offers the opportunity for a real career, which is necessary to assure that the next Mayor would be bound to have a better plan.

"A Career Plan of the best type is necessary to assure that the City obtains and retains the highest type of personnel. NYC should have a Career Plan that would be a model for both private industry and other units of government. The improvement could take on the nature of a national contribution."

The population's largest city, with 8,000,000 population, deserves the best, and Mayor O'Dwyer is to be congratulated.

(Continued on Page 16)

Questions Answered on Career-Pay Plan

Questions most frequently asked about Mayor William O'Dwyer's Career and Pay Plan, for improving NYC jobs, have been selected by The LEADER from among hundreds.

The questions and answers follow:

Will it result in upward or downward reclassification?

All changes will be upward.

(Continued on Page 16)

45,000 Apply for Higher Pensions

The number of applicants for the increased pensions under a law passed by the last session of the Legislature consisted of nearly half of the total membership of the NYC Employees Retirement System. More than 45,000 of the 150,000 members applied.

Under the new law, with a minimum retirement of 2 per cent of salary, therefore provides half-pay retirement after 25 member-service years, full pay after 50-member service years, and greater or lesser benefits proportionately. The payment is the average of the best five years. Ralph L. Van Name, Secretary of the Board, is a circular pointed out that since June 30 was the deadline, the opportunity to come under the more beneficial plan is closed, except for those in the last group. The Board is now running the pay plan the Mayor proposes, which is one of the best. The pay of no incumbent would be reduced except to a guarantee that the next Mayor would be bound to have a better plan.

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(Continued on Page 16)
CIVIL SERVICE LEADER

Page Two

Tuesday, July 3, 1945

State and News

Hot Westchester Meeting PACes Vigorous Fight Against Pay Cut

WHITF PLAINS, July 4- Over 300 members of the Westchester County Employees Association attended a protest meeting against a proposed cut in the salaries of public employees in the County of Westchester. The meeting was held at the Beverly Hotel.

Speaking in support of the protest, William P. McDonough, executive secretary of the Civil Service Employees Association of the state, said that the move to reduce salaries was "absolutely certain" and that the civil servants, as an organization, would fight for the recognition of their collective bargaining rights.

NYC Chapter Committees Appointed

Activities of Employees

Ontario Chapter

Robert W. Case, president of the Ontario Chapter of the Civil Service Employees Association, announced the appointment of a nominating committee to conduct a petition drive for the adoption of the Ontario Chapter of the Civil Service Employees Association's plan to reduce the hours of work from 40 to 35.

Syracuse Armories

The Armory Employees of Genessee were held to the Armory for the second time in two days last week. The meeting was held at Van Dever's cottage at the Armory. The meeting was not adjourned.

No Agreement Made

Rejoining the question from the floor, Association spokesman stated unapologetically that the County Administration had not made any concessions to the demands of the employees, excepting to deny any representatives the emergency compensation adjus- tment.

The meeting voted to press ahead with the plan of three special committees.

12 and 15-Hour Days Under the Split Shift

The split shift covers many dissatisfied employees and it is one of the most serious issues facing the organization, was brought up at the meeting.

William Farrell Hurt in Camp Smith Accident

William Farrell Hurt, president of the Civil Service Employees Association and one of the most vocal leaders in the affairs of that organization, was badly hurt at Camp Smith, New York.

A First Sergeant in the National Guard, he was riding in a jeep when the driver lost control of the vehicle and it crashed into a fence, injuring Farrell severely. He is reported to be in a serious condition in the hospital.

The Chapter membership expressed 2,000.

The installation of officers will take place at a special meeting to be held at a later date.

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Health Dept., Albany

On Thursday, July 14, the Health Department of the Civil Service Employees Association will hold a picnic at the Albany Hospital. The picnic will be open to all employees.

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Alexander to Name Group To Fight for Pension Gains

To the Metropolitan Committee of The Civil Service Employees Association for support and information, Samuel and Mary Alexander, of Jones Beach State Park, submitted a petition to the Metropolitan Committee of The Civil Service Employees Association at its meeting last week at the Hotel Statler, New York City. The petition is a request that the Metropolitan Committee of The Civil Service Employees Association take a stand against the proposed pension plan recently submitted by the State Civil Service Commissioner.

Sidney Alexander, president of the Metropolitan Committee of The Civil Service Employees Association, said that the Metropolitan Committee of The Civil Service Employees Association is going to fight for the rights of all employees and that it will do its best to see that the proposed pension plan is not accepted.

The Metropolitan Committee of The Civil Service Employees Association has a membership of over 25,000 employees and is one of the largest unions in the country.

The proposed pension plan has been endorsed by the State Civil Service Commissioner and is currently being considered by the State Legislature.

The Metropolitan Committee of The Civil Service Employees Association is calling for a rally to be held in the Park on July 25th to protest against the proposed pension plan.

Do you want to recommend a State or County employee for an award? Are you interested in learning more about veteran preference? Would you like to know about the Civil Service Exam?

Get your free copy of "Complete Guide To Your Civil Service Job" by Dr. Frank L. Tolman, President of The Civil Service Employees Association, Inc., and Member of the Association's Executive Committee.

Numerous individuals have beenfractionized by the "Invers" system. The system is based on the idea that any person who has been discharged or has served in the military service of the United States is disabled for life.

The "Invers" system is being challenged by many veterans, who feel that they are being unfairly treated by the system.

Special Exemptions and Privileges

The State Civil Service Law provides for the following special exemptions and privileges:

1. Veterans who served in the Armed Forces of the United States shall be given preference for employment and promotion in the State civil service.

2. Veterans who served in the Armed Forces of the United States shall be entitled to priority of appointment in the State civil service.

The vetoed gift. Mr. Pallotta was among the group which organized the committee.

A motion leaving payment of premiums for the accident and sickness insurance for the payroll and for fifteen days thereafter.

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You Take This Easy, Inexpensive Course

Whether you want a job in the business world, vocational field, Civil Service — or seek advancement in your present job — or to go to a vocational or training school — a High School Diploma is an absolute "must"! For, in these days of keen competition, the highest-paying jobs usually go to the man or woman who is better educated.

But if you missed out on a high school diploma because you were not fortunate enough to graduate high school! Don't let something that happened a long time ago keep you from having a high school diploma — when a high school diploma is so easy to get.

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You, regardless of your previous education, can get this high school equivalency certificate. But you MUST pass your state's tests! Should you fail, you have only one more chance to try again. You get no more chances after that! So you see how important it is to pass the first time.

But — you can make SURE of passing your exams — and getting your High School Diploma — by enrolling in the Career Institute High School Equivalency Course! Why? Because only the Career Institute GUARANTEES to continue his training course until he is able to pass the test at a second try.

That's not a "prom-ise" — that's a written guarantee that you get when you enroll in the Career Institute High School Equivalency Course! You get your High School Diploma — or they put the money back in your pocket! It's possible to pass this test! Here's your chance to get an opportunity for anyone who sincerely wants a High School Diploma.

MAIL COUPON NOW FOR FULL DETAILS

Send the no-obligation coupon to us now for complete details on our guaranteed Equivalency Course. You find out what the state insists of, how little spare time you will have to devote to them. Remember — the request for additional information does not obligate you to sign up. Do not risk anything when you enroll. But don't delay! The sooner you enroll, the sooner you will get your certificate! You will be able to take your exam — and get the High School Diploma guaranteed on this coupon now.

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SANITATION CANDIDATES

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tained a mark of 100% in both tests in EACH!

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Grades Paying $6,000 a Year and More
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CIVIL SERVICE LEADER

TUESDAY, JULY 5, 1949

CIVIL SERVICE LEADER, INC.
97 Broadway, New York 6, N. Y.
The Associated Newspaper
JERRY FINKELSTEIN, Publisher
MORTON YARMON, General Manager
MAXWELL LEHMAN, Editor

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The Associated Newspaper
JERRY FINKELSTEIN, Publisher
MORTON YARMON, General Manager
MAXWELL LEHMAN, Editor

Merit Man

Freedom for U.S. Employees

The Federal Hatch Act makes second-class citizens of government employees, denying to them the political prerogatives which all other citizens are presumed to possess. They are not to have the right to participate actively in a political party, to say what they think about a political candidate (except in a quiet whisper) to write about his views, or even to wear a campaign button. The impact of this decision is particularly severe for the Federal Civil Service Commission itself, which administers the act, thinks its disciplines are too harsh.

Great Britain has a similar law. A parliamentary committee investigating the Civil Service asked the employees if they would like such a right. Fifty-five percent of the workers said yes. Perhaps the time factor will not allow passage of their bills.

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97 Broadway, New York 6, N. Y.
The Associated Newspaper
JERRY FINKELSTEIN, Publisher
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Local 10 of NFPOC Presses Legislative Goals

WASHINGTON, July 4—Patrick J. Fitzgerald, president of Local 10 of the National Federation of Public Employees, held a meeting of his members yesterday and urged them to vote for the Hatch Act. He said that if they did not vote for the act, they would be doing a disservice to their political parties.

Mr. Fitzgerald stated that he had been working on the bill for several weeks and was confident that it would become law. He also said that he would be available to help them with their petitions.

High Radio of Injuries

WASHINGTON, July 4—Thirty-one employees of the Federal Government have been injured on the job in the past week, according to records of the Compensation Commission. Of these, 12 were injured on the job for which they were employed, and 15 were injured on the job for which they were not employed.

Of the 12 employees injured on the job for which they were employed, 7 were injured on the job for which they were employed, and 5 were injured on the job for which they were not employed.

Of the 15 employees injured on the job for which they were not employed, 10 were injured on the job for which they were employed, and 5 were injured on the job for which they were not employed.

Munich's law violators are three times as likely to be arrested as their non-violators.

Flat Slashes Opposed By Employee Group

WASHINGTON, July 4—Proposals for flat, across-the-board increases in contracts for employees are unwise and unrealistic, the executive committee of the local chapter of the American Federation of Public Employees declared.

The organization has repeatedly rejected such increases, according to the committee, in order to avoid dilution of the salary scale.
Gerry Reminds Western Conference of Employees Political Strength

OLD AND NEW

Non-competitive Employee Lists

TENOCATIONAL INSTRUCTOR

Vocational Education

Disqualified Veterans

Apprentices

Senior: Curator (History),

Museum.

Non-disabled Veteran

(Continent from Page 1)

Sr. Curator (Zoology),

City Civil Service Commission,

All disabled Veterans

City Civil Service Commission,

Theodore Becker

Employees; William P. McDonough,

Department.

City Civil Service Commission,

Director,

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Sanitation Man
Medical Rules

With the onset of the winter season, the candidates in the city sanitation employees'vgroups will begin the Civil Service Commission examination for the Sanitation Man. This examination is the result of a bill passed by the state legislature earlier this year, which was designed to provide a uniform method of testing sanitation employees.

Open-Competitive

The Civil Service Commission regulations state that the examination for the Sanitation Man will be held on Saturday, November 11, from 9 a.m. to 1 p.m. The examination will consist of multiple-choice questions and will cover various aspects of sanitation work, including theory, practice, and current issues.

Promotion

The Civil Service Commission regulations also state that the examination for promotion to the position of Sanitation Foreman will be held on Saturday, November 18, from 9 a.m. to 1 p.m. The examination will consist of a written test, which will cover the same topics as the open-competitive examination, but with a higher level of difficulty.

Vet Preference Bills Contraasted

Present Law and Mitchell Bill to NYC Fireman List

The primary difference between the present law and the Mitchell Bill is that the Mitchell Bill provides a preference for veterans in the hiring process for the New York City Fire Department. The Mitchell Bill mandates that veterans who have served in the armed forces for a minimum of three years be given priority in hiring for the Fire Department, with the preference decreasing to one year for veterans who served for two years.

Clothing Inspector Jobs Start at $52

The starting salary for a clothing inspector in New York City is $52 per week, plus benefits. The job requires a high school diploma and some experience in the clothing industry. Applicants must be able to work nights and weekends.

Dismissed Teacher Seeks Reinstatement

A dismissed teacher has filed a lawsuit against the New York City Board of Education, alleging that she was wrongfully terminated. The teacher, who has taught for 15 years, claims that she was fired for no just cause, and that the school district has refused to reinstate her.

Study Aid for Maintenance Jobs

Many maintenance jobs in New York City offer study aids to help employees prepare for the civil service exam. These aids may include study guides, practice tests, and access to exam preparation facilities. Employees are encouraged to take advantage of these resources to improve their chances of passing the exam.
UNAPOC Presses House Group to Back Pay Bills

WASHINGTON, July 4 -- The House sub-committee, under Chairman Thomas Murray, opened hearings on Tuesday on postal salary increases and other measures.

On the sub-committee with Mr. Murray are James B. Morrison, La., James D. Davis, Ga., John Bell Williams, Miss., George P. Miller, Calif., John A. Whittaker, Ky., Edward H. Hess, Kan., Katharine A. George, New York, Antoni N. Badia, Conn., and Edward W. Jenison, 111. All were present except Mr. Morrison and Mrs. George.

More than 8 House postal bills have been introduced. The first day's hearings were limited to Congressmen only, especially authors of the bills, introduced among these authors were Thomas J. Lane, of Massachusetts, who introduced three bills. George M. Rhodes of Pennsylvania, whose four bills were briefly reviewed. All of them were present except Mr. Morrison and Mrs. George.

The Miller bill, which is a companion bill to H.R. 4495, was the first placed on the agenda. It was introduced by Representative George D. Miller of California. The bill provides for a 10% increase in postal salaries, including that of the Postmaster General, and a 10% increase in the working hours for postal employees.

The bill was introduced with the intent of providing a fair increase in postal salaries and to recognize the efforts of postal employees in the performance of their duties.

Fire Captain Runs Adirondack Resort

Captain H. Cornelius, of Hooi & Loon Company, is in the event of the Lakeside House, on Loon Lake, New York, which he recently purchased from the late Edward H. Junson. The property is in the heart of the Adirondack Mountains.

He invites civil service employees, particularly in the field of Investigation and Criminology, to visit his resort and participate in the activities. For more information, please contact Captain Cornelius at 511 Lakeside House, Loon Lake, New York.

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O'Dwyer Confers Twice On Engineering Grades

Following his expression of hope, a made at a Board of Estimate meeting that the new service grade could be reclassified soon, and that work should be taken up upon the general reclassification of grades, the Board upheld two conferences at City Hall, looking over an early selection. At the first conference were Hon. John W. O'Dwyer, President of the Board, Joseph Morris, Title Examiner, Adonis Health Club, is a national health and fitness center, located at 1711 Pitkin Avenue, Brooklyn. The commitment to Auto Employment remains strong, with new cars and parts arriving daily. The Adonis Health Club offers showers, steam baths, and various fitness classes. The Adonis Health Club, a national health and fitness center, is located at 1711 Pitkin Avenue, Brooklyn.

In the other conference, there was discussion of the necessity of his favoring the Board's recommendation to the Board of Estimate follow:

Department of Water Supply, Gas, and Electric Light
Inspector of Water Consumption

Other matters discussed with the Mayor and now under study by the Board are:

Chief Engineer or Chief Architect, $8,000; Chief Mechanic, $6,500.

Department of Labor

Chief Secretary Matters Discussed

There is now an open-competitive list with one eligible for competitive appointment. There is now an open-competitive list with one eligible for competitive appointment.

Department of Finance

Chief Clerk of the Department.

Inspectors, Grade 4; Stenographers, Grade 4; Plumbing Inspectors, Grade 4; City Officials, Grade 3; Stenographers, Grade 4; Telephone Operators, Grade 3; Clerk, Grade 3.

Batterymen. Request is made for a $250 increase for Ida M. E. O'Dwyer. Approval is made for the promotion of six employees from the present 250 total, should exceed the present 250.

Benefits and Sick Leave

The Dime's 'To Open Branch Bank in Coney Island

George C. Johnson, president of the Dime's Savings Bank of Brooklyn, New York State Banking Department, has announced that the Dime's Savings Bank "To Open Branch Bank in Coney Island." The new branch will be located within the Coney Island area. The branch will be in the Dime's Savings Bank of Brooklyn, New York State Banking Department, and is now before the Board.

Other Matters Discussed

Other matters discussed with the Mayor and now under study by the Board are:

Chief Secretary Matters Discussed

Department of Police

Chief Secretary Matters Discussed

There is now an open-competitive list with one eligible for competitive appointment.
45,000 Apply for Higher Pensions

(Continued from Page 1)

under the older lower benefit. An example would be an $11,315 account for a male white-collar worker, required for a $1,000 an

The advantage enjoyed by those who joined the

Civil Service Leader

City and State

FA Administration

has 10-Point Program;

Pension Reform Is First

(Continued from Page 1)

it is expected that, opportunity, there will be an almost unanimous movement for a certain time among the seniors. The con-

tribution rates for the men remaining in the department is 6 per cent, while the rates for those appointed since 1940 vary from basic 12 per cent to 17 per cent, depending on extra benefits selected.

Pension funds are

The argument in favor of af-

those who joined the

Civil Service Leader

iwtJT. s, i»*9

To Pass

a test in the performance of the same work in the same time should have the same pension benefits, with the same contribution rate, otherwise, any retiree 12 per cent would be at a disadvantage. Now the City contributes 85 per cent of the cost, but there is no allowance of the lower rates under the current annuity approach plans, which would become a reserve to finance pensions, while the mortgage contributions finance the cost of the annuity. The pension

and the annuity together con-

stitute the same strong attraction

that a fee would have to the Firemen who would use the pension system that would con-

stitute a vacation unless he preferred that.

Other Aims

The nine items on the objectives are

a $1,440 salary, made perman-

ent by State law, through a ref-

erence to the Firemen's pension

program. President John

last known address is Sarphatietraat 58,

JACOB BENJAMINS, also known as Jac H.

compel a uniformed force of the depart-

ment. President John

Know what a high price they

paid for a high school diploma ..................................................... 2.00

AИs the pension magnet is entirely ab-

sent from the minds of any of the new recruits, because they know what a high price they

have paid for their families, supplementing the

regulations, promotions, functions, hints for passing

the proceedings had herein for ancillary

State of New York, has presented a

bill to permit retirement for

A vacation camp for Firemen

Appeals

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Lawrence is known as Joe B. Lawrence, and H. J. Beina, known as Joe L. Beina.

W. J. F. Djurliug, also known as 

New York, July 5, 1949

CIVIL SERVICE LEADER

NEW YORK CITY NEWS

3 Page Thirteen
The NYC Employee

The tables turn

A near victory in a reinstatement appeal, the hard-won right to the present position, the acquittal of a criminal charge, a 20-year career in the Civil Service and the veto of a demotion all give hope for a strong argument in favor of a decision which this court may be called upon to review.

The case involved a respondent who had been a New York City Housing Authority management employee for 20 years. He had been charged with the theft of $400 worth of furniture and had been convicted of grand larceny in a lower court.

The respondent appealed the conviction to the Court of Appeals, which reversed the decision of the lower court.

The respondent was reinstated to his former position and was awarded a monetary settlement.

The case illustrates the need for careful consideration of criminal convictions in the hiring process, and the importance of fair and just treatment of employees.

- From the NYCL -

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LEADERSHIP TIPS

"The art of leadership isn't driven by the buck. It's driven by passion and vision. When you lead with passion and vision, you inspire others to do more than they think they can."

- From the NYCL -
Police Lieutenant Assn. Honors O'Dwyer and Flath

At the recent meeting of the Lieutenants' Benevolent Association, held at the Governor Clinton Hotel, Mr. O'Dwyer and Chief Inspector August W. Flath were honored for their life membership cards in the Association.

This was the meeting at which the Lieutenants presented their fourth present for Chief Inspector Flath. The mayor's comment to Chief Inspector Flath was, "Chief, I want you to see that the Lieutenants receive their 48 hours after four tours of duty and I am giving you the green light to go ahead.

The mayor also stated that he wanted to quash rumors that had appeared in certain groups that O'Dwyer and Flath were on the wrong track. Both men assured the mayor that they were on the right track and that the Lieutenants were satisfied.

CIVIL SERVICE LEADER

Transport Design

He said the mayor that he would try his best to maintain the Civil Service and the merit system in New York City, and that he would see to it that the Civil Service Board was kept out of politics.

The mayor also stated that he wanted to see that the Civil Service Board was kept out of politics. He said that he would try his best to maintain the Civil Service and the merit system in New York City, and that he would see to it that the Civil Service Board was kept out of politics.


day hearings twice a week, by ten or four weeks, he added.

The minutes will be transcribed and the report to be published in the "New York Times," on which only 118 are members.

The Board of Estimate should delay no further in voting the $40,000,000 bond issue for the modernization of the city's gone-arms, Austin O'Malley.

O'Neill's letter to the mayor, July 9, 1949, brought up the following point:

"There is a strong human need for promotion opportunities to the public. The sooner reclassification for the whole city is accomplished, the sooner all city employees will get the benefits it's a big, complicated job. Tackling it a little bit here and there, we've tried to patch it up, but that has caused the present mess," Mayor O'Dwyer says.

"The goal of 165,000 jobs with 165,000,000 people, the job must be done once and for all."

How long will it take to put the plan into effect?

The biggest and most important part of the task will be a study of the Record. That will determine the proper duties and responsibilities for each job, also how to fit the jobs together properly. That can be completed in a year.

What will the Career and Pay Plan do for me?

(1) It will upgrade underpaid employees.

(2) He'll also know what the line of promotion is and how that line will be kept clear.

(3) An employee will know exactly what the duties and responsibilities of his job are, what they are doing in all different phases of the city's work. There will be no uncertainty or confusion about it.

And the line of promotion is exactly what his chances are for progress and a future career in the city's work.

Who is in favor of the Career and Pay Plan?

(1) Mayor O'Dwyer. (2) Most of the organizations of city employees, including the American Federation of State, County and Municipal Employees, the Service Employees Association, the Technical Guild; the Police Lieutenants Association; the Correction Officers Benevolent Association; the Professional Employees Association; the Police Lieutenants; the Firemen's Association; the Joint Board of Sanitation Locals, AFL, CIO; the Citizens Union; the Civil Service Reform Association.

Send in your questions. We'll try to answer them.—Editor.