Are You Entitled to a Piece of the DeMarco Cash?

ALBANY, March 14—Are you entitled to a slice of the DeMarco money? If you're (or not?)

New York is one of the states that have signed up to the DeMarco decision, and keep readers informed. Meanwhile, if you're a state employee, the decision is being appealed. Don't ask the Civil Service Commission or any other department to answer your questions — because the answers aren't available. They will be open.

The only thing that can be said is that if you've entitled to some of the DeMarco cash, it won't be coming through before May at the earliest.

No Answers Yet

All this adds up to no answers to your questions — yet. The Civil Service Commission is now working on the matter, and hopes to have the plan ready in time for the next election. Some 14,000,000, is it estimated, will be distributed, and who gets what in the Civil Service is to be worked out in each individual case.

NEWS CAPSULES

A bill before Congress would require that in firings of U. S. employees, the State should be in accordance with "merit" system, regardless of length of service, and efficiency. Federal employees with 20 years' service in 20 years or more may retire at 50 years. The new eligible list for 12,000, or more $40 a week, or at a day in the NYC Board of Education. The exams are open to both men and women, but most of the applicants are women.

STUDY BOOKS FOR EXAMS

ALBANY, March 14—The Civil Service Commission has issued a list of study books for Social Insurance Examinations. The list covers different examinations and includes Social Insurance, General Knowledge, and other subjects.

ALBANY, March 14—A Board of Directors meeting of the State Employees Association was held for Thursday, March 24, in Albany.

NYC Sergeant List March 29

The revised eligible list for promotion to Sergeant (P.D. I) will be available on March 29, said President Joseph A. McNamara of the NYC Civil Service Commission, and the Clerk. Grade 2 list should be promulgated tomorrow. The Clerk list was previously published on March 1 and the hiring pool for Clerk will be held in early April.

The last court case attacking the Sergeant exam failed, and no further appeals have been heard.

The Secret list was promulgated before, but a court injunction stopped any of the candidates who had applied for the Sergeant exam, and the court ordered the exam to be reinstated.

For more information, please refer to the article on the next page.
What Happened To Meal Tickets?

WHY IS the State Mental Hygiene Department sitting on its "experiment" with the use of meal tickets in its institutions? And why will this experiment be conducted?

The experiment was undertaken after employees had pointed out that whether or not they eat three meals a day or dine out for lunch or dinner, the meal tickets are of no use to them. Not a very esoteric problem, is it? And certainly, if it were to come up in private industry, it would have been solved long ago.

In any case, the Department finally tried in a plan in four institutions, in a hash-hush atmosphere that only led to further complications and confusion.

We think that this sort of thing properly should have been given more publicity, might have been possible, and the greatest number of ideas elicited.

The Head Man

State Liquor Authority Economical

by H. J. BERNARD

Your State Liquor Authority is economical. A recent survey of some of the units of government is reported in other States proves it. Few of the units of government have a more complete control of the sale and distribution of alcoholic beverages. The State Liquor Authority has the following advantages and economies:

1. The authority has one complete control over the sale and distribution of alcoholic beverages, whereas in most States the sale of liquor is controlled by local authorities, thereby increasing the cost of enforcement.

2. The authority has a centralized system of administration, which reduces the cost of overhead and personnel.

3. The authority has a comprehensive system of control, which makes it easier to detect violations and enforce the law.

4. The authority has a special unit for the investigation of alcoholic beverages, which enables it to detect violations and enforce the law more effectively.

5. The authority has a comprehensive system of enforcement, which makes it easier to detect violations and enforce the law more effectively.

6. The authority has a comprehensive system of enforcement, which makes it easier to detect violations and enforce the law more effectively.

7. The authority has a comprehensive system of enforcement, which makes it easier to detect violations and enforce the law more effectively.

8. The authority has a comprehensive system of enforcement, which makes it easier to detect violations and enforce the law more effectively.

9. The authority has a comprehensive system of enforcement, which makes it easier to detect violations and enforce the law more effectively.

10. The authority has a comprehensive system of enforcement, which makes it easier to detect violations and enforce the law more effectively.

The authority's record of having been about 90 per cent of the investigations by the State Liquor Authority, under the direction of the special appointed by Governor, not in itself, is an indication of the efficiency and economy of the authority.

Sometimes the denial of an application produces a law suit to which the authority's action is a defense. But the authority has not yet had a law suit. This is an indication of the efficiency and economy of the authority.

Allergies to Red Herring

The State Liquor Authority is in the habit of giving a wide berth to red herrings. This is an indication of the efficiency and economy of the authority.

The State Liquor Authority is not in the habit of giving a wide berth to red herrings. This is an indication of the efficiency and economy of the authority.

The State Liquor Authority is not in the habit of giving a wide berth to red herrings. This is an indication of the efficiency and economy of the authority.
 training Courses to Open for Employees in Albany

As a preview of what the new training program will entail, Charles T. McNab, state government service abolitionist, and the executive director of the Erie County Civil Service Employees Association, has been asked by State Senator Mahoney to speak at the official opening of the new training division in the State Department of Civil Service in Albany.

McNab's program will consist of a series of courses to be held during the three-month period, with the objectives of increasing the efficiency of the employees. The courses will be open to all employees, and McNab will be responsible for the planning and execution of the program.

McNab's program will include the following courses:

- Supervision: This course will teach employees how to manage their work effectively and efficiently.
- Typing: This course will improve employees' typing skills.
- Stenography: This course will teach employees how to transcribe dictation accurately.
- Accounting: This course will teach employees how to keep accurate records.

The opening of these courses is a significant step in the development of a comprehensive training program for employees in the Civil Service.

The Public Employee

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

The PROBATIONARY PERIOD

It sometimes happens that what has always been considered a useful device has turned out to be a useful one in the public service.

The probationary period in civil service appointments and promotions has been something that few administrators have been able to use constructively to promote better employees. It has remained for the most part a device to exclude employees who have been found to be unfit for the job. The termination doubt is usually for good and sufficient reasons, but may be for bad and insufficient reasons or for no reason at all.

Only to 'Observe'

The Civil Service Rules require the officer or supervisor to 'observe' the conduct of any probationer serving under him and if required, to report to the proper appointing officer. There is no requirement to do more than to 'observe'. There is no requirement to instruct, to train, to guide, advise or to counsel the new employee or to properly induce him into his new environment or to help him learn his work and to increase in knowledge and in skills.

In certain departments where training programs are in operation, the probationary period has been lengthened to correspond with the induction program. In such cases it is recognized that a civil service employee who has always been a highly efficient worker may simply be a good employee who knows how to perform his work and who has been able to produce better without much help from anyone.

Where Interest Is Identical

In my opinion the most promising approach to general improvement in the public service is the identification of the interests of the employer and of the employee. If the interests of the employer and of the employee meet and become identical or complementary, every supervisor and every employee wants a highly efficient staff. Every employee wants to get ahead and know that the work he is doing is important and that he is doing a good job. Every employer wants to be able to use constructively to produce better employees. It has remained for the most part a device to exclude employees who have been found to be unfit for the job. The termination doubt is usually for good and sufficient reasons, but may be for bad and insufficient reasons or for no reason at all.

Let's Not Miss the Boat

I think we miss the boat if we do not all plan together on the broad problem raised by the Governor which I would like to restate as follows:

What must we do to rigid civil service methods and procedures? We have in effect the finest end of civil service, namely, that the best qualified shall serve the state, that public service is a career, that government belongs to the people, and that there is no higher or more worthy profession than to help the biggest business of them all—government—to function for the benefit of all the people.

Why use the probationary period for an adequate training and induction program with the definite and distinct object of getting the most out of government service?
Problems Are Discussed By Public Works Groups

A meeting of Public Works chapters and groups was held at 38 Social Club in Albany, C. J. Hall, departmental representative, presided, and William A. Gronerender, president, of District 10 Chapter, was secretary of the meeting.

Others present were R. Ewen, Executive Assistant to the J. Gillespie, of Eastern Canal Unit; Keeler, of St. Lawrence County; Ethel Chapman, of District 3; C. E. Hamilton, J. A. O'Hare, and C. W. Stott, of District 9; M. E. Ryan of Gilleran Memorial.

Pre-Easter Sale of Fine Rosaries

Christopher Fathers Church of Our Lady of the Lake Parish, Verona, N.J.

During the holy season of Lent the Our Lady of the Lake Parish, Verona, N.J.

This beautiful Rosary will assist you to meanin for the Devout Catholic. This beautiful Rosary will assist you to

May, June, July or August—To Ireland, England, & Ireland, England, &

Lowest Rates. Free Book

Plane $422.70 return

From Europe

New York for the splendid support and co-operation which you have given to Operation & Maintenance. However, as a result of the change in personnel, the effect of accountability is too often ascribed to employees in the same department. A classic illustration is the case of an employee who sets up a procedure which is neither approved nor authorized by the Department as a whole. The employee in this case receives a promotion in his own department, but it is not of salary. It is, of course, possible that the employee may have been given a promotion for other reasons, but the promotion itself is not a reclassification of the employee's position. The employee is not the same as the position he holds.

The supervisor may be relieved of his position, however, if he fails to correct the situation. The employee is not responsible for the failure of the supervisor to correct the situation, but the employee is responsible for his own actions. The employee is responsible for his own actions, and the supervisor is responsible for the failure of the employee to correct the situation.

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Mental Hygiene Group Seeks
Meal Tickets, End of Split Shift

ALBANY, March 14—The ex-
ceptional growth of the
Mental Hygiene Group has
made it necessary to seek those
who can donate meal tickets;
many of these tickets have
become expiring.

Several visitors were present at the
meeting of the mental health group.

Irving Cohen, salary research
consultant, said the LEADER this
week the Association is collecting
job descriptions and informa-
tion and classification plans for
the State.

This unusual file will also con-
tain the names of all Boards of Supervisors in
the State.

Purpose of the collection is, in the
role of research editor, to have a
research staff with the picture in each
county. An county.

CIVIL SERVICE LEADER
Pall Mall, New York

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Arguments Against
Split-Freeze Bonus

Of the more potent NYC City functionaries, who has Mayor William O'Dwyer's ear, said privately that NYC Firemen, in insisting on a freeze of the full bonus into base pay, didn't fully understand the facts. We give his arguments and our answer.

Firemen aren't in support of a full bonus freeze; they're in support of a split freeze. The need for additional incentives in public service employees already saving the State hundreds of thousands of dollars. The LEADER is solidly behind the Mirror's proposal. The need for additional incentives in public service employees individually for their own betterment, and in the public interest of all NYC employees, and of improved efficiency.

Who Are the Friends Of Civil Service

LAST WEEK the dubious promise of "Democratic reform" swept through the streets of the city. It was clear that the people had, in their hearts, the feeling of dissatisfaction, thinking what was best for them. It was not the DeMarco couple, but Mayor C. W. O'Dwyer, who made the name of DeMarco a household word.

The people called for a loud and clear answer. A number of them were Malcolm Mitchell, State Senator; the Mayor; and John T. DeGraff, County Controller; and Paul E. Fitzpatrick, Assistant City Counsel.

Dr. Harold W. L. Elliot, Kaplan, Democratic controller and former Executive Vice-City Civil Service Reform. The Editorial Board, Chairman, Board of Transportation, City Civil Service Employees Association, Spencer C. Young, Chairman, Board of Transportation, City Civil Service Employees Association, Henry Cohen, State Assemblyman, James M. Moad, former Senator, John P. Crann, President, the party's New York Daily Mirror makes a suggestion which the people can readily recognize as a suggestion for their betterment, for it is in the interest of all NYC employees, and of improved efficiency.

CIVIL SERVICE LEADER INC.
97 Duane Street, New York 7, N. Y. Telephone, Beekman 4-1510

TUESDAY, MARCH 18, 1941

CIVIL SERVICE LEADER
America's Largest Monthly for Public Employees

Members of Audit Bureau of Circulation

Published every Tuesday by

CIVIL SERVICE LEADER, INC.

N. H. Morgan, Business Manager

Edward Conway, President, Term of Office Expired Feb. 28, 1941.

Civil Service Employees of New York City:

The LEADER is in the service of the employees. We try to tell the GOP boys in Albany, in effect: When this man cartoon completely, to report the situation. The PBA, head, who, be the best of both worlds. But after all the information is in, the mind is made up. The answer is in the PBA-GOP Fusion side.

What, What Lost?
The image is not available. It is not in the service of the employees. We give his arguments and our answer.

1. Firemen aren't in support of a full bonus freeze; they're in support of a split freeze. The need for additional incentives in public service employees already saving the State hundreds of thousands of dollars. The LEADER is solidly behind the Mirror's proposal. The need for additional incentives in public service employees individually for their own betterment, and in the public interest of all NYC employees, and of improved efficiency.

2. The Patrolmen are satisfied with the partial freeze. They shouldn't be. The Firemen be?

3. If you give the full bonus freeze to the Firemen and Patrolmen, you have to grant it to all other city employees.

Answer: Exactly. All city employees should have it. After all, Governor Dewey has covered the full bonus of State workers into their base pay; and the need of city employees as one of the key factors of poverty — says it just can't raise the cash to cover the additional payments for all employees, at least it should not cover this group. This would not be a precedent that would benefit all employees, because their own efforts for the full freeze would then become unanswerable.

Merit Award Plans For Local Employees

The New York Daily Mirror makes a suggestion which the LEADER heartily applauds, because it is in the interest of all NYC employees, and of improved efficiency in municipal government.

Let's add a little more to the award plan, says the morning newspaper. "It is simply that the City should add a little more glamour and dignity to the career of civil service by giving it the proper recognition of those who are promoting the movement in a proper way. It is not a job that is going to happen itself. It is a job that people must take the initiative in."

Mayor O'Dwyer's merit award plan as a permanent City Council ups the ante for good ideas and accomplished.

The LEADER sponsored such a plan for the State of New York some years ago, and a bill was introduced by Senator Halpern has become a great success in operation, with many splendid ideas formulated by the employees already saving the State hundreds of thousands of dollars. The LEADER is solidly behind the Mirror's proposal. The need for additional incentives in public service is obvious; and a system of merit awards, at little cost, will increase employee morale, open new avenues for the person with ideas, and pay off for itself many times over in savings accruing from employees' suggestions.

Throughout the State, we suggest that groups of local employees work for merit award plans in their communities, and get their local newspapers behind the proposal.
INSURE YOUR FUTURE

A Civil Service Career Offers These Advantages:
- Promotional Opportunities
- Sick Leave
- Pension
- Civil Service Eligible

CIVIL SERVICE ELIGIBLE LIST REMAINS IN EFFECT FOR 4 YRS.

Preparation Now! Applications Open Mar. 9

All Veterans Eligible Regardless of Age!

SANITATION MAN

Starting Salary $60 A Week
- Non-Vets, Up to 31 Years
- Minimum Height 5'4" or Less
- Good Health
- No Experience or Educational Requirements


$50 A WEEK

PAYMENT DUE AT END OF DAY

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Classes Tues. & Thurs., 1:15 and 6 P.M.

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PATROLMAN

Salary $60.50 A Week
- Increase in $20 a wk. Free booklets.
- "New York Finest in the Making," sent on request.

$19.25 A Week

4 Years Experience Qualifies — Numerous Vacancies

CLASS MEETS TUESDAYS AT 8 P.M.

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Salary $52 A WEEK
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SCHOOL INFORMATION SERVICE

CIVIL SERVICE LEARNING, 97 Duane Street, New York 7, N. Y.
**EXAMS FOR PUBLIC JOBS**

### U. S.

#### Open-Competitive

- **Barber:** $3,450. Must have 4 years' experience. No written test. Closed April 30. (Closes Friday, March 25).
- **Stenographer:** $5,760. Written test. No age limits. (No closing date).
- **Medical Examiner:** $20,100. Written test. No age limits. (No closing date).
- **Chief Police Officer:** $23,400. Written test. Age 30-50. (Closes Friday, March 25).
- **Law Enforcement Officer:** $20,100. Written test. Age 21-30. (Closes Friday, March 25).
- **Engineer:** $21,732. Written test. Age 21-40. (Closes Friday, March 25).

#### Promotions

- **Air Traffic Controller:** $18,000. Written test. No age limits. (No closing date).
- **Postal Worker:** $15,000. Written test. Age 18-40. (No closing date).
- **Medical Assistant:** $12,000. Written test. Age 21-35. (No closing date).

#### New york city

- **Bureau of Investigation:** $10,600. Written test. No age limits. (No closing date).
- **Probation Officer:** $11,000. Written test. Age 21-35. (No closing date).
- **Correction Officer:** $12,000. Written test. Age 21-35. (No closing date).

#### State Trooper Exam

**Open Until March 30**

Qualification for State Trooper is: 20/20 vision, height not less than 5 feet 10 inches, weight not less than 160 pounds. Training is for 18 months with State Police, following which recruit must pass the state civil service examination. Age must be under 30 when examined. Requirements include: 21 to 40 years of age.

### SANITATION MAN STUDY MATERIAL

- **Where to Apply**
  - **Medical X-Ray Technician:** $7,500. Requires 2 years' experience. (No closing date).
  - **Plumber:** $9,000. Requires 4 years' experience. (No closing date).
  - **Electrician:** $10,000. Requires 5 years' experience. (No closing date).
  - **Firefighter:** $12,000. Requires 3 years' experience. (No closing date).

**To Take:**
- **Applicants** must be recommended by Board of Examiners of the United States Civil Service Commission.
- **Examination:** to be held at a convenient place in the vicinity.
- **Application:** must be filed before the deadline.
- **Requirements:** at least 1 year of full-time experience in the position.

**Salary:**
- **Medical X-Ray Technician:** $7,500
- **Plumber:** $9,000
- **Electrician:** $10,000
- **Firefighter:** $12,000

**Information:**
- **Application:** must be accompanied by a full statement of education and experience.
- **Exam:** must be taken by a registered member of the United States Civil Service Commission.
- **Contact:** Board of Examiners, U.S. Civil Service Commission, Washington, D.C.
JOBS THROUGH SCHOOLING

Choosing a career means eliminating niceties, fronting into a particular calling. The best general aid to a career is training. Many students are undecided about what to study, get started and help them to get ahead.

The better pay and the higher responsibilities in the labor market attract many who have office skills, including high school and college graduates. They supplement their academic training with vocational courses.

Many isn't the sole incentive. Many choose a calling they like, remain in their line of work for many years, and school boys and girls in Bloomfield, N.J., and Harrison, N.J., are being offered by the School of Technical Education, 242-1/2 N. 3rd St., Newark, N.J., or by the New York State Institute of Applied Arts and Sciences, establishment of theagricultural and Technical Institutes within the last several years. A typical morning session would start at 7.30 a.m., and the afternoon session at 1.30 p.m. A course in electrical engineering would last four weeks in the morning session, and seven weeks in the evening session.

Refresher Courses Start

Courses in train refresher courses in subject of the VMC-Trade and Technical School, 229 Broadway, New York City, are offered.

The basic refresher course, held every day from 10 a.m. to 4 p.m., covers the subject of the course and is designed to meet the needs of students who want to make a career change from one field to another.

Motion picture operating, also an evening course, offers students the practical and general aspects of the trade and related fields.

Optics Course for Women

Optical technicians' courses de signed for women and other women who have been in existence for many years, the "Bulletin" extolled the Institute of Applied Arts and Sciences as an establishment of the agricultural and Technical Institutes within the last several years. A typical morning session would start at 7.30 a.m., and the afternoon session at 1.30 p.m. A course in electrical engineering would last four weeks in the morning session, and seven weeks in the evening session.

Assn. Convenes Saturday

Mildred Allison, president of the
Brooklyn Unit Installs Officers

First National Vice-president Andrew T. Walker, of UNAPC, installed the officers of the United National Athletic Post Office Club Association. Branch E. They are: George F. Ford, president; Harold P. Kennedy, 1st vice-president; Henry C. Boerner, 2nd vice-president; John Sargent, corresponding secretary and treasurer; Francis A. McBride, recording secretary; Julius H. Schuster, financial secretary; Edward M. Morris, guard. The Board of Trustees includes: Joseph A. Benedict, William Mariah, A. Lillian McDonald, John Joseph Walters, Vincent Belovia.

Town Fashion Sewing School

Announces intensive evening courses in factory methods, cutting, sewing, and pressing. Special courses in sewing machines and pressing. Free placement service. Open for a few select students.

SUTURE

Hurt of an accident? Going to the doctor? Need surgery? Recovering? If so, this clothing establishment will help you get back to normal from head to toe. You'll be in style in no time. Visit us for all your sanitation needs.

BE PREPARED

For the SANITATION MAN MENTAL

Intensive Courses • Manhattan

For residents & students

TRINITY HOSPITAL - 360 E. 53rd St., Civil Service Leader

LEARN TO BE A Typewriter Mechanic

Assemble, Disassemble, Troubleshoot, Repair and Maintain All Makes of Typewriters. Full-time or Part-time. Evening or Day. Publicly listed and read by interested typewriter users and dealers. Free placement service.

Office Equipment Repair School

404 Fourth Ave., 2-2457

CEFR

VETERANS SECRETARY ACCOUNTING STENOTYPE

The newly-organized Hospital Auxiliary will hold its annual meeting at the civic building on Thursday, March 17, at 7:30 p.m. Many members of the Auxiliary at large and their friends are expected.

Newspaper and magazine readers are invited to attend the meeting and to see how the Auxiliary works to benefit the veterans of the United States and their families.

Get a High School Diploma

IMMEDIATELY - Without

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O'Dwyer Strongly Backs 25-Year Pension Bill

(Continued from Page 1)

The new plan, which would not create a separate pension fund, would provide for a new, lower maximum benefit of $500 per month, and would not require retirement at 65. The current benefits, at 70 years of age, would be reduced to $300 per month.

Mr. O'Dwyer, in his speech, said: "I am convinced that the average American is not ready for retirement at 65. Many younger people are physically capable of working longer. I believe that we should extend the age of eligibility for retirement to 70. This will allow more people to continue working and earning a living for as long as they choose to do so."
For Sanitation Man
The perfect book for Sanitation Men Test is the Armed Services Sanitation Test. $2.00
NYC begins licensing application on Wednesday March 9. The test will be held in the Public Administration Bldg. No. 3. Price: $1.00. Access to the Sanitation Department is necessary!

CIVIL SERVICE LEADER
Page Thirteen
NEW YORK CITY NEWS

Fireman Eligibles Organize Under UFA

The best interest of men on the eligible list line by line with the union of the Public Safety Employees' Association, Gerard Purcell told more than 1,000 prospective eligibles last week. Purcell, who had come to the meeting uninterested, convinced the eligibles that any other course would be adverse to their own interests, and elicited the resources of the UPA for the meeting. He then referred the resources of the UPA for the meeting. He then referred the resources of the UPA to the necessity of filling current vacancies in Fireman's Hall, earnestly unanimously that joint action with the UPA would be necessary.

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Men With Skilled Trades Ask Rescue by O'Dwyer From Transit Clerical Jobs

High on the list of 1940 ob- jections is the demand that the Union is to have all the rapid transit clerical jobs. An item of Part 39 of the NYC Classification.

A list of grievances arising from the rapid transit clerical men completed the vast reclassification of employees of the Interborough Rapid Transit Company in the city acquired those times when the majority of the employees of the former private lines were non-union members, and some even operating duties, were reclassified into clerical duties because their normal duties included clerical work. F. O. O'Ryan and Reid Round Out The personalities have been diverse—comparing the employees doing

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Operating and maintenance duties, those duties put into Part 29, had those who were classified as clerks classified by a new method of reclassification, which includes city-

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people and are have a large membership of young women. CIVIL Katha- yina bruixlH, S 12.60 up. The interview appointment. It's just $1.00—Visit today and insist for Fred LeQuorhe.

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**NEW YORK CITY NEWS**

**FREEING Full Bonus Employees' Next Goal**

People, as called for in a resolution passed unanimously at a special membership meeting of the TFA on February 20, 1949, and transmitted to this organization will continue to send to you and the City Council forward a Home Defense Act to the State Legislature to authorize such referendum.

The resolution also referred to the fact that pensions are now determined on the basis of a so-called base pay of $3,400 per annum, and do not take into consideration the $750 bonus.

Mr. Crane also pointed out that the resolution was partly inspired by the good will the Mayor has demonstrated on many occasions toward the Fire Department.

**BE SURE YOU are prepared to PASS YOUR Civil Service Test**

the EASY WAY

| Your test is important to you—you've spent time and money to take it. It may mean a thrilling new life, new friends, security for the rest of your days. Do the best you know how. It's definitely worth your while. Study the right way! |

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**THE STRAIGHT CIVIL SERVICE**

To make sure you win the Civil Service Service...
Four Expelled from PBA
Plan Reinstatement Suit

The four Patrolmen expelled as members of the Patrolmen's Benevolent Association by vote of the delegates, on present that their actions were "detrimental to the best interests of the PBA and Patrolmen," immediately got busy on a law suit to contest their expulsion. The four are Peter Schneider, Joel Weinberg, Irvin Fendel and Jack Marx, all delegates. Five other defendants in the mass trial were acquitted. They were Lander Hamilton and Joseph Healy, delegates also to the Patrolman Walter Pressa, of the 66th Precinct, acted as processor, President John S. Carlton persuaded.

The past president's split on the issue. Patrolman Raymond A. Donovan supported the defendants and Patrolman Patrick Harrity testified against them.

Comment by Carlton and Schneider. "A number of articles published in The Boster, official organ of the Boster Forum, a group of Patrolmen opposing reduction of pension contributions from salary, Mr. Carlton's article entitled, "Why the Police Must Win." "Now the PBA can look forward to greater fields without the menace of internal sabotage," said President Carlton, after the expulsion vote. "This action by the PBA," said Patrolman Donavan, referring to the matter proceedings, "is it a shame and a travesty on justice. Mr. Carlton's article thought and violated rights held sacred under our American way of life. In the expulsion the PBA has lost lustre and the delegates expelled have gained new gains.

Action Called Illegal

The four expelled contend that the action was illegal, because under the PBA constitution the membership itself should vote on expulsion from membership, although the members may elect delegates from their delegate office. Also, the conclusion of the trial will be denounced as biased, unfair and manipulated, the four asserted. They referred to the report of the case until late in the afternoon and the trial, shortly before the vote was taken, of about 150 Patrolmen, mostly from Police Headquarters.

At the meeting, prior to the trial, short statements were given by Police Commissioner William O'Dwyer and Patrolman Schneider. Chief Inspector August W. Plath, and a person adopted in favor of Mayor William O'Dwyer running for re-election.

Registered Nurses Invite To Apply for Exam

The dispute between the NYC Civil Service Commission and the Health Department over the requirements for Public Health Nurse has resulted in protests being sent to the Commission by various groups, against not including a public health nursing experience requirement. Protests were received from the United Parents Association, the Committee for the Care of Children and the American Civic Employees Union (CIO).

The examination is now open to applicants and will remain open continuously.

The Commission states that there are only 3,600 Public Health Nurses in the whole United States and that the requested experience requirement would be impossible to fill the more than 1,000 positions.

The Commission is accepting applications from Registered Nurses, who have registered as nurses over the past three years, who have had at least 6 months experience in public health nursing, and who have not been expelled from the Public Health Nurse Register. The examination is open to all nurses who have had at least 6 months experience in public health nursing, but are not registered as public health nurses.

A person of 18 years of age, with a high school education, and who is in good health, may apply for this examination. The examination is open to all persons who meet the above requirements.

To Our Mayor

WESTERN-UNION

MAYOR WILLIAM O'DWYER
CITY HALL NEW YORK NY

WE DO NOT SEEK A PAY RAISE BUT WE DO ASK
THE RIGHT TO SUBMIT OUR CASE TO THE PEOPLE
ON ELECTION DAY... WE WANT THE VOTERS TO
PASS JUDGEMENT ON THE QUESTION OF A
PERMANENT BASE SALARY TO BE GUARANTEED
BY LAW... A HOME RULE REQUEST WOULD CLEAR.
THE WAY FOR A REFERENDUM AND LIFT THE
WEIGHT OF INSECURITY FROM OUR MINDS.

YOUR FIREMEN AND THEIR FAMILIES

* * * 4 good reasons

why the Mayor and the City Council should issue a Home Rule Request for a Salary Referendum

✓ The Ballot is the traditionally American and Democratic way of resolving problems... 

✓ Our present salary set-up penalizes both line-of-duty widows and disabled firemen...

✓ Adjustment of our case will guarantee economic security to firemen and their families...

✓ Job satisfaction will improve morale and will result in greater public security...

Uniformed Firemen's Association of Greater New York
LOCAL No. 88 L A F E A of L

John P. Evans, President

New York City News
Tuesday, March 19, 1940
Wage-Freeze Retirement Bills Move Ahead in Albany

(Continued from Page 1)

19. Interstate Employees — Retired Employees (D). Drafting delaying legislation on constitutional and other problems unconnected with the pension bills.
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34. Renovations -- 2 Year Limitation (D). S. I. 199, 2nd reading in Senate.
35. Retirement-Allowance — Poverty to Reintegrate (D). Passed Legislature, goes back to Senate for amendment.
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Bills in Albany

Following continues the list of bills being discussed in the Legislative chamber of Albany. Introductory numbers are given. "E" stands for Senate, "A" for Assembly, "T" for, 'Thank you!" This means that a bill has been referred to the Pension Committee. When one committee is in connection with both Senate and Assembly, it means that the committee name refers to both Houses.

State employee prior service credit bill (A. Sen. Com., Bureau of Research and Public Information) S. 177. Allows members of state employees' retirement system reemployment after term of military service and recomputation of service credit for all service upon subsequent reemployment.

Veterans' positions. (A. 350, Retired.) The State Civil Service Law, §31. Makes unlimited pensions available for reemployment of War veterans in civil service, positions abolished or eliminated.

State Permanent Status. (A. 243.) Roman, to Civil Service. Allows employee of any state department, with not less than five years of continuous employment to select permanent status in civil service.

NYC Pensions (A. 459, Brook to NYC). Chapter 297, increased from $1,509 to $1,800, minimum.

Wages

Earnings:

Employees who work in factories, offices, stores, etc., on an hourly or daily rate, are entitled to be paid at a rate not of $18.50 per hour or $370.00 per week, whichever is lower, for all hours worked in a week.

Regular retail price $18.50

Employees who work in factories, offices, stores, etc., on an hourly or daily rate, are entitled to be paid at a rate not of $18.50 per hour or $370.00 per week, whichever is lower, for all hours worked in a week.

Local retail price $18.50

In addition to the regular wage, employees are entitled to receive compensation for all hours worked in excess of eight hours per day or 64 hours per week.


DeWey Approves Rule for Recouping Vacations

ALBANY, March 21—State employees, who have been forced to cut vacation, because of the heavy work load, and also carried on by State departments and agencies since April 1943, are expected to have a chance to make it up. Governor Dewey has signed an executive order, approving a resolution adopted in February by the State Civil Service Committee, granting a six-month extension during which employees may use accrued vacation and over-time credit.

Without the extension, state employees would have lost them, according to March 31.
Pearsall  Stearns  Address  Water Works Meeting  

Without  County  Personnel 

CIVIL  SERVICE  LEADER  

Wheaton County  Personnel  Consultant  Pearsall, Jr.  and  County  Personnel  Pearsall  selected  for  president  of  Civil  Service  Employees  Association.
Central Conference Will Meet on April 9

BINGHAMTON, March 21—A regular meeting of the Central New York Conference will be called at 3:00 p.m. on Saturday April 9, at the State Teachers College (West End Building). Business to be taken up will include: (1) Progress of the State Teachers College for the advancement of the profession. (2) Plans to hold an Annual Conference, with President of Tri County Chapter in charge of arrangements. Clarence W. Hoff is chairman of the Conference.

NYC Chapter to Meet On March 31

The NYC Chapter of The Civil Service Employees Association will meet next Thursday, March 31, at Wilt's, on William Street. The meeting was reached a week later than usual because of the Association's executive committee meeting in Albany on March 24. The chapter has been working on the progress of legislation, the membership drive, the Delaware canal and other matters. Chairman D. L. Fort will preside.

Utica State Hospital

The regular monthly meeting of the Utica State Hospital chapter was held at Hutchings Hill, Utica State Hospital, Utica, on Monday, March 14. A report of the special meeting held February 18 is given by Dr. John K. Thompson of the chapter, and the next meeting will be held on May 16.

Pray the Rosary

PRAY THE ROSARY

DURING the holy season of Lent, the Message of Fatima should have greater meaning for the Devout Catholic. The IMMACULATE HEART OF MARY SHIRINE offers you a rosary designed by the Rev. Matthias J. Boylan, pastor of Our Lady of the Lakes Parish, Verona, N. J. This beautiful Rosary will assist you to observe the request of the Lady of Fatima. Order your Lady of the Children of Fatima rosaries and rosaries must be said.

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Don't Forget Your Membership in the ASSN.

Pays your dues today to your local chapter representative or directly to headquarters: The Civil Service Employees Association, 8 Elk Street, Albany, N. Y.


**State Employee Incentive Plan Proves Huge Success**

ALBANY, March 21—Known as the "biggest little state agency," the Employment Service, the city's strong arm, was making considerable headway in accomplishing the "impossible" in providing the city and county with a ready-made work force. It has operated a statewide job service for two years for only $28,192 and saved the State and City a total of $131,000, according to a report released recently. The local board, as led by the Civil Service Leader, President T. E. DeWitt, led the way in pointing out the progress being made.

The Civil Service Employees Association, according to an announcement made by its President, T. E. DeWitt, in charge of the program for its athletic members, has been notified. Can -


**Mead Hits One-Man Civil Service**

EX-U.S. Senator James M. Mead, who in 1946 was defeated for Governor, commenting on the likelihood of winning the next State Senate seat, was quoted in the New York Times, as stating that the Chief Judge in the " congressional primary," in a statement that defeat of the measure "would not be a small matter." Senator Austin W. Erwin, sponsor of the bill, was quoted as saying that the President of the commission the bill was defeated would lose a valuable member of administrative functions, Senate Sources said the commission would make a "superman day" out of the president, and give him wide powers over both state and local civil services.

**Assistant Interviewer Training Course Planned**

A training course for the Assistant Interviewer and Assistant Interviewer-Trainees will be conducted by the Employment Service to prepare for road test. This course will be held at Albany High School from 7 p.m. to 9 p.m. on Mondays and Tuesdays beginning on March 22, 1949, in a 10-week period. The purpose of the program is to improve the work of employees in their present positions, broaden their backgrounds and assist in preparing for further employment opportunities.

**Plan Proves Huge Success**

ALBANY, March 21 — Ten courses in office management and business education for State employees training program on March 21, President T. Edward Conway announced last week. The objective of the program is to improve the work of employees in their present positions, broaden their backgrounds and assist in preparing for further employment opportunities.

**Assistance for Salesmen and Testers**

Aid offered by Albany Workers

**One-Man Civil Service**

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**Plan Proves Huge Success**

ALBANY, March 21 — Ten courses in office management and business education for State employees training program on March 21, President T. Edward Conway announced last week. The objective of the program is to improve the work of employees in their present positions, broaden their backgrounds and assist in preparing for further employment opportunities.
Effective Machinery Of Labor Relations

THERE is now on Governor Dewey's desk the draft of an executive order dealing with the important problem of labor relations in State government. The Governor has frequently expressed the desire of the field of a dozen or more a day, and he has been a member of contributions to it. One of the most effective is the wide use of what he calls "the conference method." It is a sort of meeting at which the issue, the Mitchell bill stands as a "once given advantage, and which is reared anew every year in Albany, and no one knows what to do with it."

"The conference method," he says, "is based on the idea of cooperation. It has not been tried out in the field of government, but it has been tried in the field of business, and it has been successful. It is a method of getting people together to discuss their problems, to hear each other out, to try to find a solution that is satisfactory to both sides."
Acilities of Employees

Brome Chapter

At the meeting of Brome Chapter, attended by members and guests, a special meeting of the 7th Vise President and the Secretary of the Association's special program and the Veto Bill. The committee was formed for the consideration of a resolution for the county, the James Smith Committee, and the Highway Committee initiated to start a

Parole Division

William W. Flatt, president, of the Board of Parole, has appointed various units as to their membership as follows:

Arrangements were made for Charles B. Clark, as representative of the County Division, to address the employees of the County Welfare Department on his next visit to the institution.

Waltham

The Long Island Inter-County State Park chapter installed the following President: P. Mott, 1st Vice-President, E. G. Romanoff; 2nd Vice-President, William S. Schwartz, Secretary, John B. Bergan.

Department of State

Edward Gilchrist, president of the Department of State chapter, Civil Service Employees Association, has announced appointment of the following unit as to their membership at the annual meeting, April 20 in The Civil Service Employees Association headquarters, 8 E. 42d St., Albany.

Public Works, Albany

Public Works chapter re-elected Charles A. Van Horne, President; Treasurer, Bridge, M. Belmont; Treasurer, John D. Macewan; Secretary, Charles White; Alternate, Karl A. Ingle.

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Classes Tues., Thurs., Fri., Hours 10 A.M.-6 P.M.

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$2.25 a week - 60-Hour Week

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Applications Accepted at State Ins. Dept.
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Please send me information about courses available.

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ADDRESS.
Inside Facts Optimization Test

By H. G. BERNARDS

The last test to apply is Wednesday, April 14. For the benefit of those yet to apply, and also to clear up some questionable points, the LEADER office has collated the problems in the following manner:

**Plans Announced For Final Rush**

Arrangements for handling the doctor's examination for the Sanitation Man test have been made by the Health Department. As of noon on Wednesday, April 14, there will be no medical examinations. The Health Department will have its medical examiners on hand from 8 to 10 a.m. at the Entrance of the Ladies' and Gentlemen's washroom, on the lower floor. The Health Department will have its medical examiners on hand from 8 to 10 a.m. at the Entrance of the Ladies' and Gentlemen's washroom, on the lower floor.

**State Promotion**

NURSES NEEDED. The Health Department is in need of nurses to fill positions. The Health Department will have its medical examiners on hand from 8 to 10 a.m. at the Entrance of the Ladies' and Gentlemen's washroom, on the lower floor.

**N.Y.C. Health Inspector Test Soon to Be Opened**

An examination for filling medical positions in the Health Department is requested by the Commissioner. Many medical hospitals have been vacated due to the examination. The examination will be held on Tuesday, April 7. All applicants must be at least 18 years old and must pass a written examination. The written examination will be held on Tuesday, April 7. All applicants must be at least 18 years old and must pass a written examination.
UNAPOC Branch One  
Names Three Committees

With various committees of the branch appointed at its recent meeting, Commissioner C. R. Walker of Branch One, United National Association of Clerks, said it is just this time of year that all National Committees on Press and Newsprint, Labor and Social Welfare, and Communications have been called into activity. All present paper office and radio studios with the latest in writing-campaigning.

With this letter-writing activity in mind, the branch listed the following committees of the branch who will work on the House Post Office and Civil Service Committee.

Democrats— Murray, Tenn.; (Chairman); Morrison, La.; Miller

FEDERAL NEWS

As reported by the Board of Examiners, NYC Board of Education, for school clerk, at 8 a.m. on May 2. The written test will be held during the week of May 2.

Any special correspondence should be addressed to Abraham.

Engineer and Architect

Aids Needed by Board

The Board of Education is seeking four Assistant Architects and three Assistant Mechanical Engineers, at 14,420. The Board offers a five-day week, three-week vacation, 12-day annual sick leave and in summer a six-day hour. The requirements include a bachelor's degree in the appropriate field. Please, experience. The work is preparation of plans and specifications for various phases of school repairs. Applications should be sent to Personnel Department, Room 1003, Board of Education, 110 Lafayette St., Brooklyn 2, N.Y.

Fieldstone, an Assistant Mechanical Engineer, at $5,000. The Board offers an equivalent combination of formal technical training and five years' experience with a company. The Board would be interested in any application letter that is sent to the Board on any subject.

Subscriptions are accepted in any form.

If you want to order the book by mail, please see the order to subscribe.

School Directory

Washington School, 2/22 {East 22nd St., N. Y. C. (Morris, 250) School for women. 6:45 a.m. to 8:30 p.m.}

NEW YORK BUSINESS SCHOOL, 45 West 34th St. School for women. 1:30 to 5 p.m.

WASHINGTON BUSINESS INSTITUTE, 315-3rd Ave. School for women. 1:30 to 5 p.m.}

BROOKLYN TECHNICAL SCHOOL— 316 Bedford Ave., Brooklyn 11. School for women. 1:30 to 5 p.m.

BARBER SCHOOL— 316 Bedford Ave., Brooklyn 11. School for women. 1:30 to 5 p.m.

COLOSSEUM TECHNICAL SCHOOL— 316 Bedford Ave., Brooklyn 11. School for women. 1:30 to 5 p.m.

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EAST COAST TRADES HIGHER SCHOOL, 316 Bedford Ave., Brooklyn 11. School for women. 1:30 to 5 p.m.
Committees Spurred to Report Postal Bills

The Department of Congressional Oversight and Government Reform and the House Post Office and Civil Service Committee have called for a comprehensive reform of the postal service. The bills will include provisions for streamlining operations, improving services, and increasing efficiency. The committees are working on legislation that would allow for the privatization of certain postal services and the creation of a new postal authority. The bills are expected to be introduced in the coming weeks.

CIVIL SERVICE LEADER

U.S. 82. Accountant and Auditor (Public Accounting), $3,737 to $6,230. Applicants accepted only for the position of Accountant (Corporate Auditing) in the General Accounting Office. Appropriate experience required in public accounting, or appropriate experience in education; written and oral tests. (No closing date). 47. Accredited Research Scientists, $3,737 to $10,869. Most jobs in field laboratories of the National Advisory Committee for Aeronautics. Application, examination, and experience. No written test. Any interested person who desires a copy of this circular should write to Mr. G. M. Smith, Civil Service Examiners at A.N.

Town Fashion Sewing School

Examinees for the Civil Service Test will be offered intensive evening courses in factory methods, dressmaking, cutting, cutting, grading, special machines and pressing. Open for a few select students.


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FEDERAL NEWS

Prepared by the Federal News Association, 2424 K Street, N. W., Washington, D. C.

U.S. Government Jobs

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If you are between the ages of 18 and 35 and feel that you can pass a rigid examination, you may apply for a position in the U.S. government. You will have the opportunity to work in various fields, including law enforcement, healthcare, and education. The examination is divided into three parts: general, technical, and clerical. You can take the examination in your own home and prepare for it at your own pace. If you pass the examination, you will be offered a position in the U.S. government.

VETERANS SCHOOLS

VETERANS SCHOOLS OF BUSINESS

Any veteran or eligible veteran who is interested in obtaining a job in the government should consider attending one of the Veterans Schools of Business. These schools provide vocational training in a variety of fields, including business, engineering, and computer science. The schools also offer counseling and job placement services. If you are a veteran and interested in attending one of the Veterans Schools of Business, contact your nearest school for more information.

Sanitary Engineer (Civil Service

The U.S. government is hiring Sanitary Engineers to work in a variety of fields, including wastewater treatment, waste disposal, and public health. The engineers will be responsible for designing and building wastewater treatment plants, as well as ensuring that they meet regulatory standards. The position requires a bachelor's degree in civil engineering or a related field, as well as a valid state engineering license. If you are interested in applying for this position, visit the job listing on the U.S. government's website.
Transit Workers Discuss Drive for 40-Hour Week

Sections of the Transport Workers Union are holding meetings which will continue until about mid-April, on the program for 1949. When the membership, preferences are voted, the executive committee will make attempts at the goals. The Public. Many requests for the one union’s backing will be made. The effect of work, it appears that there will be strongly urging. The extent of the rail and maintenance employees in the NYC Transit System upon this work week basis, including

Conductors, Motormen and Railmen. Others work 45 or 46 hours a week.

Idea of the Cost

A change to 40-hour week, for the Board of Transportation, should result in a saving of at least $30,000,000 a year, on the assumption that in total pay, if total hours are reduced to 40.

Besides the Transportation employees, are thousands of minor hiring employees in general show an increasing trend. It is a 40-hour work week. The city department has a general 40-hour week, but many in some close to it, only a half day every sixth or eighth Saturday.

There are too many classes, and the costs of 40 hours, with or without 3/4 time. Hockey allows an average of 420 hours, and 70 per cent, leaving a disparity of 39 percent increase in income.

The transportation bonus of $750 per annum, will be given its present form, to be continued to the State Legislature.

The renunciation of the city’s benefits in a far short of the requirements of the cost-of-living. It is recognized that the legislation requested in the resolution would cost the city $3,400,000 in the 1950-51 budget. It is believed that the pension system is beneficial to the public. Firemen and the personnel and firefighters take an annuity of the minimum 10 percent of the service eligibility for pensions. Most men in the uniformed forces remain in service as long as they are physically able to carry on because there is little if any way of adding to their pension income.

Quayle to Make

Fire Commissioner Frank J. Quayle will make five promotions and appoint one Foreman, effective April 1. The promotions are for Battalion Chief, Deputy Chief and Deputy Chief of Uniformed Force. The last-named for Deputy Chief. The candidates are: Deputy Chief Director Thomas J. Patterson has approved the 28 promotions, so the Community Board has appointed a committee to consider the $702 paid to 400 widows, disabled firemen and their dependents. An act of the Board of Transportation would likely impair personnel.

Bill Would Open to Public

A bill to have examinations for police and firemen will be held, we present our present form. The pay raises for the 43,400 paid as a cost-of-living bonus, penalizing them.

If you are a reader of this one protesting the test in 1949, which seeks the right to vote. There were 1,852 names finally published, had 1,852 names.

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PARK ROW MOPPETY CO. (nfr).

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NYC Fire Quota Must Be Raised

When an automobile worker gets promoted to foreman he is accorded the higher salary which goes with the job. When a newspaper reporter is assigned to write a story, he is given the pay increase because they get out of the job.

In the NYC Fire Department, a system exists of calling "acting" officers, instead of giving promotions. A Fireman is assigned to duty as an "acting" with, of course, no increase in pay, such as a Fire Chief. This has been a Litteon system, transmitted to "act" as a Captain—with, presumably, of a Captain—he nevertheless can be fired as a Lieutenant—promote a man who would get regular Captain’s pay for doing Captain’s job so it is, all the way up the line. Nor is the title a temporary thing. Some officers have been for three years and longer.

The position which would never be tolerated in private life has become perpetuated in the Fire Department regular personnel practice.

Everybody Loses

By the losers are not only the men and the administration of the understaffed Fire Department. The loss is in shortness of service to the public because they get out of Fire Protection not in line with their needs.

In the department, because they are expected to work at a pay, at levels of service, To the Fire Department, because its great prestige and tradition must suffer through the inferior supervision involved in this practice. To the city, because the man to fill positions is not in accordance with its fire department administration, because it is using the experience of men for budgetary reasons alone, while the case can be made out to show that the over-all public community for outweighs the "savings through withholding promotions.

The Fire Department quota must be increased. The new proposal is that the level for all officers is intended—used only in rare and exceptional short periods of time.

Best Possible Department

It is the opinion of this paper that Commissioner Frank E. Halsey wants the best possible Fire Department. He is dedicated to that end. Once the quota is changed, we go down in history as a group Commissioner. That laudable ambition coincides with needs of the city and of his men. We respectfully urge his support and help. To the city administration, because it is using the experience of men for budgetary reasons alone, while the case can be made out to show that the over-all public community for outweighs the "savings through withholding promotions.

New-York Times

Workers Sue For Premium Pay

That is before the Appellate Division that the first time in the history of the Fire Department that the men for whom we work for the money and the wages, other and sundry.

The case will be argued on Tuesday, April 13 by State Senator Joseph C. McDermott, counsel for the city department, and with agreement in private conversation with the department.

The City Engineers and others. Premium rates for unions is not work, and not over.

The case will be argued on Tuesday, April 13 by State Senator Joseph C. McDermott, counsel for the city department, and with agreement in private conversation with the department.

The City Engineers and others. Premium rates for unions is not work, and not over.

Let us know, however, that the city department.

Union also has a similar case, and the courts. It is included

So it is that the City Engineers and others. Premium rates for unions is not work, and not over.

To the city administration, because it is using the experience of men for budgetary reasons alone, while the case can be made out to show that the over-all public community for outweighs the "savings through withholding promotions.

New-York Times

For Sanitation Man

The perfect book for Sanitation Man Test is the Book Sanitation Man — $2.00

NYC hazing Sanitation Men on March 29. The written test will be held July 11. Be prepared! No such tests have been given before this year. Here’s your opportunity to gain some extra money. Order it immediately! Absolutely free.

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Two blocks north of City Hall, just west of Broadway.
Mr. David Turner, "editor of Arco's famous Civil Service Guides, reveals that the reason a person must keep his mind on "passing a Civil Service type of exam" is that the test is "general knowledge" and is "designed to test the individual's general knowledge of the field." He goes on to say that Arco Civil Service Guides are "invaluable in helping an applicant study for a specific Civil Service test and gain a thorough understanding of the subject matter." He stresses the importance of studying and practicing for the test, as "the more you study, the more likely you are to pass." He also advises applicants to "avoid distractions and study in a quiet environment," and to "take the test seriously and do your best." He concludes by saying, "If you study hard and take the test seriously, you are likely to pass and get the job you want."
Sharkey Bill Provides Merit Awards for NYC Employees

New York City employees were on their way this week toward a merit award system — payment in cash and in credits toward promotion for good ideas, suggestions, and exceptional service. The plan is embodied in a bill introduced into the City Council last week by Joseph T. Sharkey, vice-chairman and majority leader. It followed upon an editorial, a three-man unpaid Merit Award Board is to be set up, its members appointed by the Mayor. The Board will set up a plan to encourage and reward unusual and meritorious suggestions and accomplishments by employees of the City promoting efficiency and economy in the performance of any function of the City government.

What the Bill Does

The bill introduced by Councilman Sharkey provides:

1. A three-man unpaid Merit Award Board to be set up, its members appointed by the Mayor.
2. The Board will set up a plan to encourage and reward unusual and meritorious suggestions and accomplishments by employees of the City promoting efficiency and economy in the performance of any function of the City government.
3. Each department will have its own "little" board to review suggestions and accomplishments of its employees, and to make recommendations to the Merit Award Board.

4. Awards will consist of cash, certificates, medals, or pay raises, and credits toward promotion. The measure is expected to pass without difficulty. It is now in the Civil Employees Committee of the Council.

Public Health Nurse Study Aid Offered

The Municipal Reference Library, 25th floor, Municipal Building, Center and Chambers streets, NYC, has study material for the Public Health Nurse exam. The exam is also seeking Public Health Nurses and the material is useful for that test, too. The hours are 9 to 5 on weekdays and 9 to 12 on Saturdays.

FOR THE STRAIGHT civil service story, make sure you miss the Public Health Nurse Study Aid Offered. The Municipal Reference Library, 25th floor, Municipal Building, Center and Chambers streets, NYC, has study material for the Public Health Nurse exam. The exam is also seeking Public Health Nurses and the material is useful for that test, too. The hours are 9 to 5 on weekdays and 9 to 12 on Saturdays.

Mr. Mayor: Your Firemen Endorse The Democratic Way Of Settling Things-

BY REFERENDUM OF THE PEOPLE

The ISSUE . . .

Economic Security
For Firemen and their Families

- Your Firemen are not looking for higher wages — we ask only that our present salary be fully protected and stabilized by Law.
- This can be settled easily through a Home Rule Request to the State Legislature for a Permanent Salary Referendum Bill.

Let Us Put It Up To The Voters Next Fall

Uniformed Firemen's Association of Greater New York
LOCAL No. 94, I. A. F. E., A. F. of L.
John P. Crane, President
Central Trades and Labor Council of Greater New York, A. F. of L.