Filing Period Starts Today For Permanent Federal Jobs

**Full Increment Bill Passes; Quick O.K. by Dewey Urged**

By F. X. CLANCY

ALBANY, March 19—State employees are looking forward to favorable action by Governor Dewey on a bill, passed by both houses of the Legislature, to liberalize the Feld-Hamilton Law.

Signature of the bill before April 1 is important to State employees. As explained by a spokesman for the Association of State Civil Service Employees, increments are payable on April 1, and if the bill becomes law by that date the employees will obtain immediate benefits.

Full Increment Provided

The bill was introduced by Senator Irwin and Assemblyman Lupton at the request of the Association of State Civil Service Employees, which drafted it. The Feld-Hamilton Law would be liberalized by providing full increments upon promotion to a position in an over-lapping grade and giving increments credit for service rendered under temporary appointment, upon permanent appointment to a position in some occupational service and salary grade.

Employees receiving less than two increments above the maximum of the grade of a former position, for one year or more, shall, upon appointment or promotion, be paid a salary corresponding with the rate of pay immediately above the former rate. Also, the salary of an employee appointed or promoted on or after October 1 in any fiscal year shall, after the receipt of partial increments, be adjusted.

Civil Service Employees, increments are payable on April 1, and if the bill becomes law by that date the employees will obtain immediate benefits.

The period for receipt of applications opened today and will continue until 5 p.m. Tuesday, March 26. This is only 25 days after the last date for submitting applications and indicates that no time will be lost in getting registers of eligibles established. Written and practical tests will be included in each exam. The Stenographer and Typist examinations are the first of a long series for filling permanently thousands of jobs in the Federal service.

(Continued on Page 8)

**State Parole Officer Exam Due in April**

The job pays a starting salary of $3,600, increasing to $4,800 plus the war bonus. While the test is open to both men and women, practically all appointments will be of men. When filing is opened, applicants will be accepted for examination. The exams and practical tests will be included in each exam. The Stenographer and Typist examinations are the first of a long series for filling permanently thousands of jobs in the Federal service.

(Continued on Page 8)

**All Three Bonus Bills Pass the Legislature**

By H. J. BERNARD

ALBANY, March 19—The "emergency compensation" bills for State employees of the legislative and judiciary branches, which had been drafted by the Association of State Civil Service Employees and introduced at their request, have passed both houses of the Legislature. They were before Governor Dewey for final action, have passed both houses, and will have to depend on use of the emergency pay. The Bronx, is deemed the only large enough, it is impossible to obtain this before April 15. However, the request for permission to use the emergency pay has been made to the Emergency Board. An early date is sought, because the Commission has to depend on use of the emergency pay, and will have to complete its ratings of the written test in time to select the 5,000 who will compete in the physical test.

Gallion Instructs Aides

The Commission hopes to complete the written rating next month. Work on the rating already has begun. Samuel H. Gallion, Executive Director of the Commission, has told the examiners of the necessity for speed.

(Continued on Page 8)
Senate Drive by Workers Backs 5-10-15 Increments

Measure That Passed Assembly Meets Some Opposition—Report on Movement of Other Measures Backed by the State Association

Special to The LEADER

ALBANY, March 19—Pollution is receiving increased attention, important to State employees, through the legislative channel.

(See also individual articles on other front page of this issue.)

The 5-10-15 increments bill to employees at the maximum of their grade will not pass, apparently, but faces tough sledding in both houses. The purpose of this bill is to provide increments every 5 years, for employees who otherwise would get no additional pay, because they are at the grade maximum. Employees are putting up a strong fight against the bill before the Senate.

A bill to change the Wage Classification to read "Professional, regular, all employees," is receiving a third reading in each house of the Legislature. Another bill, which would provide a salary increase for all employees, has, however, encountered opposition. It will be referred to the Broad-Hamilton Committee to McGarrity's efforts to pass a bill to fix pay in accordance with the Wages Commission's recommendations.

The Senate has passed a bill to increase the time pay law to the State parks and related agencies.

The Assembly has passed a bill to provide increments every 5 years, for employees at the maximum of their grade. The bill is to provide increments to employees at the maximum of their grade maximum. Employees at the maximum of their grade maximum, who otherwise would get no additional pay, because they are at the grade maximum, are putting up a strong fight against the bill before the Senate.

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The Senate has passed a bill to increase the time pay law to the State parks and related agencies.
The State Employee

By FRANK L. TOLMAN
President, The Association of State Civil Service Employees

Civil Service in China

THE PROPOSED new constitution of China provides for civil service, which they call the examination Yuan on the same level of importance as the legislature, the judiciary, the administrative ("central Yuan") and the executive branch.

The examination Yuan will be in the form of a committee, whose members will be appointed by the President of the National Government with the consent of the Control Yuan. Its functions will be mainly to examine candidates for Civil Service and technical experts. Members of the Examination Yuan shall be without party affiliations.

MERT AND FITNESS TEST FOR ALL

All government employees, both of the national government and of local governments, shall be selected on the basis of tested merit and fitness. No discrimination on the basis of party affiliations will be tolerated.

China has, of course, had age-long experience with civil service, as with bunds. It now proposes to get rid of bandits and war lords and to enthrone civil service as the only pathway to peace and international prestige.

"We will find you" say the Chinese examiners, "the best possible employee of local governments, shall be selected on the basis of tested merit and fitness. No discrimination on the basis of party affiliations will be tolerated.

China has convinced them of the high value of the merit system. It has demonstrated that politics and civil service do not mix and if the attempt to mix them is made either civil service or politics rules the front; the other becomes dormant or non-existent.

China has demonstrated the civil Service Yuan as high in the structure of government that it cannot be controlled by the parties or the administration. The non-political examination Yuan seems to be the supreme authority in all civil service matters.

BETTER HUMAN MATERIAL SOUGHT

The Chinese plan will leave personnel administration to the proper administrative officers. They thus avoid conflicts of jurisdiction so common in our civil service.

"We will find you" say the Chinese examiners, "the best possible human material for your job. With such material it is up to you to make good on the administrative and personnel problems.

The Association of State Civil Service Employees has always fought for a strong and able Civil Service Commission. It has felt that a non-partisan Commission is not necessary or usually different from a merit system. Political pressure must be eliminated before civil service can fully work.

The President and the Executive was the mother of staff and ill will. We have too much confusion about Civil Service as it operates or fails in our State. We have confined the idea of civil service with the practice of civil service. Between the two is a gulf that must be bridged in civil service will progress. We should watch the practice of civil service in China with much interest.

Fisher Memorial Award To Be Presented in May

Preparations are nearing completion for the selection of the second recipient of the Harold J. Fisher Memorial Award. To be presented in May at the annual meeting of the Civil Service Reform Association. Department heads have been consulted for recommendations of State employees deemed deserving of the honor, for outstanding service to the State through quality of work or the devoting of more efficient methods.

The committee in charge of the award, and which will select the winner, consists of Charles Bunting, Chairman; Howard C. Kelly and H. Eliot Kaplan, all of the Civil Service Reform Association; Mr. Bunting is Chairman of the Board of the Association; Mr. Kelly is a member of the NYC Board of Higher Education and was formerly President of Hunter College and a member of the State Constitutional Convention; Mr. Kaplan is Executive Secretary of the Association.

The proposed new constitution of China provides for civil service. It is to be considered as an incentive to employees.

The measure was drafted by the Chairmen of the State Civil Service Employees, and provides for a basic minimum of $1,100 for full-time employees; emergency compensation to be added in this minimum.

$1,200 Minimum Pay Bill Passed By Both Houses of Legislature

Special to The LEADER

ALBANY, March 18—A minimum salary of $1,200 a year would be established for State employees if Governor Dewey signs a bill which has passed both houses of the Legislature.

Sylvester Is Named Liquor Board Counsel

Alvan McKinsey Sylvester has been appointed Counsel to the New York State Liquor Authority. John P. O'Connell, Chairman of the Authority, announced.

Mr. Sylvester, a member of the law firm of Parker, Chapman and Flattau, NYC, succeeds Elvin N. Edwards, who resigned to return to his private law practice.

The new Counsel was born in NYC in 1923. He was graduated from Columbia College in 1928 and from Columbia Law School in 1932. On May 1, 1932, Mr. Sylvester married the former Muriel Schlesinger. The new Counsel was born in NYC in 1923. He was graduated from Columbia College in 1928 and from Columbia Law School

In August, 1935, Mr. Sylvester was appointed Assistant United States Attorney, serving in that capacity until January 3, 1939, under United States Attorney Thomas E. Dewey, George G. Meadon, Charles H. Tuttle and Emery Buckner.

From January, 1939, to October, 1940, Mr. Sylvester served as Assistant Corporation Counsel of the City of New York, and Chief of the Contract Division.

In 1943 Mr. Sylvester received a temporary appointment in the law firm of Parker, Chapman and Flattau, NYC, succeeds Elvin N. Edwards, who resigned to return to his private law practice.

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Mental Hygiene Gives Policy on Admissions

Special to The LEADER

ALBANY, March 19—At the direction of Governor Dever, the Department of Mental Hygiene announced its decision, based on the recommendations of the Joint Council of Civil Service, to grant immediate admission, as cases which in the opinion of department investigators will grant immediate admission; for presentment to the Board of Regents for approval, for assistance in the following matters:

Mr. Powers emphasized the necessity of the cooperation of all concerned in ensuring that the program of installation for the current year is successfully carried out. The Joint Council of Civil Service will endeavor to act as a liaison agency of the Civil Service department in obtaining any legislation necessary for the carrying out of the program. 

The Joint Council of Civil Service has been established to coordinate the activities of various civil service and veterans' organizations in obtaining legislation for the benefit of veterans and the development of a rehabilitation program for them.

Notice To Vets

State employees returning from military duty to active service may be considered for Group Life Insurance, provided they are covered by the plan.

A drinking fountain was installed at the State Institute of Agriculture and Forestry, and the present case, clean up and renovation, will be complete within 30 days of release from military service.

Notice To Employees

The Sanitation Unit remains in close collaboration with Ohio State University and the State Institute of Agriculture and Forestry to continue the collaboration of Ohio State University and the State Institute of Agriculture and Forestry to continue the effort to maintain a 3-platoon system in the Group Plan of the State Institute of Agriculture and Forestry.

The note was written by Mrs. Laurence J. Hollister, Field Representative, and was intended for the benefit of the President's office and for its public relations purposes.

Those who successfully pass both candidate's general mental ability and physical fitness examination will be eligible to sit for police examinations and for police examinations for time spent in the armed forces.

The next regular quarterly meeting is scheduled for April 4.
Aims of Engineers Given by Allowley
5-point Program

Special to The LEADER

ALBANY, March 18—To give
inquirers a better insight into the
Association of Chief Engineers
and the problems a Chief Engineer
must face in the line of his duty,
Allowley was taken up and dis-
mantled.

According to Allowley, a Chief
Engineer is a public servant who
must, in his actions, always
remember that he is not only the
personal property of those who
employ him, but that he represents
the public, and that he appears to
the public as a servant of the public.

Allowley said that the work of
Chief Engineers is not only to
build, but to maintain. He said that
a Chief Engineer should be able to
make a proper judgment of what is
necessary from what is desirable,
and that he should have a broad
knowledge of the problems of
engineering.

He also said that a Chief
Engineer should be able to
communicate his ideas to others,
and that he should have a
considerable amount of
organization skill.

Allowley ended his talk with a
statement that the work of the
Chief Engineer is not only to
build, but to maintain.

Dropping of Dentist
On job for 16 years,
Called Kerr to Security

Special to The LEADER

BUFFALO, March 18.—A procla-
mation has been made by Harry J.
Steigerwald, President of the Buffa-
lo Branch of the Association of State
Civil Service Employees, over an order drop-
ning Dr. George C. Steigerwald and
the Board of Regents of the State
University system from the roll of
the Service.

The order was given by the
Board of Regents to the University
system for the purpose of withdrawing
Dr. Steigerwald from the roll of the Service,
and for the purpose of withdrawing
Dr. Steigerwald from the roll of the Service.

Dr. Steigerwald has already been ad-
mitted to the Service, and has been
authorized to serve in the Service.

He is a graduate of the State
University of New York, and has
been a member of the Service for
many years.

Dr. Steigerwald is a
member of the Board of Regents of the State
University system, and is a
member of the Board of Regents of the State
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He is also a member of the
State Board of Examiners, and is a
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Federal Frolic

Veterans who have been instructed to stop using their military service to make the ex-GIs feel at ease. But, if the ex-GIs are to find meaning in what they are doing, it is important that they feel that the meaning is real and significant to their lives. If they fail to understand this, they may lose interest in their work. The act tends to make them feel that they have been neglected or forgotten.

The USES is hiring men and women for service in Europe, but not every applicant is being accepted. One woman said she wasn’t considered because she didn’t have the right qualifications.

State Fair

Nathan Billings, the principal of Operating Engineers of the City and State of New York, discussed the transition from public to private management. He noted that the transition has not been easy, with many employees feeling that their jobs were being put in jeopardy.

Letting Out Old-Timers Bears Strict Watching

In the State, city, and county services, however, activities necessarily curtailed because of the war may now be resumed. We have expansion that contrasted with liquidation. Still, old-time employees are let out.

Security a Primary Asset

In the City, every employee, including those in the police force, must be the best that the service can offer. In the police force, the closest watching, for it must be true always that separation from the public service must be done in the best interest of the City.

Advice to a Reader

"What," asks the reader, "is your advice to a Federal employee who is about to be released?"

He should write to the U. S. Civil Service Commission, Second Regional Office, 611 Washington Street, New York, N. Y., for a copy of the facts that may or may not be substantiated by the growing index of fatal shootings of Police officers. He also gets a "32-hour swing" for the p.m. tour, is because of working 56 hours one week and 48 hours during the other two weeks, working 56 hours one week and 48 hours during the other two weeks. In the third week, he works a "48-hour swing" every 6 days.

Postal Pay Editorial

On behalf of 26,000 employees of the聯合 Postal Employment and the American Federation of State, County, and Municipal Employees, I would like to thank you for your March 12 editorial on the importance of the issue of postal pay.

Comment, Please

Address, Editor, The LEADER, 97 Dune St., New York, N. Y.

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Postal Pay Raise Sure; $400 Compromise Seen

By DANIEL P. WARREN

Postal Pay Raise Sure; almost without opposition. A many Congressmen appeared before the House Civil Service Committee, to outline the President's plan for an all-embracing decentralization in the field of civil service from a war-time basis to a peace-time basis. Mr. Zim, Assistant to the Chairman of the Civil Service Commissioner, told Congressmen with their own examining boards, particularly equipped to hold the plan was to have the agencies a chance to have some say in the appointments for the over-all positions, with one approved by the Wage Stabilization Board for the ship-building industry. Allocation raises would go into effect as soon as Congress concurred. It was suggested that Congress may grant them...

By CHARLES SULLIVAN

WASHINGTON—Pay raises for white-collar Government employees with classified competitive status who receive reduction-in-force notices is covered by Circular Letter 1078. That part of the Circular Letter dealing with employees affected by reduction-in-force notices for probational appointments has not yet been set. However, it was reported that the employees who do not work on a departmental basis may remain under the direct supervision and control of the Civil Service Commissioner.

Dropped Employees May Be Eligibles

The procedure of the U.S. Civil Service Commissioner concerning employees with classified competitive status, they may be notified as registers for probational appointments. It was expected that the Civil Service Commissioner will certify the people in the departments to which they have applied to the Department of Personnel. The L. S. Civil Service Commissioner, the Department of Personnel, the U.S. Civil Service Commissioner, the Department of Personnel, the U.S. Civil Service Commissioner.

Single Percentage Raise Effective July 1 Favored In Post-Up Committee

Appropriations committee, which quests from every Federal agency for extra funding for the current fiscal year.

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Dropped Employees May Be Eligibles

The procedure of the U.S. Civil Service Commissioner concerning employees with classified competitive status, they may be notified as registers for probational appointments. It was expected that the Civil Service Commissioner will certify the people in the departments to which they have applied to the Department of Personnel. The L. S. Civil Service Commissioner, the Department of Personnel, the U.S. Civil Service Commissioner, the Department of Personnel, the U.S. Civil Service Commissioner.

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Permanent Jobs Offered by U.S. To Steno-Typists

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$6.257 Is FORFEITED by Police Candidates

Clerk, Steno, and Typist Jobs Open in Manila
DEDICATING VALUE OF PENSION FROM PREVAILING RATE OF PAY BARRED BY COURT OF APPEALS

ALBANY, March 19—A decision just handed down by the Court of Appeals holds that pension and the paid vacation values can not be deducted from prevailing rate of pay. In the case of Giannett vs. McCloud the right of the Comptroller to order deductions was challenged.

Under Section 230 of the State Labor Law, skilled craftsmen in city employment are entitled to youth for their type of work. Any such employee who feels that he is receiving less than this rate may file a claim with the Comptroller. After a survey of the outside rates, the Comptroller determines the right. However, in computing the new rate of pay it has not been considered the "extra" benefit to the individual after the vacation and pension contributions by the City and the employee. These amount to 1 1/4 per cent deduction in awards for this.

This case concerned the right of the city to make this deduction and the employer's obligation to make an additional contribution to the city's retirement system. The city payroll, which was increased by the new award of 1 1/4 per cent, will result in the full outside salary. A 10,000 Under Rate Law

The Court's decision, in the opinion of some NYC officials, is not retroactive and merely covers future determinations. The Comptroller holds, however, employees who have been granted the reduced awards are talking about.

Council Asks Adoption of 5 Legislative Bills

The NYC Council requested the State Legislature to take favorable action on bills which affect municipal employees. The bills are the measures:

1. To assure the employment of city civil service architects, engineers, and inspectors.
2. To allow the City to pay pension contributions for employees during the time they were in military service.
3. Granting eligibility credit for time spent in military service.
4. Setting aside a fund for service with the Emergency Relief Bureau.
5. Granting pension time credit for employees who have not had a period of absence to engage in war work.

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FOLLOW THE LEADER FOR BARGAIN BUYS

S UITS

MAY 25th, 1946.

CIVIL SERVICE LEADER  NEW YORK  Page Thirteen

Fire 'Gag Rule' Legal, But Court Censures Walsh

Special to The Leader

ALBANY, March 15—The action of former Fire Commissioner Patrick Walsh in verbally notifying officers of the Civil Service Commission and the City Court of the police and fire officers' union's Association that they were to make no statements of any kind "for publication or otherwise" on affairs of the Department and the UFA was criticized by the Court of Appeals.

In an opinion on the motion of the UFA to have Section 346 of the Five Department's Regulations, in which the Commissioner described the action of the Commissioner as "arbitrary and unreasonable."

However, the Court held that rule in itself was not unreasonable or unconstitutional, and that its misapplication by a Commissioner could be corrected by recourse to the Courts, and therefore it did not invalidate the rule.

The case originated on May 19, 1944, when Commissioner Walsh published the 24-hour tour of duty. The UFA immediately protested, and started a publicity campaign against the long tour. In retaliation, John Oran, then UFA Vice-president and Chairman of the Police Commission, refused to move his post on out-of-town trips—a long trip from his home in the upper Bronx.

The case in the court was argued by the UFA, represented by At-torney David A. Savage, Assistant Corporation Counsel Seymour Quayle on Pension Board representing the City. The American Labor Union argued primarily the "no gag rule."

NYC Fire Officers Vote Affiliation with IAFF

At a well-attended meeting at the Hotel Pennsylvania, the Uniformed Fire Officers Association, IAFF, voted 3,651 to 116, in favor of affiliating with the International Association of Fire Fighters.

Conferences of the UFA delegates were still held with President John of the UFA, representing the Commissioner's Association and Firemen's Executive Board. The Captain Elmer Ryan President of the UFA, reported to the delegates with the all-labor organizations and with the Commissioner's Association that the union is "harmonious and reasonable."

The approval was announced by the Commissioner with the consent of the members, the result of the appeal of all officers of the department.

Liquor Agents Henry Felton, UPDFA, representing the city, notified the number of officers in the department.

The bonus and salary increase all officers, the Commission voted down a resolution suggesting the department's workmen's relief fund on. The approval of the Civil Service Commission, a Bridge of examinations for Firemen and Commissioners to the Civil Service Commission was announced.

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If you wish to sell your car, send in the following information on it: Make, Model, Year, Type, Equipment. Condition of Tires. Your Name. Address.
City-Wide Study Of Employment Urged on O’Dwyer

Charles Burlingham, chairman of the Public Employee Relations Board of the Civil Service Reform Association, in a letter to Mayor O’Dwyer suggested the Mayor’s Special Committee “to study the employees’ problems.”

The Association’s Committee is studying employees’ relationships in the Division of Transportation. Mr. Burlingham says the special committee would recommend a general policy to be followed by all departments. The letter, signed on behalf of the Association, said:

“The Association’s Executive Committee notes with satisfaction that in connection with certain issues which come during the recent threatened strike of the city transport employees you have asked an able Committee to consider the question of office relationships which should exist between the Board of Transportation and its employees.

“We believe it would be in the public interest, including that of the employees of the city, if Special Committees were to consider the related problems of private office relationships, and the adiministration of the merit system.”

A Civil Service Commission Conference, Kaplan said, “should serve as a bulwark between the politician and the technical staff of experts.”

On the role of the public administration, Mr. Kaplan in practice often resided in a group of commission members appointing another public administrator, because of the number of men in the field. Civil Service sometimes worked out, as Kaplan said, “a job is a job, and the employer wanted no fragments.

Functions Suggested

“The true public administration picture is not sufficiently clarified.”

He pointed out the proper function of a Commission as policy making, public relations, enacting rules, and enacting the administration of the merit system.

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H. ELIOT KAPLAN

5-Day Week Spreads in Public Employ

Detroit has recently adopted a 5-day work week for city employees. This action was coupled with a 5 per cent increase in basic rates of pay, according to the American Municipal Association.

Administrative and clerical employes of Tacoma, Wash., have been put on a 5-day week.

Gary Cooper • Ingrid Bergman

EDDA PEREK

"SARATOGA TRUNK"

WARNER’S BIGGEST with PLORA ROBSON

A • H. B. WALLS PRODUCTION

On Stage:

THE HARTMANS, DICK BROWN, HERB SHIRNER

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Barbara Stanwyck • William Holden

"CINDERELLA JONES"

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And His Jumpin’ Jive Jubilee

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H. ELIOT KAPLAN
Hts at age 60.  

192. Mr. COUDEY—Retirement benefit for any one year limited to $1,000 on salary of lympus in app.-

193. Mr. COUDEY—Permits retirement on or before June 30, 1946, for any one year limited to $1,000 on retirement benefits in system.

194. Mr. HALPERN—Increases maximum pay of employees in State.

195. Mr. HALPERN—On transfer of employee to another system, contributor shall be entitled to full value of ten years of additional pension.