Employees Protest DPUI Wage Cuts; Labor Department Backs Appeal; Decision Is Expected in Two Weeks

BY MAXWELL LEHMAN

"The proposed salary slash in the Division of Placement and Unemployment Insurance will not stand."

This was the nearly unanimous opinion of speakers at two all-night hearings, one held in Albany, the other in New York City on Tuesday and Wednesday of this week.

A decision will come down in approximately two weeks.

The hearings were presided over by J. Earl Kelly, State Commissioner of Classification and Compensation, who had endured the tentative downwending in the pay of assistant claim examiners and senior claim examiners.

Opinion is Optimistic

The optimistic opinion concerning the eventual outcome of the DPUI decision was based on three points:

1. The strength of the case presented by the employees.
2. The unanimity of the Labor Department officials behind them.
3. The weak position of the Classification and Compensation Division would be severely curtailed if the decision stands.

U.S. Offers Jobs for Food Specialists

By NAOMI SCOTT

An examination for professional (permanent) appointment to jobs as Food Specialist, paid at $7,600 a year for Federal specialists or $7,800 for State specialists, will be advertised by the Federal Civil Service Commission.

The test will be held at various locations on May 17 and May 26. Further information can be obtained from the U. S. Civil Service Commission, 97 Duane Street, New York 7, N. Y., the Civil Service Commission, 110 College Avenue, Sayre, Pa., the Civil Service Commission, 601 State Street, Madison, Wis., or the Civil Service Commission, 301 State Office Bldg., Jackson, Miss.

Shells

The newly appointed Commissioner of the NYC Municipal Civil Service, Mrs. Esther Bromley, will be re-appointed.

Neither has had personnel experience but Her appointment was that of Mrs. Bromley to finish term.

Decision Is Expected in Two Weeks

ALBANY, May 15—A decision in the protest of DPUI assistant examiners against proposed downgradings by the State Classification and Compensation Division will be rendered in two weeks, J. Earl Kelly, Director, told The Leader.

The voluminous testimony—almost 14,000 pages—is being transcribed for study.

The arguments presented at the hearings covered the gamut from technical economic data to an appeal for moral consideration of the employees.

(Continued on Page 10)

State to Issue Sample Exams

ALBANY, May 15—The State Civil Service Commission's first sample test question booklet covering types of exams for State employment, primarily direct examinations, is expected to be off the printing press in a month. The booklet will contain 950 items from three months' work. Bids for the printing of the booklet are due May 25, and the booklet will be awarded within the next ten days. Whether distribution of this booklet will be free or for a nominal fee has not yet been decided.

Thomas L. Brandford, Director of Examinations declared that the booklet contained samples of both open-competitive and promotion examinations.

"It has a little of each," he declared, "and is more representative of the kind of test that will be given.

New Title Suggested

The Salary Standardization Board, in December, 1948, or January, 1949, recommended a new title hearing stenographer, and the title was subsequently approved by the Governor.

At the present time, there are two possible involving hearing work: Principal Hearing Stenographer, Grade 15, ($2,898-$3,588), and Senior Hearing Stenographer, Grade 10 ($1,998-$2,588).

Here's the back ground:

On December 21, 1948, the Classification and Compensation Board recommended that all positions involving day-to-day hearing reporting work be classified under the title hearing reporter, and that the positions which involve substantial amount of verbal reporting, but are not required to do that sort of work in day and day out, be classified under the title hearing stenographer.

As a result of an extensive study made of those positions, the Board recommended that all positions which involve day-to-day hearing reporting work be classified under the title hearing reporter, and that the positions which involve substantial amount of verbal reporting, but are not required to do that sort of work in day and day out, be classified under the title hearing stenographer.

The current position is therefore a title hearing stenographer and a principal hearing stenographer, paid $2,600-

NEW YORK CIVIL SERVICE COMMISSION

Replaced in Drastic Shakeup

Neither has had personnel experience but Her appointment was that of Mrs. Bromley to finish term.

The argument presented at the hearings covered the gamut from technical economic data to an appeal for moral consideration of the employees.

(Continued on Page 10)
Moore Encourages Full Acceptance Of New Age-55 Plan by ALL

ALBANY, May 15 — State Comptroller A. B. Moore has decided today that adoption of the new age-55 retirement plan will be the best course to take for the benefit of members of the New York State Employees Retirement System, which was established in 1921.

The Comptroller, who is administrator head of the Retirement System, and the System's actuaries cannot visualize any set of circumstances where enrollment in the new plan will not be to the advantage of the employee. He called the new plan, in which the additional expense is shared by the employees and the System, an additional addition to a growing list of benefits resulting from the long-term pension system for State and municipal employees in the United States.

Opportunity for All

Members of the Retirement Systems or under age-55, who are on the waiting list for the new age-55 retirement plan, are being distributed to the 150,000 members of the New York State Employees Retirement System.

Applications filed by members for supplemental pension benefits under the age-55 plan, before the Retirement Division has ruled that the forms are for those employees who are 55 years of age or older.

None of the members will be required to make up past service or interest earnings, but they may pay all if they so desire. The cost of retirement at age 55, in- stead of age 60, is paid by the member.

The contribution of employees who elect the new age-55 plan will be equal to annual retirement contribution, an additional contribution equivalent to about one-half the amount and the added cost of age-55 retirement benefits. The contribution toward this amount is divided into contributions equal to years of employment.

This deficiency will be compounded by the employee's accident and will be the difference between the contribution toward this amount and the total contribution which would have been made by the member had the contribution toward age-55 retirement been maintained.

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DPUI Claims Examiners Win Powerful Support in Fight Against Proposed Wage Cut

(Continued from Page 3) The Public Employee By Dr. Frank L. Tolman President The Civil Service Employees Association, recipient of the State Employees Merit Award

Thoughts from the Experience of the Association

I have been refreshing my memory by looking over some of the newspaper articles written about the Association during the many of the very able State employees who have led the Association in the past, men and women whom I have been proud to call uncles and aunts. I have also been brought news of the death of Dr. Horatio Pollock, past president, author of the first. The Association pamphlets on salaries, which are an important contribution to the person beyond all others whom I was, think, responsible for the establishment of the framework of civil service law and procedures for the continued betterment of the employee rather than always assuming an antagonistic attitude and taking pot shots at whatever was new and unorthodox.

Some Illustrative Memories

I remember, for instance, that when service ratings were first proposed the Association was so deeply split that only the establishment of a strong committee under Dr. Pollock to work with the employees who had been prepared to preserve the Association and to work out a generally satisfactory plan. We are today doing that same thing, I shall always cherish Dr. Pollock's novel of Dr. Marshall and the early days of Schoharie County which he deeply loved. It is not in my opinion a book for the many, but for the few it reveals the simple but profound character of the author.

Lack of space prevents even the naming of the past leaders of our Association. I wish, however, to refer to Bill Hannan, Legislative Reference Librarian of the State Library, as illustrating the invaluable contribution of a member who never was an officer, who seldom was a chairman of a committee. He always was ready for the hard work of digging up the facts about any important aspect of the Association. Bill, of course, was close to the legislators. Perhaps the most distinctive feature of the Association has grown away from the rule of the few to- ward all the members. Bill, of course, was close to the legis-

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We still have our problems. We still have a few members who, for the policy of the Association, are more important than others. They would review the policy of "Each for all and all for each" to read "All for me, the rest, if any, for the rest."

There are those who look at the Association as a store where they buy benefits at bargain rates. They fail to see the Association in its true character as a great crusade for justices and a better way of living for the public employees and for all of the citizens. My appeal for a greater measure of devotion to the public service and to your Asso- ciation is based not so much on what the Association has accomplished, important as that is, as on the greater things we can do if we really pool our efforts for the common good of all of us.

These Are the Days

In DPUI Wage Case

ABYNY, May 15 - These are the disclosures of the Committee of the State Division of Classi- fication and Compensation last week.

The employment interviews conducted under the state's Employment and Education Act, which is the same bracket as assistant under- employment insurance examiners, so far limited to Grade 9 through 16.

The senior employment interviews, conducted under the state's Employment and Education Act, which is the same bracket as assistant under- employment insurance examiners, so far limited to Grade 10 through 16.
CIVIL SERVICE EMPLOYEES ASSOCIATION

**Activities of Assn. Chapters**

**Cassockle**

The Gates annual bowling handicap and volleyball tournament was run off to eliminate, Jim Malloy won the community with a total score of 610. Malloy won last year. Dave O’Doyle came in second with a score of 610 and high single of 210. Jim Malloy was the high handicap player with a 600 tourney. A player with a handicap of 20 or over must be a member of the Mount Vernon Civil Service Employees Association in good standing to qualify for the tournament. The schedule for the tournament included a preliminary round, a playoff, and two championship matches. The winner was awarded a trophy and prize money. The tournament was held on April 12. The list will have a two-year tourney preceding the examination for the Mount Vernon Civil Service Employees Association.

**Walkill**

The employees of Walkill State Prison held their annual breakfast and communion at the Prison Chapel of Our Lady of Lourdes on May 10. The event was held in conjunction with the main office of the Department of Corrections at Albany. The breakfast was served at the Ireland Corners Restaurant by the prison guards and their families. The main speaker at the breakfast was the assistant warden at the prison, Raymond Martin, who was employed at the prison for 10 years. The breakfast was held at the Picot Chapel, and the sermon was preached by the Rev. Father Joseph F. Connolly, S.J., of the Jesuit Fathers of the New York Province. The breakfast was attended by a large delegation of employees and officers.

**Fort Stanwix**

The recently elected delegate to the United States Civil Service Commission, L. E. Smith, delivered a lecture-training series for which he was elected. Smith is a member of the Rome State School Board and is a delegate to the Central Civil Service Employees Association at Rome. The lecture-training series was sponsored by the Rome State School Board and was held at the Rome City School. The series was held for the benefit of employees and officers.

**Jime 12**

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**Addresses Meeting**

Justice Ellsworth

Faith as the answer to the menacing and ever-growing threat of communism was the topic of a recent address by Rabbi Herbert Bloom of Kingsboro College, who introduced Justice Ellsworth. Rabbi Bloom declared that education was a primary weapon in the battle against communism. He cited the case of a young man back at their old post after a year in prison. The man was released after spending a year in prison. The man had been charged with sedition and was tried and convicted.

**Westmoreland**

The Westmoreland chapter of the Central Civil Service Employees Association held its annual meeting at the South Inn in Ellenville.

**STANDARD JOB**

The committee of the chapter (Rome State School) in charge of the chapter’s activities included Mr. Seibert, and Earl Hyatt; F & Dentists, Mr. McGinn of Storehouse; Mr. Stedman, Owen Jones and P. H. Jones; and Maj. Fearon. The more than 10,000 employees of the State in Albany, New York, and Vicinity are held.

**Labor Dept. Course**

The more than 10,000 employees of the New York State Department of Labor are becoming more acquainted with the many functions of the department through a lecture series for which they will receive civil service credits.

**Save weekly at the Knowledge Book on Civil Service Free**

**For UNCLE SAM**

Full particulars and 40-page book on civil service free. Write your name and address on coupon and mail at once or call at office—open daily in season. 104-6216.

**CIVIL SERVICE NEWS**

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**Chapter Activities**

**THE CIVIL SERVICE EMPLOYEES ASSOCIATION**

**Westchester County to Hold Dinner Dance on June 6**

Westchester County’s 5,600 employees will hold a gala dinner-dance at Schmidt’s Farm, Sleepy Hollow, on Sunday, June 6, Michael A. Green, executive secretary, and John B. Bischoff, treasurer, announced.

The affair will be attended by a large number of prominent Federal, State and County employees, and officials, the judiciary, and officers of the 45,000 member Civil Service Employees Association, according. The theme will be Industrial Peace, and the presence of many officials will be expected. The dance will feature a program of music and dance, and the presence of many official dignitaries.

The installation of officers will take place at the annual dinner-dance on Saturday, June 6, in the St. Moritz Hotel at Lake Placid. The installation of officers will also be followed by the installation of officers in the following chapters.

**Arco’s Study Book**

**FOR SUCCESS IN CIVIL SERVICE**

**The DELEHANTY Institute**

Patrolman Candidates

Only ½ of the Official Test Is Over!

The severe physical examination already affords you the opportunity to select the RIGHT man or make up for a relatively LOW one. The physical test is of equal importance as the written in determining your final score. For exam:

- **Specialty Experts:**
  - **Specially Equipped Gym**
  - **Frequent Trial Examinations**

**OPEN OFFICIAL TEST CONDITIONS**

Day & Eve. Classes to Suit Your Convenience

Applications Now Open! N.Y. State, to be held July 15th

**MOTOR VEHICLE LICENSE EXAMINER**

Salary $58, a Week to Start

AUTOMATIC INCREASES TO $70 A WEEK.

Opportunity for Men 21 to 40 — and older if a Veteran

Enroll in the New Exams For these Examinations

College graduates and those with 2 years of college and 2 years paid experience in the field.

JUNE 1950 COLLEGE GRADUATES ELIGIBLE

Call or Write: The DELEHANTY Institute

115 EAST 15TH STREET, NEW YORK 3, N. Y.

**SOCIAL INVESTIGATOR**

Salary $52 a Week to Start

Automatic Increases — Promotional Opportunities

JUNE 1950 STATE EXAM — CLASSES START APRIL 7

College graduates and those with 2 years of college and 2 years paid experience in the field.

JUNE 1950 COLLEGE GRADUATES ELIGIBLE

Call or Write: The DELEHANTY Institute

115 EAST 15TH STREET, NEW YORK 3, N. Y.

**DISPOSER OF PLUMBING - Gr. 3**

**NO MAXIMUM AGE LIMIT**

It is Expected that 5 Years Trade Experience Will Qualify

Call or Write: The DELEHANTY Institute

115 EAST 15TH STREET, NEW YORK 3, N. Y.

Time is Short, N. Y. City Examination June 17th!

**STEAMFITTER**

Candidates who have filed applications for this examination are especially invited to attend classes:

- **MUNDAY, THURSDAY OR THURSDAY at 7 P.M.**

**ELECTRICAL INSPECTOR - Class Tues., at 7:30 P.M.**

**INSPECTOR OF ELEVATORS - Class Wed., at 7:30 P.M.**

**SURFACE LINE OPERATOR**

Special Gymnasium Classes

For Severely Physical Test Ahead

**PATROLMAN - Nassau & Suffolk Counties**

- **STENO-GRAFY - Gr. 2**
- **FIREMAN, N. Y. City Fire Dept.**

For New N. Y. City License Exams

Enroll Now! New Classes Starting

**MASTER ELECTRICIAN’S LICENSE**

Classes on Friday at 7:30 P.M.

**STATIONARY ENGINEER’S LICENSE**

**COURSES FOR VETERANS**

Classes Mon. and Wed., at 7:30 P.M.

Also Courses for MASTER PLUMBERS LICENSE

Preparation for N. Y. City License Exams

**ARCO’S STUDY BOOK**

Price $2.50

Available at

**LEADER BOOKSTORE**

97 DUANE ST.

N. Y. 7, N. Y.
## Eligible List

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<tr>
<th>Title</th>
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<td>14</td>
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<td>Principal Account Clerk</td>
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<td>Principal Stenographer (Executive)</td>
<td>3-10</td>
<td>3-10</td>
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<tr>
<td>Stenographer (Account)</td>
<td>2</td>
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<tr>
<td>CANDIDATES WHO APPLIED FOR TESTS</td>
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## State and County News

### 6 Titles Upgraded; 13 Pleas Denied

ALBANY, May 15—Pleasant days have been added to the State, as six new ranks were upgraded and 13 others were dropped. They were denied, J. Earl Kelly, Director of Classification and Compensation, announced.

Mrs.ずっとの中で、目的は効果的に達成され、計算された結果は正解である。
** rom the above, it appears that the document is a newspaper article discussing a hearing before the State Director of Civil Service Employment Employees Association on April 19, 1960. The article, titled "Main Points Of Appeal in DPUI Case," provides information about the case and the proposed solutions.

**DPUI Exams Close May 26; Requirements Are Given**

Apply until Friday, May 26, for the forthcoming State exams for public employment. The written test for Public Employment Insurance Examiners at $2,174-$2,564 will be held May 26. To be eligible for the Clase of 14 (Grade 13), applicants must have a high school diploma and at least one year of teaching experience; or must have five years of special experience in an occupation in which one year of which must have been clerical work; or must have special experience; or must have five years of experience as a public employment examiner or a similar occupation.

The price of the course includes all necessary supplies and equipment, training manual alone $15.00. Applicants must consult with theyk employer, living to qualify for membership, a member of the State Employment Employees Association must be employed by the State of New York or one of its agencies.

To meet on May 17, the members of the proposed committee on the DPUI case, which was formed to investigate the DPUI Case.

**Auto License Examiner Test Closes on June 6**

Applications may be filed until June 6 for the position of Auto License Examiner. The job requires the ability to type, read and write, and to deal with the public. The applicant should be familiar with the requirements for obtaining a license to operate an automobile. The pay is $1,500 per year.

**Latest Promotion Eligibles**

SR. PERSONNEL TECHNICIAN

of Municipal Services Department of Civil Service, Valhalla. (From.) Village Treasurer's Office. Held 4-5-60. List 8-12-60.

Non-Divisional


2. Silverman, J. Delmar. (From.) 8-12-60.

3. McGovern, J. O. (From.) 8-12-60.

4. L. M. 8-12-60.

5. Sherrill, M. T. 8-12-60.

6. Tyler, E. H. 8-12-60.

7. T. A. 8-12-60.

8. ALICE AND JOHN

BREDY

5-20-60.

9. John Chang, 8-12-60.

10. Johnson, H. 8-12-60.

11. SAUL, I. 8-12-60.

12. Johnson, H. 8-12-60.

13. ALICE AND JOHN

BREDY

5-20-60.

14. John Chang, 8-12-60.

15. Johnson, H. 8-12-60.

16. SAUL, I. 8-12-60.

17. Johnson, H. 8-12-60.

**New St. George Assn. Chapter Being Formed**

A hundred State employees at the New York State Employment Building, NYC, to organize a chapter of the Civil Service Employees Association of the United States for State employees.

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An Instrument for The Employee's Voice

To be noted about the hearings last week in Albany and New York before the Classification and Compensation Division, dealing with the proposal to downgrade certain DPW officers:

The hearings were conducted with admirable skill and fairness. They were an excellent demonstration of public employment at its best. They demonstrated the value of strong employee organization, and the value of machinery whereby the views of employees can be effectively and formally advocated.

It would be a pity if this procedure were to lose its effectiveness. It is only reasonable to hope that the downgrading of the assistant claim examiners and senior claim examiners, changes that the Department of City Planning appears to be making, before J. Earl Kelly, Director of Classification, made it amply clear that they could not afford to submit appeals beforehand. It would be a pity if they were to do anything that would jeopardize the salaries of fellow employees.

Chapters in Onondaga To Hold Unity Meeting

Onondaga county will be the scene of a conference of the Association of State, County, and City Employees and of all the State Division and Chapter officials present.

The first such unity meeting was held recently by the State, Lawrence County, New York, branch of the Association. Otis T. Bradley, president of the Association, and Commissioner Harold Ritter of the State Department of Commerce, were in attendance, as were representatives from various State, county, and city employees associations.

A "merit award" contest among the employees of the Department of City Planning has been announced by Jerry Finkelshtein, Chairman of the New York City Planning Commission. Employees have been asked to prepare a program for the Department's summer activities, which will be judged by a panel of experts from the State Department of Labor.

The contest is open to all employees and will be judged on the basis of originality, creativity, and feasibility. The winner will receive a cash prize of $100, and their proposal will be implemented in the summer of the year.

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No Decision on President

No decision was made on a proposal submitted by the New York State Bar Association, which would create a new category of "lawyers in residence" to support the work of the Legal Aid Society.

The proposal would allow lawyers to work for the Legal Aid Society without having to be members of the bar association. The proposal was supported by the Legal Aid Society and was opposed by the New York State Bar Association.

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**Promotion Exam Now Open**

Applications for the following State promotion exams will be received until Friday, May 19. The date of the written test is Saturday, June 24.

1. **Principal Personal Technician (Examinations).** Promotions in the Department of Civil Service. Salary: $6,000. There are five annual increases to $8,145. Fee: $10.


3. **Non-Derived Veteran**
   - **Assistant District Tax Supervisor (Examinations).** Promotions in the Department of Taxation and Finance. Salary: $7,495. Fee: $10.
   - **Non-Derived Veteran**
   - **Senior Personnel Technician (Examinations).** Promotions in the Department of Public Service. Salary: $7,495. Fee: $10.

4. **Non-Veteran**
   - **Senior Personnel Technician (Examinations).** Promotions in the Department of Public Service. Salary: $7,495. Fee: $10.

For complete information, please contact the Department of Civil Service, 240 State Street, Albany, New York.
Official Jobs To $5,400 Offered by U S
Applicants must also have had entrance salary range from one to three years of administrative service experience comparable in difficulty and responsibility to the next lower grade.

Experience Requirements
General. All those who have had three years of service, two of which were in one or more of the kinds of work described in the ‘Description of Duties and Definitions” have the required experience...
Attack on Postal Slash Gets Strong Support in Congress

WASHINGTON, May 15 — The campaign by postal unions resulted in a Senate Post Office Committee vote of 9 to 0 to direct Postmaster General J. M. Donahue to halt the cuts in mail service and attendant elimination of jobs throughout the country.

The legislative action recommended by the committee would have to be approved by both the Senate and the House before becoming law.

The cutback order was issued by Mr. Donahue on request of instructions for completion of the economy program by July 1.

The postal unions appreciated greatly the vote by the Senate committee but, realizing that the fight against the cutbacks has not yet been won, went ahead with their plans to get the departmental order rescinded. The National Federation of Postal Employees, which met here at the Hotel Stadler this week, while the National Letter Carriers Association will meet at all the departmental offices are AFL affiliates.

Mr. Donahue, president of the New York Federation of Post Office Clerks, was active on behalf of the resolution move, visit- ing with Senator Alger H. L. Smith and Irving M. Vives had promised full cooperation in rescinding the cutbacks and that all save one of the cutbacks is non-union.

Senator Lehman was reported to be President Truman directly, if necessary, to pre- vent the reductions in service and jobs.

The postal delegates, numbering several thousand representatives from all the States and reported that there was practical agreement to continue the cutbacks.

In the House alone 30 bills were introduced by the postal unions to prevent the cutbacks.

The question of mail deployment on Congress, protesting the cutbacks, more than history, the postal union reported. The mail was marked the result of public opinion, commented Mr. Fitzgerald.

Localized Pay Plan Favored at Hearing

WASHINGTON, May 15 — A localized pay plan is being held up by the fact that Congress, over the objection of the local pay plan by the Federal government workers.

One witness, Matthews Devine, said that the locality is to raise the Federal wage level to that of the high-cost communities, which established the order in the lower-wage areas. He added that in many cases there are dif- ferent Federal wage rates for similar jobs in one locality because the Federal service, or a combination of the Federal service, or a combination of the Federal service and attendant elimination of jobs throughout the country.

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DON'T MISS PHIL WORNER ON THE \"WEDNESDAY NIGHT\" SHOW \n
BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH BRITISH 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Compromise Is Reached On Exams by Agencies

WASHINGTON, May 15—The U. S. Civil Service Commission, which at first didn't take kindly to the proposals of Representative Joseph W. Martin, Jr., for decentralizing civil service exams, has decided to modify its position slightly. The Commission has stated that it is prepared to make a compromise on this issue, but only if the proposals are modified to some extent. The compromise would involve a reduction in the number of exams conducted by the Commission and an increase in the number conducted by agencies. The Commission has stated that it is willing to consider this compromise if the agencies are willing to accept some of the Commission's demands.

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Veteran preference in retention would be limited to displacement of those non-veteran employees who had 10 or fewer years of service in the Government.

The Administration favors an enlarged training program, in order to equip employees to take over more responsible duties. More service in a lower grade is not considered, of itself, sufficient evidence of the importance of the important jobs that are filled by promotion.

The main consideration is the knowledge of the applicable law of the employees involved.

Compromise Votes HUGE SLASH IN JOBS

Washington—Representative Tabor of Oregon, who heads the 38th Congressional District, introduced a bill which would require agencies to fill no more than 10 per cent of their vacancies by examination.

The bill, known as the "Wagner Act," would be in effect for two years and would require agencies to fill no more than 10 per cent of their vacancies by examination. The bill has been referred to the Committee on Interior Revenue.

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Social Investigator Test
Closes on Friday, May 19

Applications for Social Investigator Test must be received at the New York City Civil Service Commission, 96 Dracco Street, by 4:30 P.M., May 19, 1950.

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**NEW YORK CITY NEWS**

Social Investigator Test

Delehanty Course On Insurance to Begin on May 17

With another New York State examination for Insurance Broker's License to be held in September, according to the announcement made in the New York City Civil Service Commission's Circular, the Institute of Real Estate and Life Insurance Practice will begin another lecture course, presented by experts who have been heavily involved with the process of examination. Delehanty's results achieved by Delehanty graduates in the official examinations have been highly successful, and according to Mr. Delehanty, we have had some very good results in the last few examinations. In the course in the course have been featured, particularly with regard to the preparation for the insurance broker's license examination. The Institute of Real Estate and Life Insurance Practice is another such valuable resource for those aspiring to become insurance brokers. All Delehanty students in the program have been provided with the privilege of attending the class on a competitive basis, and in special Life Insurance Course of the Institute of Real Estate and Life Insurance Practice. During this time, in addition to the individual desk in a large, cool classroom, of course, our students will have the opportunity to work on the case of their choice. The students are limited in size to assure every student an Individual desk is available. In other words, the students will work on the case of their choice in our classroom. It will be noticed that our school is large enough to fill all the requirements of our students. The following week-ends will be suspended for permit long-week-ends. The course is approved for veterans under the G.I. Bill, or the moderate fee may be paid in installments.

**READER'S SERVICE GUIDE**

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Labor Relations Plan
Instituted by Wagner

A labor relations plan hailed by unions as a "major step forward" by Manhattan Borough President Robert H. Wagner Jr. last week provides a "major step forward" by Mayor Wagner, said John Keating, president of the Municipal Personnel Society, at its monthly meeting at the Park Row.

The plan resulted from conferences with Mayor Wagner and the Municipal Personnel Society, which represents civil service employees of the city.

The first step in the administration of the plan is the establishment of the Municipal Personnel Society as a union representing the employees.

The second step is the establishment of the Municipal Personnel Society's grievance committee, which will have the power to hear a complaint from an employee and to recommend a settlement.

The third step is the establishment of a union representing the employees, which will have the power to represent the employees in negotiations with the employer.

The fourth step is the establishment of a labor relations board, which will have the power to hear and decide complaints from the employees and to recommend a settlement.

The fifth step is the establishment of a labor relations department, which will have the power to enforce the labor relations board's decisions.

The sixth step is the establishment of a labor relations commission, which will have the power to make recommendations to the mayor and the city council on labor relations matters.

The seventh step is the establishment of a labor relations council, which will have the power to advise the mayor and the city council on labor relations matters.

The eighth step is the establishment of a labor relations committee, which will have the power to advise the mayor and the city council on labor relations matters.

The ninth step is the establishment of a labor relations board, which will have the power to enforce the labor relations council's recommendations.

The tenth step is the establishment of a labor relations department, which will have the power to enforce the labor relations board's decisions.

The eleventh step is the establishment of a labor relations commission, which will have the power to make recommendations to the mayor and the city council on labor relations matters.

The twelfth step is the establishment of a labor relations council, which will have the power to advise the mayor and the city council on labor relations matters.

The thirteenth step is the establishment of a labor relations committee, which will have the power to advise the mayor and the city council on labor relations matters.

The fourteenth step is the establishment of a labor relations board, which will have the power to enforce the labor relations council's recommendations.

The fifteenth step is the establishment of a labor relations department, which will have the power to enforce the labor relations board's decisions.

The sixteenth step is the establishment of a labor relations commission, which will have the power to make recommendations to the mayor and the city council on labor relations matters.

The seventeenth step is the establishment of a labor relations council, which will have the power to advise the mayor and the city council on labor relations matters.

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The nineteenth step is the establishment of a labor relations board, which will have the power to enforce the labor relations council's recommendations.

The twentieth step is the establishment of a labor relations department, which will have the power to enforce the labor relations board's decisions.

The twenty-first step is the establishment of a labor relations commission, which will have the power to make recommendations to the mayor and the city council on labor relations matters.

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The twenty-ninth step is the establishment of a labor relations board, which will have the power to enforce the labor relations council's recommendations.

The thirtieth step is the establishment of a labor relations department, which will have the power to enforce the labor relations board's decisions.
LEADER

Men, Senator Lecture Course Class
On Getting Jobs

Undergraduate and graduate students in the public administration classes at the School of Business and Civic Administration at the City of New York, last Wednesday heard a discussion of public job opportunities by Maxwell Lehman, editor and publisher of The L.I.A.

Dr. B. H. Bernard, executive editor and State Senator Samuel Halpern, Mears Lehman and Bernard discussed jobs fitted by competitive examination. Senator Halpern talked about “political” jobs.

Conditions Superior

Mr. Lehman described the State service. He told the students that conditions of work are generally superior in the public administration and government classes at the school of public administration and government. Mr. Lehman explained that the machinery exists to help recruits to keep pace with the advancement of the type of work, often little known to the State employees. He mentioned as an example the job occupation research at the Rodwell Park Institute, labor mediators and clerical work. There are more than 1,000 separate job titles in the State service. The LEADER editor quoted a message from Maxwell Lehman to the University of Detroit:

Mr. Lehman described in detail the public administrative course of study, comparing it generally with the course of study at the University of Michigan, which has more than 400 separate job titles. Mr. Lehman stated that more than 1,000 undergraduate and graduate students in 15 separate titles.

Mr. Lehman told of the positions currently open for college graduates. It might be as many as 400 positions, he stated. He mentioned that the jobs were open to college graduates and in 15 separate titles.

Application procedures described by Mr. Lehman were personnel examination, competition in tests, appointment, social worker, Jr. economist, membership in the public, labor mediators, and clerical work. It is the practice in the State service.

Mr. Lehman told the class how political influence works in the State's promotion system.

U. S. N.YC. Jobs

Mr. Bernard said that the Federal Government had started early and still is the way to seek college graduates. He also said that the States had a good deal to say in the same direction, but that N.Y.C. had never had any effort to recruit college graduates and there was no signs of it making any into the foreseeable future.

He cited the Junior Professional Assistant exam, given annually by the Federal Government, as offering opportunities for college graduates in the Federal service, who have degrees in closely related fields.

He quoted a message from Marvin Harry Mitchell of the U. S. Civil Service Commission: “The number of j...”

The Political Job

Senator Halpern took his own case as an example of how to attain political administrative or executive jobs. Those with any such aims should join a political club in a county and other political committees.

The meeting was held at 17 Loughborough Avenue under auspices of the Public Administration Society, a student organization of which, Civic Parties is president. The meeting was a conference of the society.

Saul Thomas, an instructor in government, presided. Dr. Wallace R. Sayre is head of the Department of Government at the 3rd Street school. Celebrating the 30th anniversary of its founding as well as charter week, the school held annual student career meetings.

CIVIL SERVICE EMPLOYEES HAVE CONFIDENCE IN ENGLISHTIME we must not be too snobbish for our society. Tolibs and andraods, Ta
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Mr. Lehman described the State service. He told the students that conditions of work are generally superior in the public administration and government classes at the school of public administration and government. Mr. Lehman explained that the machinery exists to help recruits to keep pace with the advancement of the type of work, often little known to the State employees. He mentioned as an example the job occupation research at the Rodwell Park Institute, labor mediators and clerical work. There are more than 1,000 separate job titles in the State service. The LEADER editor quoted a message from Maxwell Lehman to the University of Detroit:

Mr. Lehman described in detail the public administrative course of study, comparing it generally with the course of study at the University of Michigan, which has more than 400 separate job titles. Mr. Lehman stated that more than 1,000 undergraduate and graduate students in 15 separate titles.

Mr. Lehman told of the positions currently open for college graduates. It might be as many as 400 positions, he stated. He mentioned that the jobs were open to college graduates and in 15 separate titles.

Application procedures described by Mr. Lehman were personnel examination, competition in tests, appointment, social worker, Jr. economist, membership in the public, labor mediators, and clerical work. It is the practice in the State service.

Mr. Lehman told the class how political influence works in the State's promotion system.

U. S. N.YC. Jobs

Mr. Bernard said that the Federal Government had started early and still is the way to seek college graduates. He also said that the States had a good deal to say in the same direction, but that N.Y.C. had never had any effort to recruit college graduates and there was no signs of it making any into the foreseeable future.

He cited the Junior Professional Assistant exam, given annually by the Federal Government, as offering opportunities for college graduates in the Federal service, who have degrees in closely related fields.

He quoted a message from Marvin Harry Mitchell of the U. S. Civil Service Commission: “The number of j...”

The Political Job

Senator Halpern took his own case as an example of how to attain political administrative or executive jobs. Those with any such aims should join a political club in a county and other political committees.

The meeting was held at 17 Loughborough Avenue under auspices of the Public Administration Society, a student organization of which, Civic Parties is president. The meeting was a conference of the society.

Saul Thomas, an instructor in government, presided. Dr. Wallace R. Sayre is head of the Department of Government at the 3rd Street school. Celebrating the 30th anniversary of its founding as well as charter week, the school held annual student career meetings.