The Job MARKET

by MORTON TABMAN

FEDERAL officials who have been troubled since before World War II with the shortage of well-qualified meteorologists may get some consolation from the fact that they are not alone in their difficulties. The Civil Service Commission said today that there have been private firms having the same trouble and that the indications are that the shortage of qualified personnel is likely to continue.

A concerted drive by NYC Sanitation Men Seek Pay Rise Under Labor Law; Deny Violating Agreement

by PHILIP FINE

A concern about NYC Sanitation Men seeking to gain a substantial increase in pay, in only 50 cents above the base pay they are entitled to under the raises previously negotiated, has been before police in the last few days. The concern results from a complaint that the Sanitation Men Seek was not in a position to settle the complaints in a manner that would be acceptable to both the Men Seek and the city.

The new turn of events took place in the offices of Deputy Director, Thomas F. Paretson by surprise. He said he had thought the matter was settled with the signing of annual agreements at $3,690 for Class C and $3,360 for Class B Men. In general, the Class C men are the sweepers and the Class C men are the supervisors.

He recalled that he had asked Mayor William O'Dwyer when the decision to raise the pay would be made. (Continued on page 15)

Local Civil Servants Far From Perfect, New Study Shows

by HELEN NOLAN NEIL

ALBANY, Aug. 21 — The Municipal Civil Service Commission is about to develop a program for the improvement of the Civil Service system in New York State. It is being called "A Study of Civil Service in New York State." The study is designed to set up a modernized job system that is comparable to other agencies, and to provide for the distribution of employees in the various agencies.

The study will hold temporary positions. (Continued on page 16)

7,000 Sanitation Men Seek Pay Rise Under Labor Law; Deny Violating Agreement

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He recalled that he had asked Mayor William O'Dwyer when the decision to raise the pay would be made. (Continued on page 15)

What Are Your Job Duties? What Are Your Job Duties?

by MAXWELL LEHMAN

Nearly 100,000 NYC employees will soon get a 20-question form allowing them to talk about their jobs.

This form is one of the initial steps in the program to bring employees more into the duties and responsibilities of the jobs they perform. It represents a mass gathering of data for the central survey, which is designed to set up for NYC a modernized job system, replacing the 40-year growth of a complex system of job classification and archetypical practices.

The task is being performed by Grif- fehagen & Associates, under contract with the Mayor's Commission on Civil Service, for distribution to employees.

The Work-Week

Usual daily work schedule; number of days employed; and whether the work shift rotates.

Rate of pay, whether by hour, piece, week, month, or year, before deductions.

Total regular weekly hours (including summer schedule).

Informations on the basis of zero per cent disabled veterans, but noted appointment from the Motor Vehicle License Examiner list. They pointed out that the Court of Appeals had held that disability preference applied only to veterans with 10 per cent or more disability rating and appointments made through a mistaken interpretation of the law should be annulled. The Court of Appeals rejected a theory that veterans disabled 10 per cent or more should have been certified ahead of non per cent disabled veterans. (Continued on page 16)

Patrolman List Has 6,872 Names

The NYC Patrolman's list will be the largest in that title in the history of the Municipal Civil Service Department, containing 6,872 names. The statistics of the one medical and one dental examination are as follows:

Dental Examinations

Applicants: 20,791
Passed written: 1,719
Passed medical: 1,620
Rejected: Medicals: 341
Rejected physicals: 326
Absent from examinations: 212
Absent from physicals: 83
Approximate list: 6,872
The LEADERS had forecast a list of above 6,000. (Continued on page 15)
Westchester Report Suggests Graduated Salary Merger Plan

Westchester County employees presently earning a base salary less than $3,840 per year would receive a new starting pay of $1,710 and continuation of $500 per year as a new proposal would be established for the entire service.

The report substantiates figures indicating County wide pay less than $150 below a "Community Average," which was arrived at by Harrington in total compensation paid to employees in the New York State service as of this moment is $1,350. If the full Westchester cost of living bonus of $720 were added to the basic $1,350 wage, then you reach a new minimum salary of $2,070; while the Association that the entire $720 service is of $1,350, as the gross minimum wage. Harrington recommends a new proposal would be established for the entire service, and totally misleading as such service would be inimical to the "vital health and welfare of the community." The wonder about "over-salaried employees." The report says that "a letter be written to the Governor and the 1951 legislature asking that a letter be written to the Governor and the establishment of a new and the increase in expenditures with added emergency compensation for a new act of the entire $720 emergency compensation in permanent pay and paid to the present County pay scales, which bring at $1,350, as in out of time with competitive positions. Harrington recommends a new starting pay of $1,710 and continuation of $500 per year as a new proposal would be established for the entire service. A factor which partially explains the reason for the large number of exempt employees in the county service. How decrease the proportion of exempt employees.

ALBANY, Aug. 21 — Commenting on the survey of salaries of Westchester County and covering about 1,409 County employees, the comparison purposes and the total of $3,450 base salary and $780 at the $4,500 base salary level, increases are recommended in higher grades.

The report states that the entire $720 emergency compensation in permanent pay and paid to the present County pay scales, which bring at $1,350, as in out of time with competitive positions. Harrington recommends a new starting pay of $1,710 and continuation of $500 per year as a new proposal would be established for the entire service. A factor which partially explains the reason for the large number of exempt employees in the county service. How decrease the proportion of exempt employees in the county service.
What Employees Should Know

Removal of Vets on Hearsay

By THEODORE BECKER

DECISIONS by our highest State court — the Court of Appeals — have tended to support a removing officer’s finding that the employee “was charged” or “guilty” so long as there is some legal evidence of incompetency or misconduct. The Court of Appeals has taken the position that the responsibility for deciding whether or not an employee is guilty as charged rests with the agency head or his duly designated hearing officer. It has taken the stand that so long as there is some competent evidence, no matter how little, which the removing officer can believe, and which tends to sustain a substantial charge, the courts have no right to interfere. This is so even in the case of war veterans who are entitled to a formal hearing on charges which the “charging” official has the burden of proving. The effect of these decisions would be to ease the burden of a removing officer in making charges against a veteran “stick.”

The court involved a Bridge and Tunnel Officer charged, in effect, with “theft in connection with improper and irregular clas- sifications of trucks passing through his toll lane.” The evidence adduced at his hearing consisted of testimony of witnesses who, with the aid of field glasses, checked on the employee’s classifications from a tower 550 feet distant. It appears that the view of the employee’s classifications was not wholly unobstructed and that their testimony was not altogether substantiated by evidence — statements by them as to what someone else told them regarding the correct classifications of trucks that may have been involved in the alleged improper classifications. On this score, the removing agency pleaded in its answer that it had no power to suppress the “outsiders.”

Subpoenas Available

The Appellate Division, First Department, has pointed out to a removing agency that it had a lawful opportunity and, therefore, an obligation to obtain a higher grade of evidence in the departmental trial of war veterans, with prior good record, who suffered dismissal as a penalty.

Holt-Harris, Stearns Work on New Plan

By Dr. Frank L. Tolman

President The Civil Service Employees Association Inc. and Member of Em- ployees Multi Award Board

DO YOU BELIEVE IN CIVIL SERVICE?

CIVIL SERVICE in New York State has had to fight to live and to expand.

At certain periods of its history it has had great champions like Franklin Roosevelt and Theodore Roosevelt, who gave it a reputation and a chance to survive, but in the long run it has been the support of the civil service employees who live and work under civil service who have waged a running battle on behalf of the apolitan and the politician who would destroy civil service for personal and party advantage.

Finding it difficult and often impossible to kill the civil service idea which is one of the ruling ideas of American civilization, the familiar device of starving civil service to impotence has been too frequently adopted. Never has the State or the local civil service departments been adequately staffed with competent specialists and trained technicians. The functions of the civil service commissions have expanded tremendously with the large growth of the State service and the extension of advisory and technical services to all local units of government.

The most consistent and continuous demand of the Association has been for a real training program that would open the door to a reward and staff equal to its task of supplying efficient methods, the best possible body of skilled and trained workers and professional men and women to carry out the work of the State, or any portion of it.

Only a Start Has Been Made

The Association has, as I indicated, hoped to get the appropriations that have built up the State Civil Service Department to its present strength. It has emphasized the need of a real training program under civil service auspices for all public employees. While a start has been made and the immense need for workers from a real training program has been demonstrated, the actual cost has been financed largely from cooperating colleges, schools and agencies.

Starved Local Commissions

The Association has become increasingly conscious of the starved and undeveloped state of many and perhaps most of the State’s individual civil service. Following the famous Geddes case, in which the court discovered that the State Constitution required civil service in the executive departments and that the legislature had not deemed it necessary to appropriate funds to expand the staff of the State Civil Service Bureau as the friend and counsellor of the local civil service employees, it has been necessary to appropriate funds to expand the State Civil Service Bureau to meet the constantly growing requests of the municipalities and districts.

 Deferred Civil Service Management

The Association comes into the picture because many of its members in the counties and in the cities do not understand under conditions of partial and delayed civil service management that are intolerable and insufficient. We are convinced that the fault lies in a lack of will in the staff of the State Civil Service Bureau and that the cure will come with appropriating the small amount of new money required by the State and by the local governments to put the business of the local governments in model civil service shape.

Tell the Legislators

I would suggest to all our county chapters that they bring to their attention this very serious condition which undermines their "back home" needs for more help and prompter service from the State Civil Service Commission through its Municipal Service Bureau and the consequent need of the State Civil Service Bureau to acquire and train a larger staff of technical and personnel experts.

If you believe in civil service, you should be willing to do what you can to make it possible that civil service will work and to do a good job in every county of the State.
State Maintenance Men Talk About Their Work, Life, and Art

ALBANY, Aug. 21—What does a State maintenance man actually do? The only way to find out is to ask them. This Irving County artisan, Edward Irving, is research director for the Civil Service Employees Association, and is required to be as informed as the first hand account the men give. He found that a 

$2,000-$2,200 salary left three quarters of the group in the black. Here, in their own words, is what they have to say about their work in State institutions, and how they feel about it.

Maintenance Man (Painter)

I have worked for 4 years and 2 years in a Com. Men - Women

Prepare for New York, Bronx, Brooklyn, Long Island New Jersey and Vicinity Examinations

START NOW! VETERANS GET PREFERENCE

Many Applicants* as High as $3,450.00 a year

*According to our independent estimates about 310,000 applicants to Government jobs will be hired by the next 12 months regardless of economic factors.

Write us at once and call us for our FREE details on examinations and our suggestions on increasing your opportunities for early appointment.

CLIP CODE TODAY

DONT DELAY —

Although not government controlled this may be your first step toward a secure, well-paid Government job. ACT NOW!

State and County Employees Push Organization in Big Rochester Meeting Aug. 22

HOUGHTON, Aug. 21—An organization to protest against the corporate interests and district school employees, will be held on Tuesday, August 22, at 8 p.m., in East High School, Centenarys C. Fuller, Association field representative, and John J. Conway Jr., Association attorney, will address the meeting. Objectives of the organization will be reviewed and temporary committees established to take charge of the organization, including the following:

1. Vice President: Mrs. Sarah C. Wayland of the County Department of Public Works.
2. Secretary: John J. Conway Jr., field representative, and John J. Conway Jr., Association attorney.
3. Treasurer: Donald F. Dilworth, Association attorney.

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STATE AND COUNTY NEWS

State Health
M. D. Wins French Order

ALBANY, Aug. 21—Dr. J. V. De Porte of New Lebanon, New York, commissioner of Health Department, Office of Vital Statistics, was presented with the French Order by order of M. Pierre Schneller, Premier of France. De Porte, chairman of the French Commission, has received from the French Government a special ordre de chevalier de la Légion d'Honneur gold medal. He is the author of more than 60 articles which have been published in various medical journals. His attainments in the field of demography have earned him previous recognition from several foreign countries, other than France.

Traveling Mental Hygiene Clinic Is Set Up

ALBANY, Aug. 21 — A new traveling child guidance clinic has been established for the first time in the state. It is being set up in the interest of the health and welfare of children and will be operated in place of the Bayard Clinic. Dr. Elmer K. Berman, a leading child psychologist, will be the director of the clinic.

CIVIL SERVICE LEADER

Chapter Activities

Civil Service Department

The Fifth Annual Claim Steer of the Civil Service Department will be held Thursday, September 17, at the Desert Inn, 300 E. 40th St., New York. The two menus will be offered, one for earl and the other for late, at 7:40 p.m. There will be music, dancing, and dancing in the evening.

Motor Vehicle, Albany

CLIFFORD J. FLETCHER, Commissioner of Motor Vehicles, was held in high esteem on the afternoon of Sept. 11. The annual picnic of the Motor Vehicle chapter of the Association, held at Ute's Grove, Clarksdale, approximately 150 guests attended and the afternoon sports program was by-passed by the afternoon sports. Winners of the various contests were Grant Dennis, first in the sack race; Laura DeLaney, women's sack race; and Grant Dennis, car throwers; Dorothy Clifford, second in the sack race, and Dorothy Clifford, car throwers. The trophies were presented by Michael Lester, chairman of the social committee, and were assisted by Harold L. Stearns, local chairman of the association.

Dennamore State Hospital

The ANNUAL PICNIC of the Dennamore State Hospital Employees Association, was held at the Dennamore State Hospital, Wednesday, August 23. The picnic included a dance, a variety show, and a baseball game. The picnic was held in honor of the Association's fifth anniversary. It was attended by approximately 150 guests and was enjoyed by all.

LEGAL NOTICE

SUPREME COURT, NEW YORK COUNTY, JOHN M. P. BARRICK and PAULA B. BARKER, defendant, Petitioners. Petitioners, by their attorneys, respectfully file in the Supreme Court of the State of New York a notice of appeal to the New York Court of Appeals from a judgment of the Supreme Court of the State of New York, County of New York, in an action pending in the Supreme Court.

M. D. Wins French Order

The following summarizes the essential elements of the action, which are as follows:

1. The action is not a civil action.
2. The action is an action for the recovery of money.
3. The action is an action for the recovery of goods.
4. The action is an action for the recovery of services.

Legal Aid Society

The following summarizes the essential elements of the action, which are as follows:

1. The action is an action for the recovery of money.
2. The action is an action for the recovery of goods.
3. The action is an action for the recovery of services.

SPECIAL GYMNASIUM CLASSES

For Serious Physical Test Ahead

SPECIAL GYMNASIUM CLASSES

An Invitation

There were those who applied to the Civil Service Department for the position of Civil Service Officer. The following applicants have been selected:

SOCIAL INVESTIGATOR

Inspector of Elevators

Stationary Engineer

Patrolman, Nassau County

Assistant Engineer, State Sanitation Bureau

Assistant Sanitary Engineer, State Sanitation Bureau

Public Service Commission

Civil Service Department

Waters moves Presses For Attendant Upgrading

Fred J. Waters, past president of the Local 10 of the Department of Mental Hygiene Workers, has moved to upgrade the grade of attendants in the Department of Mental Hygiene. The move to upgrade the grade was made to the Civil Service Department.

Candidates Complain of Word Use

ALBANY, Aug. 21—What does the term "mental patient" mean? Three Albany employees of the Division of Standards and Appeals feel aggrieved because, they said, the term was "inconsistent" and "arbitrary." The division gave an "inconsistent" definition to the term, and now complain that their relations with other employees would be more frequent if the Civil Service examiners had not paid too much attention to semantics, or the science of word-meanings. The complaints were included in the examination.

DELENITY TRAINING FOR CIVIL SERVICE

Applications Must Be Filed Not Later Than Fri., Aug. 25 for 52 EXISTING VACANCIES AS

INVESTIGATORS

with Alcoholic Beverage Control Boards & State Liquor Authority EXAMINATION TO BE HELD Sept. 30th

Starting Salary $66 1 week

Increases To $80 1 week

REQUIREMENTS: Any School Graduation plus 2 years investigation experience; OR College graduation plus 1 year experience

Classes Tues., & Fri., at 7:30 P.M. Only

Wanted in the box.

For Attendant Upgrading

Wanted Presses For Attendant Upgrading

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NYC Employees Drive For Higher Pay

The rising tide of demand among NYC employees for higher salaries cannot be neglegted by the municipal authorities. The evidence is amply—and employee organizations, in gathering the facts—to demonstrate that present pay schedules cannot be justified.

The covering-in of the cost-of-living bonus was one step—an important one—in establishing a pattern of security for City employees. It is, however, a single step. It must be followed, rapidly, by across-the-board pay increases.

Then must be created a correct grouping of carefully-defined job specifications and duties, each with its lines of promotions, with its minimum-maximum salary range—based on enlightened practice. And the jobs performed must be paid for in terms of their worth to the City, and the money they've contributed to the city's coffers, and not by averages of other employees.

The immediate necessity is for higher pay. The clear trend in private industry is toward higher pay. That living costs are rising is an elementary fact which every wage-earner knows when he goes to the grocery store. The public employee ought not this time, as he has in the past, be the last citizen to be granted a pay raise, after nearly all other sectors of the population have won advances.

Let the piecemeal pay increases be given, where they have been promised. But there must be an over-all increase, where they have been promised. But let there also be an over-all increase, an over-all increase, an over-all increase, an over-all increase.

The LEADER feels that the amount or percentage of increase to be granted must be determined in negotiation between the City officials and the representatives of the employees. Mayor O'Dwyer should not halt such conferences and negotiations.

The need is there. It must be met. And quickly.

The Attendants Who Abused Vets

FROM Canandaigua, N. Y., comes the story that nine ward attendants in the Veterans Administration hospital there have been arrested by agents of the FBI on charges of abusing the patients.

If this is true, there is only one thing to be said: it is horrible. The attendants who abused the disabled vets have hurt more than the men who fought in our war; they have hurt the service of the hospitals, denied the job in the merit system—there are many—additional ammunition.

Public employees have a responsibility to see to it that these co-workers do nothing to hurt the prestige of public service.

The Unseelish’ Pension Option

The maximum amount is obtained if the retirement allowance is based on the final average salary the individual earned for himself during his life and on the date he would have retired. The widow is run during the remaining life of the member.

The option selected by the member must be exercised at the time of application for a pension. Thereafter, the member may not change such election.

A reduced income for the member, upon his death, one-half to the benefit of his beneficiary, and the same income to be continued to his widow.

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The Three 'Unselfish' Options

1. A reduced life income to the member, upon his death, one-half to the benefit of his beneficiary, and the same income to be continued to his widow.

2. A reduced life income to the member, upon his death, one-half to the benefit of his beneficiary, and the same income to be continued to his widow.

3. A reduced life income to the member, upon his death, one-half to the benefit of his beneficiary, and the same income to be continued to his widow.

4. If none of the above, to the employee or the Government.

Watch That Monster—the Office File!

ALBANY, Aug. 21—That office file may be your bread and butter, your health and happiness, according to a new Safety Program, which has issued a brochure on how to prevent its uncontrolled multiplication against office hazards.

An open file drawer can be an excellent tripping hazard, or a fire hazard, or a cause of back strain.

Close files by the handles. Do not use the edge of the drawer. Keep the tops of files clear of objects which may be dropped from other miscellaneous material. Keep work papers and other personal items out of other person's hand. Wait until the person is out of the way before opening the files.

The staple pin can be treacherous. Look at all the possibilities before inserting pins in preparing papers for filing.

In the long run, it is generally best to be neat at the time and thereafter, too, should be reported as soon as noted to the supervisor, and be looked after immediately.

Employees Of State up 11 Per Cent

Washington, Aug. 21—New York State, with the largest num-

ber of employees of any State in the Union, had an increase of 11 per cent in the number of permanent employees on its payroll by nearly 11 per cent during the year ending June 30, 1950.

The period covered was the first six months of the year ending June 30, 1950.

The permanent employee number increased 10,600, compared to the total of 33,306,000 employees, showing that 648,000 were non-permanent employees of the State, including seasonal employees as well as war surplus employees who would be transferred during the transitional period of the establishment of civil service status under which the jobs would be filled.

New York State is sixth in the position of State Worker's Home, with a total payroll of 117,800,000. The State of New York total payroll for the year, during the year ending June 30, 1950, was $4,645,600, or 7.24 per cent.
I CAN SHOW YOU HOW TO GET A HIGH SCHOOL DIPLOMA
If You Missed High School . . .
And You Won't Have To Attend Classes
You're no longer a child, and you may have had other priorities that kept you from finishing high school. You still have the option of earning a high school diploma. Here's what you need to know.

OFFICIAL DIPLOMA OF STATE OF N. Y.

In New York State, the State Dept. of Education offers anyone who wants a new world of good jobs and opportunity for you... in only 90 days.

Mail Coupon NOW!

Kindermann

Fireproof Warehouse

279-15 144th St., Jamaica

I was recommended to KINDER MANN'S by a friend of mine. I really liked the service, but I was concerned about the cost. Kindermann's, however, was able to provide me with a certificate of equivalency that I can use to get a job.

Mail Coupon NOW!

KINDERMANN'S

IN THE LIGHT OF THIS LIBERAL DISCOUNT OFFER AND THE MATERIALS IN VOLUME, I RECOMMEND THEM HIGHLY AND SUGGEST YOU SEE THEM AT 1912 East 177th St. or 390 East 17th Street (W. 4th Ave.). Phone TA 3-7410 or DA 3-9830. I will get a SPECIAL DISCOUNT on the replacement parts that I need to repair my car.

Mail Coupon NOW!

END OF PORTABLE TYPEWRITTERS.

I always buy my office supplies from KINDERMANN'S because they have the best customer service. I highly recommend them to anyone looking for quality office supplies.

Mail Coupon NOW!

At BONDED, New York's largest and most reliable typewriting dealer, you may have a 1969 car which takes 3 years to pay and has bank rates only, even if you're only a week late! BONDED's immediate delivery, without red tape and without a rush, is the only way to get UNCONDITIONAL GUARANTEES, backed by the company's name and reputation, reliable reputation earned over 26 years of dealing in new and buying cars. If your credit has been declined elsewhere, come to BONDED; they guarantee delivery.

Mail Coupon NOW!

My car is a 1969 model and I always buy my office supplies from KINDERMANN'S because they have the best customer service. I highly recommend them to anyone looking for quality office supplies.

Mail Coupon NOW!
Vet Preference Case Decided

Russian military authorities have been petitioned by veteran doctors, nurses, and nurses who served in World War II to have their names placed on a reserve list of qualified personnel. A similar petition has been filed by the American Legion.

O'Dwyer to Reply to Police
And Fire Pay, Pension
Plea in Aug. 24 Telecast

The mayor of New York City is expected to reply to a police union demand for a pension system and higher pay in a telecast to be held Aug. 24. The police union, which represents 32,000 officers, is demanding a pension system and higher pay to compensate for the rising cost of living. The mayor is expected to address the issue in his telecast.

Exams Now Open for Steady Public Jobs

The New York City Civil Service Commission has announced the opening of various exams for public service positions. The exams are open to all qualified applicants and provide a steady source of employment for those interested in public service careers.

Requirements for the Six Exams State Opens Aug. 25

The New York City Civil Service Commission has announced the opening of various exams for public service positions. The exams are open to all qualified applicants and provide a steady source of employment for those interested in public service careers.

Electrical and Electronic Engineer Jobs Offered

The New York City Civil Service Commission has announced the opening of various exams for public service positions. The exams are open to all qualified applicants and provide a steady source of employment for those interested in public service careers.

Beverage Control Investigator Test

The New York City Civil Service Commission has announced the opening of various exams for public service positions. The exams are open to all qualified applicants and provide a steady source of employment for those interested in public service careers.

THE JOB MARKET

The New York City Civil Service Commission has announced the opening of various exams for public service positions. The exams are open to all qualified applicants and provide a steady source of employment for those interested in public service careers.

THE NAVY is in need of men and women for a variety of positions. Applications are being accepted for positions in electronics, communications, and administrative roles. The Navy is seeking experienced professionals as well as new graduates. Those interested in applying should contact their nearest Navy recruiting office for more information.

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NEW YORK CITY NEWS

Starting Pay Is Listed For 200 NYC Titles

The following list of NYC titles shows the rates of pay at which appointments are made on January 1 for the year ending December 31. The total number of different titles exceeds 200.

<table>
<thead>
<tr>
<th>Title</th>
<th>Rate of Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Counsel</td>
<td>$2,710</td>
</tr>
<tr>
<td>Assistant Crown Counsel</td>
<td>$2,300</td>
</tr>
<tr>
<td>Assistant Manager</td>
<td>$2,200</td>
</tr>
<tr>
<td>Assistant Manager (Female)</td>
<td>$2,500</td>
</tr>
<tr>
<td>Assistant Manager (Male)</td>
<td>$2,800</td>
</tr>
<tr>
<td>Assistant Manager (Shop)</td>
<td>$3,400</td>
</tr>
<tr>
<td>Assistant Manager (Retail)</td>
<td>$3,300</td>
</tr>
<tr>
<td>Assistant Manager (Manufacturing)</td>
<td>$3,500</td>
</tr>
</tbody>
</table>

Sanitation Men's Drive For Higher Pay Is Begun

(Continued from page 1) was made last year, that the men were promised raising rates irrespective of the Labor Law regulation of prevailing rates. Calls Agreement Fulfilled

Matthew Bemerman, 720 Broadway, one of the three attorneys representing the complainants explained that the annual wage agreements, which were not renewed, do not promise nor bring prevailing rates. The rates of pay are higher than the legal prevailing rates, but they have been reduced by the Comptroller at that time that Sanitation Men are not subject to the Labor Law. The rates for the year are as follows:

- Junior Laborer, $3,500
- Senior Laborer, $3,710
- Special Patrolman, Special Patrolwoman, $3,710
- Junior Stenographer, $3,050
- Stenographer (Reporting), $3,050
- Stenographer (Salaries), $3,050
- Junior Interpreter, $3,710
- Interpreter, $3,710
- Junior Interpreter (Male), $3,710
- Interpreter (Male), $3,710
- Junior Translator, $3,710
- Translator, $3,710
- Junior Translator (Male), $3,710
- Translator (Male), $3,710
- Junior Translator (Female), $3,710
- Translator (Female), $3,710

The first batch of complaints was filed on July 1, the very last possible day, but since then others have kept pouring in, since under the law it is necessary to file a separate complaint for each separate complaint. The Comptroller is expected to be in court in the next few days.

No hearings have been held, so far as the Parc. Assistant Deputy Comptroller, will preside over the hearings, which will be held on Jan. 7th. There are three lawyers who worked together in the Sanitation Department.

The state employment insurance to cover

NYS School Custodians Covered by Insurance

ALBANY, Aug. 5.—A new law in effect extends the benefits of the state employment insurance to custodians or maintenance workers in schools. The estimated cost will be $39,000,000 (NYC, Chapter 4, Labor Law, sec. 50d).

Lieutenants to Dance

A Federation of Retired Men Albertone Association will hold its annual dance and entertainment and Dance at the Hotel St. George, Brooklyn, on Monday evening, October 2.

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NEW YORK CITY NEWS

NEW YORK STATE

Equivalents of 750 points or 1000 points and over and other technical courses

Electrotypic 
Type Setting 
Secretarial 
Machine 
Paper 
Havard Eight

$5 per Day

NEW YORK STATE OFFERS EVENING COURSES

println("William Reid

New York State News - August 22, 1950

Employee Groups Seek 6 Major Gains Before Sept 1

By H. J. BERNARD

The resignation of Mayor William O'Dwyer has left six major committees that are well advanced toward being filled.

The Mayor's resignation is effective Friday. He is expected to leave for Europe on Monday. The City is in a position to fill all the vacancies until a new mayor is elected.

AFL-CIO officials are in Europe to pick up information on labor conditions in various countries.

The AFL-CIO is seeking to fill six major committee positions. The American Federation of Labor and Congress of Industrial Organizations has been discussing the matter for some time with the mayor.

The mayor, who has been criticized for his handling of labor relations, said he would consider the recommendations of the AFL-CIO officials.
Inside Story of 6 Major Projects

(Continued from page 11)

10, 15 and 20 years of service.

Mayor O'F interviewer asked that the

cial Investigators which would

partment. This plan specifically

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meeting, laborers who are mem-

or of the AFSCME unanimously

ble has been advanced. Mr. Pat-

pairman, which they feel would

Brady, speaking for the Govern-

obligation. Mr. Patterson is reported
to have said that he didn't want

jobs for telephone operators seeks

any piecemeal attempts but that

 discussions that union leaders had

rate complaints. The AFL has

portion project before the NYC Civil

and felt that it had received as-

been pressing hard for a solution

by the Comptroller on the prevail-

enforcement date of the order was post-

that a solution would be reached.

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their own wares are sold—at 78

baby blankets, jewelry, woven

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for twenty years as a carpenter in

child, has been providing its care

arrested TB and is living at home,

was discharged in 1919 and the

If the City has the money to

High Fails, N. Y.

A woman who has been

for twenty years as a carpenter in

the ••chanting

July 1, 1947. At a

bers of the AFSCME unanimously

of the order until the wage

ment Law for

that further study is being made

Patterson feels that the question

with the aid of his sister. He has

131-16 Rockaway Beach Blvd.

FT 7-0540

HOTEL

Jacks or Mancas of the Blind, this establishment

sells toys, dolls, handwoven linen, baby clothes, crocheted work, leatherwork, rugs, hearthbrooms,

9. A woman who has been

flue, modern building. Hot
dollar, etc. Interesting one-day trip to

for reMrvations write

7. A woman, born abroad, mar-

the Marvel Hotel, 10th St. and

The Uniformed Fire Officers

attorney for the Mayor’s labor

that a union leader present at

Without疑问, Mr. Patterson
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High Fails, N. Y.
Pavers Make New Move To Obtain Higher Pay Rate

James V. Barry, business representative of the Pavers and Road Builders District Council, has notified Assistant Deputy Commissioner Morris Paris and Budget Director Thomas J. Patterson that through agreement with the General Contractors Association and all independent paving contractors the following new wage rates became effective July last:

Title                                      Rate
New Rate Pavers                           $1.80
Hammers                                    $2.50
Asphalt Workers                            $3.00
Top Spreaders & Spreaders                   $3.50
Asphalt Rakers                             $3.75
Laborers                                   $3.80

Mr. Barry has requested Mr. Patterson to arrange a conference as soon as possible to adjust the pay raises. The new wage rates result from Section 220 of the Labor Law, which became effective July last. The rate will serve to separate the grouping about 1,000 highway laborers and their foremen are involved.

The Uniformed Fire Officers Association has started proceedings to separate the grouping about 1,000 asphalt workers, foremen and their foremen, and their foremen are involved. The trip of the OPA has been started to separate the grouping of highway laborers and their foremen from other paving contractors employed carrying these titles in New York City.

Reach Public, UFO Aim

The Uniformed Fire Officers Association has been active participating with other fire and police organizations to establish an equitable pension rate for members of the 1-B system, and for a pay raise to all members of that group. As the result of, the efforts of Mr. Parren of the OPA represent the organization on the joint public committee set up by all the participating groups.

The UFO this week asked its members to "contact as large a number of citizens as possible. Activating this plan requires the cooperation of every delegate and member."

The UFO told its members that they must "win the support of the average citizen to permit the Mayor to make funds available. Anybody who says it's in the bag is asking for the breach."
Eligible List for Laborer Job

The following is the fourth consecutive installment of the NYC Laborer eligibility list. Disqualified veterans (D) will be appointed first, in order among themselves, non-disabled veterans (V) next, non-veterans until December 31. On and after January 1, appointments will be made in the order of relative standing on the list. The list is published in the law after the list in that manner.

[List of names and dates]

---

**CITATION TO: ELLA JULIE KOPER.**

TRUST COMPANY OF NEW YORK,

BERG,

J. MULLIGAN, Public Administrator of

Surrogates' Court of the County of New

York,


State of New York—Insurers of the State of New York, hereinafter referred to as petitioner,

The Petitioner for an order permitting the sale, for the benefit of the estate of Ella Julie Koper, deceased, of 103, Commodore Road, New York City, deceased, for the benefit of the estate of Ella Julie Koper, deceased, of 103, Commodore Road, New York City, showing from the record of the Court of Probate, County of New York, State of New York, that the . . .

[Seal.]

LIAM T. COLLINS, Surrogate of

[Seal.]

Tuesday, August 22, 1950
Forum Offers Multi-Plank Plan to Demos

The Civil Service League of NYC plans before the Democratic basis of this week on a multi-plank Civil Service program which will form the basis of platform committee meeting to be held in the Hotel Baltimore. It urged the City Council to adopt a plan to (1) end the use of "alleged experts" or "technical advisors" in public affairs when the platform committee meeting in December; (2) follow the Hotel Biltnore. It urged the non-policy making administrative, work could and should have been State Committee last week a forum argued.

months except in a declared state of emergency.

(2) Broader application of the competitive examination, subject to all non-policy making administrative, technical and supervisory positions by competitive promotion tests. Provisions should never stay in the job for more than four months except in a declared state of emergency.

(3) An opportunity for promotion by competitive examination, subject to all non-policy making administrative, technical and supervisory positions by competitive promotion tests. Provisions should never stay in the job for more than four months except in a declared state of emergency.

(4) Adequate labor relations and the practical redress of grievances.

Appearing for the forum were Ruth E. Dean, Mrs. Katharine Q. Wexton, City Secretary; Eugene J. Byrne, state legislative chairman; Timothy F. Dwan, chairman, the Civil Service League; Leon d. Rosenthal, executive secretary.

PATROL EXAM

(Continued from Page 1)

Commission of Labor and the investigating of veterans' claims is expected to occupy the balance of the year. This, under the veteran preference system of hiring, is a question that has been occupying the attention of the city for many months.

(1)ernity next position, on the mission, subject to all non-policy making administrative, technical and supervisory positions by competitive promotion tests. Provisions should never stay in the job for more than four months except in a declared state of emergency.

(1) Study the matter of draft deferments for the current and future emergency. A committee made up of Acting Deputy Mayor, the Civil Service League, and the Civil Service Department, under the supervision of Art Wallace, Police Commissioner William F. O'Brien and Fire Commissioner Frank J. Quillen.

In the Fire Department, six members of the fire force, five of them, are classed as reservists. In the following chronologic order, they served in the following capacity: Fullman, Engine Co. 234; Francis S. Brown, Assistant Engineer; Theodore J. Zabriskie, Engine Co. 106; J. B. White, Engine Co. 104; James L. Owen, Hook & Ladder Co. 12; James L. Oliver, Hook & Ladder Co. 11.

Fireman Name not considered a reservist. Fullman, Engine Co. 234; Francis S. Brown, Assistant Engineer; Theodore J. Zabriskie, Engine Co. 106; J. B. White, Engine Co. 104; James L. Owen, Hook & Ladder Co. 12; James L. Oliver, Hook & Ladder Co. 11.

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Employees to Be Queried About Jobs in Career Survey

(Continued from Page 1)

The employee is then asked to fill out certain specific questions about his job. "Where is the place of work? Give names of building, address, borough, district, telephone number."

The Duties

Then comes a lengthy space for a full description of work performed. "Describe your duties carefully and in detail," the form reads. "Give your principal duties first; then your special duties; finally mention occasional work."

The percentage of time devoted to each type of work must be indicated.

The name of the employee's immediate supervisor must be listed. "A question is included concerning supervision of others. Names of employees supervised must be listed; and if they, in turn, supervise others, that fact too must be stated."

A section is devoted to use of machines. "These operating machines in their City jobs must list the type and trade name of the equipment. Office machines, shop and automotive equipment used by the employee are to be detailed."

"Then come these questions: How many years have you been in the City service? In your present position, doing substantially the same work?"

"What were the last two positions you held, whether in the City service or not, before your present one?"

"The supervisor of the employee then certifies that the information is correct."

Requirements

A group of questions are listed for answer by either the head of the "basic organization unit" or by a supervisory officer familiar with the work of the position. "These questions deal with qualification requirements."

"What minimum qualifications should be required of a new employee in this position? Schooling? Experience? Knowledge? Special manual or mechanical skill? Special technical knowledge? License or certificate required? Minimum and maximum age? Sex (if important)?"

Personal Qualities

Then, under a category called "Personal Attributes or Qualities," the following are listed, of which the three most important are to be checked:

"Physical: Strength and endurance; agility; manual dexterity."

"Mental: Accuracy; alertness; initiative and resourcefulness."

"Personality: Dependability; co-operation; tact and pertinence; other qualities."

Only a Beginning

"As the thousands of these questionnaires are returned, they will be collated and carefully studied by the trained Griffenhagen technical staff. The information will be supplemented by interviews. Employee organizations will be invited to give their analyses of the various positions."

"Only after this vast accumulation of information is amassed, will there be a beginning to a rational, objective, factually based grouping of job-duties, grounded upon the work actually performed."

"And thus—the preparation of correct position descriptions—is only one portion of the huge task included in a career-and-salary survey."

FIRST LINE OF DEFENSE

your

POLICEMEN

and

FIREMEN

Urge You To See and Hear

MAYOR

William O'Dwyer

Station WPIX, Channel 11

8 P.M. Thursday Evening

AUGUST 24

Rebroadcast SUNDAY, AUGUST 27 - WNYC - 12.30 P.M.