

COMPLETE SANITATION LIST

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7,828-Name Sanitation List Appears After Largest Exam in NYC Civil Service

By BURNETT MURPHEY

The complete 7,828-name eligible list for Sanitation Man, Class A, is published in this issue of *The Leader*, beginning on page 9. Thus ends the year-long process of competition, examination, grading, computing and rating more than 87,000 men who originally filed for the test, the largest ever given in the history of the Municipal Civil Service Commission. With the appearance of the list, the successful candidates are beginning to wonder what their chances are of actually getting a job.

As THE LEADER went to press, the Civil Service Commission announced that at least 200 appointments in the Sanitation Department would be made by January 1.

Last week THE LEADER reported exclusively that the entire list may be used up during the four years it is in existence, either for permanent appointments or temporary jobs. Paul J. Kern, president of the Commission, repeated this assertion early this week. He added that on January 20, 1941, when the list for Auto Truck Driver expires, the Sanitation list would be declared appropriate for Laborer. Thus an additional group of jobs, which already include subway porter and possibly subway conductor, appear certain to go to eligibles on the Sanitation list. Kern has also indicated that he will use the list whenever possible for positions of a similar nature, when no eligible list is available to fill them from.

Already, the Commission has sent 250 names from the list to the Board of Transportation from which to make appointments as Porters. This action, which was taken last week, caused considerable confusion. The Commission had announced that it would divide the list into two parts, the first consisting of the top 750 names, the second part consisting of the rest of the list. According to present estimates, the first list of 750 would be enough to fill the needs of the Sanitation Department for a year or more. Meantime, the second list would be used whenever vacancies occurred in appropriate jobs.

Jobs Not Jeopardized

However, the hitch came when reports of a resolution adopted by the Commission stated that any eligible on the second list who accepted a job would lose his future chance at a Sanitation post.

This confusion occurred when the Commission hastily adopted a resolution which had conflicting statements. This was later rescinded and corrected. According to the one finally approved, "acceptance of appointment to a position from either of these lists shall terminate eligibility of the candidate for further certification from such list and appointment

therefrom, to any position whatsoever, except that when and if members of list No. 2 are reached in regular order for higher paid positions after exhaustion of list No. 1, they should be certified directly in order to such higher paid positions, notwithstanding their previous acceptance of a lower paid position from list No. 2."

In other words, any eligible who accepts a job from list No. 2 stays on the Sanitation List for appointment to that department, or to any other job which pays a higher salary than his first position.

In another part of the resolution the Commission pointed out that it was impractical to certify eligibles among the top 750 for jobs as subway porters or other similar positions, since the difference of salary was such that as soon as they were offered a Sanitation job they would resign their first appointment, thus causing "a frequent, disruptive and costly turnover in personnel."

The Commission also resolved that list No. 1 would be certified only for Sanitation Man and other positions paying \$5 a day and above. List No. 2 will be certified for jobs paying less than \$5 a day.

Promotion List Used First

Immediate appointment of some 100 to 150 eligibles from the No. 1 list is expected this week. In addition, from list No. 2, 145 Subway Porters were appointed last Sunday.

Sanitation Eligibles Attend Meeting, Find Kasoff and Co. Running the Whole Show

With Abe Kasoff the ringleader, the Sanitation Man eligibles were blitzkrieged Friday night by a group of "big shots" from the Civil Service Forum. Three functionaries of the Civil Service Forum have been convicted of Civil Service fraud and a former city-wide vice-president is a fugitive from justice on the same charge.

Kasoff boasted of his past achievements with a story of an apparently imaginary dinner he once had with Sanitation Commissioner William F. Carey and President Paul J. Kern of the Municipal Civil Service Commission. He insinuated that he had secured 100 additional jobs for Auto Truck Drivers.

Commissioner Carey, out of town on defense work, could not be reached. But Commissioner Kern flatly stated that if Kasoff or any officer of the Civil Service Forum pretended to have any undue influence whatever with the Civil Service Commission, he was a "plain, ordinary, garden-variety liar."

Referring to the eligibles on the recently created Sanitation list, President Kern added: "If these boys are intelligent, they will not be taken in by dues-collecting agents or tainted Civil Service organizations. We hope these men will be intelligent enough to form an organization of their own without any sinister ties."

President Kern denounced Kasoff's statement, made at a meeting of the Sanitation Eligibles Association at P. S. 27 Friday night, that he had had dinner with Commissioner Carey and Kern. Kasoff, hinting at his familiarity with municipal officials, had said: "If there is a newspaperman present, tell him that I had dinner with Carey and Kern."

Kasoff told the Sanitation eligibles that one hundred Auto Truck Drivers had asked him to help them get jobs. He intimated that at this dinner with Carey and Kern he had been responsible for obtaining the jobs for these truck drivers. Kasoff said that he had "shown Carey and Kern where there was money in the budget for these jobs."

President Kern called this statement "just another one of Mr. Kasoff's pipe dreams."

Kasoff told the Sanitation eligibles that their list could be killed within a year. President Kern refuted this assertion with the words: "There is no indication or basis whatever that this list will terminate before one year. Kasoff knows this fake political bogey is pulled out of the mothballs every time they try to organize an eligible association. Anybody who says this is a cheap political faker."

Kasoff, quoting an article from another civil service newspaper, stated that only 1,600 jobs would be available for the 7,826 men who comprise the Sanitation list. President Kern branded this as false. Kern said that the list would be used for ten or more different titles. If the labor class reclassification goes through there will be additional titles, he explained.

All Might Get Jobs

"I wouldn't be at all surprised if we were able to offer all 7,000 men some kind of a job before the list expires," Kern said.

The 600 eligibles who attended the first important meeting of their or-

SANITATION ELIGIBLES!

The Civil Service LEADER is offering all the men on the list a \$1.00 discount on a year's subscription.

Simply send in your name, address, and number on the list, together with \$1.00. This offer lasts only to December 20.

Three Exams Cancelled

Three competitive examinations were cancelled last week by the Municipal Civil Service Commission for the following reasons:

1) Assistant Train Dispatcher:—A promotion test is in progress and the results of the written part show that enough eligibles will be obtained to fill vacancies.

2) Inspector of Equipment (Cars and Trucks), and 3) Inspector of Equipment (Electrical Railroad Car Equipment), Grade 3:—The exam was ordered at a time provisionals were serving in the IND Division of the N.Y.C.T.S. They have now been laid off and other vacancies are not expected. In the future vacancies probably will be filled in such a way that the necessary inspections will be made by employees in the operation division.

competitive status for Sanitation men.

Blandly, Abe waved a greeting.

The eligibles, immune to further surprise, listened attentively when Rossi introduced Mr. Kasoff to make a speech.

Mr. Abe wasted no time. He told the Sanitation eligibles that they had to have the backing of his organization if they expected to get anywhere. He told them of a certain alleged occasion when the Auto Truck Driver eligibles came to his office and requested his assistance in getting 100 appointments. He told of his "dinner" with Commissioner Carey and Kern. He hinted at his vast power in the Sanitation department, in the municipal government.

Abe Kasoff even paused to indulge in comic relief. At one point he said: "By the way, what's that paper, I can't think of its name?"

The audience of eligibles were not so dull-witted. "The LEADER," many shouted.

Anyway, Mr. Kasoff said, "It's the paper that tells you there are going to be 7,000 jobs... Fifty cent jobs!" Abe Kasoff referred to the recent certification by the Civil Service Commission of eligibles to porter in the Board of Transportation which pays fifty cents an hour.

One of the eligibles in the front stood up. "What is this, a political meeting? I'll take a fifty cent job." Other eligibles joined in and finally one of the eligibles on the platform said: "Mr. Kasoff is just here to speak. We don't have to go by what he says."

Mr. Kasoff continued, a little subdued. Singly, and in groups of two and three, disappointed eligibles got up and left the hall. The general consensus of opinion was, "We never expected anything like this."

"That man is ignorant," one eligible told THE LEADER.

Before finishing his speech, Abe Kasoff invited the boys to come to his office any time. "You can use my office," Abe said, "to send out cards any time you want."

Dues of \$1

There was a short debate on the question of dues when Abe Kasoff left the rostrum. Abe modestly retired to a long bench in the rear of the stage, declining to offer any suggestions on a subject for which he is reported to be an authority. The dues were set at a dollar a year.

The eligibles, leaving the hall, expressed bewilderment. Some of them actually believed that they would need Kasoff's assistance to obtain jobs. Others, less naive, wanted to know how he and his associates on the Forum had managed to gain control of the meeting. Many said they did not want to attend any other meetings.

Murray Hirsch, Vice-President of the group, when asked who had invited Rossi and Kasoff, answered, "I don't know. They just came to the platform and then we couldn't do anything about it."



HE'S NO. 1 ON PROMOTION LIST

Michael A. Paparesta, who received notification that he is Number 1 on the Sanitation Man Class A (promotion) list, just released by the Municipal Civil Service Commission, is shown above being congratulated by Harry R. Langdon, Chief of the Division of Finance & Supply of the Department of Sanitation. Mr. Paparesta, John X. Walsh, Number 3, and Joseph L. Clundt, Number 7, are in Mr. Langdon's Division. As the promotion list takes precedence over the open competitive list, Mr. Paparesta will probably be the first man appointed for the job for which more than 87,000 men filed. Mr. Paparesta, a clerk in the city service for ten years, is 27 years of age, weighs 190 pounds and is married.

No Police, Fire Appointments Until Draft Issue Is Settled

There won't be any more police or fire appointments until city officials and members of the draft boards decide on a final policy on whether or not members of the Police and Fire Departments are going to be deferred from a year's military training. The controversy, which at the moment is centered in New York City, has the makings of a nation-wide struggle. The opponents of deferment for cops and firemen contend that if New York City deferred them, other cities and towns would follow suit. This might mean that hundreds of volunteer firemen and honorary police officers and marshalls would thereby be deferred.

Originally, at least 100 Fire eligibles were slated for appointment on November 1. Police appointments probably would have come at the same time or shortly thereafter. But then the draft with its attendant problems cropped up and blocked the way. A survey in the Police Department shows that 450 men are eligible for the draft, that is, that they are single and without dependents. If they were taken, then they would be replaced by men from the eligible list, a high proportion of whom are equally eligible for military service.

While the picture is not very encouraging at the moment for eligibles, it may change at any time, although one high official predicted last week that there wouldn't be any more appointments to the Police or Fire departments for six months.



HERE YOU SEE THE STUB actually being torn off a test paper, after renumbering. The reason for all this precaution is to make certain that no examiner can tell whose paper he is grading.

Filing to Open Shortly For Police Sergeant Test

The application period for the promotion exam to Sergeant, Police Department, will open either next month or in February, Paul J. Kern, president of the Municipal Civil Service Commission, declared this week. "We'll announce it sometime in January or February," he said, "and we will hold the written test about July 1."

Any Patrolman who has served five years will be eligible to compete in the promotion exam, and there is some possibility that men with less than five years' service will be admitted. This experience requirement has not been set, but officials of the Civil Service Commission are awaiting a conference with the Police Commissioner to determine whether it is advisable to let men with only three years' service take the test.

List Expires June
The present Sergeant's list will expire on June 9. It originally contained the names of 1,345 eligibles,

of whom 407 have been appointed. It is expected that the new list will be smaller, so that all those who place on it will be assured of a job. This follows the policy of the Commission in attempting to keep the size of its eligibles lists down to the actual needs of the service. For example, the recent list for Police Lieutenant contained only 180 names. In the examination for Sergeant, the written test will count 50 percent and the computations of record and seniority will count 50. The written test on the last exam was scored as follows in various subjects and weights:
Administration and report—4—70
(Continued on Page 20)

17 New Subway Exams Ordered

Seventeen examinations for jobs in the New York City Transit System were ordered this week by the Municipal Civil Service Commission. Ten of the group are promotion tests for positions in the Independent Division; the other seven are competitive exams open to any qualified applicant.

- The full list of tests ordered and the entrance salaries follow:
- Promotion (IND Division)**
 - 1. Trainmaster, \$3,600.
 - 2. Car Maintainer, Group A, 75 cents an hour.
 - 3. Car Maintainer, Group F, 75 cents an hour.
 - 4. Power Distribution Maintainer, 80 cents an hour.
 - 5. Mechanical Maintainer, Group A, 80 cents an hour.
 - 6. Telephone Maintainer, 80 cents an hour.
 - 7. Mechanical Maintainer, Group C, 80 cents an hour.
 - 8. Assistant Foreman (Track), 85 cents an hour.
 - 9. Assistant Foreman (Power Distribution), 95 cents an hour.
 - 10. Assistant Foreman (Turnstiles), 95 cents an hour.

- Competitive Exams**
For the New York City Transit System:
- 1. Car Maintainer, Group A, 75 cents an hour.
- 2. Car Maintainer, Group F, 75 cents an hour.
- 3. Power Distribution Maintainer, 80 cents an hour.
- 4. Telephone Maintainer, 80 cents an hour.
- 5. Turnstile Maintainer, 85 cents an hour.
- Competitive Engineer Exams**
- 1. Mechanical Draftsman (Electrical), Grade 3, \$2,160 a year.
- 2. Junior Engineer (Electrical), Grade 3, \$2,160 a year.

No application dates have been set for these tests, but it is expected that they will be announced within the next two months. Full official requirements and other details will be published in THE LEADER as soon as they are announced by the Commission.

Tyro Cops, Policewomen Work Hand in Hand

In the crime-detecting of the future, the policemen and policewomen will be working hand in hand. At least that's the way all the signs point. For without so much as a bye-your-leave, eligibles on the Policewoman and Patrolman lists have quietly been making all sorts of joint plans.

Radio-listeners got their first inkling of this new deal in New York City police work last Tuesday afternoon, when eligibles held a joint quiz contest over WBNX. For 15 minutes, the lads who hope to stamp out crime at some future date tried to answer questions from the recent Policewomen test. At the same time, the lassies were struggling with queries found on the last Patrolman test.

Three from each list took part. When the dust of battle had risen, the Policewomen eligibles were leading, 3-2. But that was only the first of three skirmishes. Others are scheduled for Tuesdays, December 10 and 17, over WBNX. The time: 2 to 2:15 p. m.

There are rumors, incidentally, that the contestants boned up in advance by going over the examination questions.

These contests are only preliminary to some real cooperation between the two lists. On Saturday night, February 8, 1941, a joint dance is scheduled on the roof of the Hotel Pennsylvania, 33rd Street and Seventh Avenue. Tickets are available at the offices of the Policewoman's Eligibles Association, 305 Broadway, and those of the Patrolman's Eligibles Association, 65 West 95th Street.

Temporary Can't Become Permanent

The old contention that if an eligible is certified for temporary employment and then serves beyond the probationary period, he is entitled to permanent Civil Service status, received another setback last week by Justice McLaughlin in the Supreme Court. In the case of O'Brien vs. Kern, McLaughlin ruled that a number of men on a competitive list for Gardener, who had been appointed to temporary jobs, dropped and placed on preferred lists and later reappointed, were not eligible for a permanent status, no matter how long they had served in their temporary posts.

The eligibles in the suit were certified a number of times for temporary appointment from an eligible list established in 1931. After each temporary job, the eligibles went on preferred lists. The court pointed out that in each appointment, the certification was clearly designated for "temporary" work. However, the petitioner argued that in one case he worked for four months, while at that time the probationary period was only three, and that therefore he should be given a permanent status. In rendering his decision, Justice McLaughlin cited the court's opinion in a similar case, now on appeal, of temporary title examiners who worked beyond the six months' period and claimed a permanent status which was denied.

Problems of the Rookie Cop

Following is a letter sent to THE LEADER by a young patrolman. It tells, better than anything we've seen, about the trials and problems of the finest men who ever entered a police force. And in its way, we think this letter is a neat little piece of literature. If you're a cop, if you hope to become a cop, if you know anybody who's connected with the force—then read this carefully.

same unseeing eyes that look at a doorman and see only the opened door of the building, or look at a waiter and see only the food he serves. I know these people are making a mistake because anyone who has ever had any contact with the P. D. seeks out the cop on the beat for interesting conversation. Because, as I say, he usually is a pretty interesting fellow and he is one person to whom one needs no formal introduction.

regular events such as Registration and Election, and special duty such as strikes, war emergency, etc.). But this 52 hour figure is reached by assuming that the policeman's day is an 8-hour day. Actually he spends at least 9 hours on the job. On an 8 A.M. tour, for example, he has to be at the station-house by 7:30 A. M. at the latest in order to copy the Teletype alarms and the orders of the day. Nor does he start for home at 4 P.M. — he must wait at his post to be relieved by one of the patrolmen who does not turn out before 7 P.M. and then he must return to the station house to make out necessary reports. He cannot possibly be through before 4:30 and he therefore puts in nine hours. Actually, therefore, the patrolman spends not 52 hours a week on his job, but at least 58. How far back do we have to go in the history of private industry to find workers putting in that number of hours?

On Dec. 5 the 300 probationary patrolmen who were appointed on June 5 became full-fledged members of the Police Department and emerged from the nether-world of sub-standard existence at a weekly income (after pension deductions) of about \$20 to a life of luxury at an income of about \$33. These figures do not take into account the \$10 monthly most of us pay to the Equipment Bureau, and the few dollars collected monthly for regular and extraordinary charitable purposes.

You may therefore be interested in some impressions gathered by one of these 6 months patrolmen.

Most Interesting Men
1. The men in the P. D. constitute the most interesting body of men I know. Rugged individuals all, they nevertheless cooperate with each other to an extent I have never seen in other jobs. Always grumbling about their jobs, they actually enjoy their work as few men are fortunate enough to do. There is a spirit of light-heartedness among the men, as though their jobs were great fun, and this is the reason for their excellent esprit de corps. And they are tough—toughened by the experiences of the personal tragedies of violence, blood, illness and death that are part of a policeman's job.
2. The public in general—the people who never had anything to do with the P. D.—are not aware of the personal existence of the cop on the beat. These people look at a policeman and see only a uniform and not an individual; they see only the symbol of security and not the person who protects them. They look upon the policeman with the

Mistaken Notion

As regards the public, I find a pretty widespread mistaken notion that a cop's salary is \$65 a week. This is simply bad arithmetic, as anyone knows who can divide \$3,000 by 52. As for us new entrants with our new high pension deductions, our salary will average just about \$50 weekly at the end of five years. This, too, is without considering deductions for charitable purposes and equipment.

Working Hours

3. The main hardship about the job is the working hours. THE LEADER is technically correct in saying that under the present 10 squad system the working week is 52 hours (without counting extra time spent in court on our own time, and extra duty at

Nothing is so important to the patrolman today as the induction of the 11 squad system which would cut our hours by six each week. Nothing THE LEADER would do would be more appreciated by us than continuing its fight for the 11-squad system.

Buy The LEADER every Tuesday

A Petition to the Mayor On the 11-Squad Chart for Cops

Dear Mr. Mayor: As a member of New York City's Police Force, I feel that the 11-squad chart, which would give us a 48-hour swing each week, will improve the morale and efficiency of the men. I urge that you, as Chief Executive of the city, get behind the 11-squad plan and help us to gain the decent working hours which it provides.

Name.....

Precinct.....

Home Address.....

[Please send this coupon to the Civil Service Leader, 97 Duane St., N. Y. C. It will then be forwarded to Mayor LaGuardia.]

Customs Eligibles Adopt Far-Reaching Program

The Customs and Immigration Eligibles Association held a meeting on Wednesday, November 27, at Germania Hall and adopted a far-reaching program to protect and advance the interests of 60,000 eligibles. Officials of the group charge that the prospects of the eligibles for appointment have been "deliberately and improperly wiped out by action of the U. S. Civil Service Commission in changing title and requirements for the job of Immigration Patrol Inspector" and in holding another exam for Border Patrolman.

The association therefore planned a course of action by appointing an executive committee, with A. Dvorkin chairman, and seven other committees to handle specific activities.

At its meeting the Association adopted a resolution thanking the CIVIL SERVICE LEADER for "its keen interest, its many helpful courtesies and suggestions, and its generous allotment of space in its columns to the problems of the Customs and Immigration Eligibles."

The next meeting of the Association will be held Wednesday, December 18, and all eligibles have been invited to attend. The place for the next meeting will be announced later.

State Aims

Meanwhile, the eligibles last week dispatched a letter to Harry B. Mitchell, President of the U. S. Civil Service Commission, outlining some of their aims. The letter, signed by Dvorkin, had this to say, among other things:

"The Association welcomes the Commission's statement that the eligibles on all three registers (Immigration Patrol Inspector, Customs Patrol Inspector and Inspector of Customs) will be given consideration in filling clerical and office positions in defense and non-defense agencies. Unfortunately, members of the association approaching such

agencies have been rebuffed with the assertion that they can only be considered if, in addition to being eligible, they have been certified.

"As realists, the members of the Association feel that they are entitled to active cooperation in the form of prompt and favorable action by the Commission with respect to the following:

"1. Extension of the normal period of eligibility of the three registers so that eligibility of those on them will not expire until a reasonable number of appointments to appropriate positions have been made.

"2. Certification of eligibles on all three registers not merely as needs of the service for Customs Patrol and Inspector of Customs may require, but also as may be necessary to make eligibles on such registers available for employment in defense and non-defense agencies immediately.

"3. Report as soon as possible to eligibles as to salary ranges and nature of positions that are available for them in various agencies so that eligibles may revise intelligently their statements now on file as to starting salary, place of employment, etc.

"4. Allocation to eligibles on the three registers of a reasonable number of such other definite employment possibilities or opportunities as are within the jurisdiction of the Commission or any Governmental department or agency in a sincere effort to discharge the moral obligations involved."

U. S. Employees Outside Washington Will Have Their Salaries Adjusted

By CHARLES SULLIVAN

A preliminary estimate by the Civil Service Commission reveals that there are between 300,000 and 315,000 Federal employees outside Washington who stand to have their salaries adjusted by the Ramspeck Act which gives the President authority to extend the Classification Act to the field service. Thousands of these employees are New Yorkers.

Employees, generally speaking, would be given pay raises when their jobs are brought under the Classification Act. The Civil Service Commission estimates that it will cost Uncle Sam between \$12,000,000 and \$14,000,000 annually to bring the field service under the Classification Act. However, there would be a scattering few pay cuts. The following groups are not eligible for pay adjustments under the Ramspeck Bill:

Postal Service, commissioned and enlisted personnel of the military and naval establishments, the Coast Guard, and commissioned officers of the Public Health Service and the Coast & Geodetic Survey. Officers and clerks in the foreign service. Exempt from the bill in the Customs Service are verifiers-openers-packers, clerks, guards, inspectors, station inspectors, and laborers. Inspectors in the Immigration & Naturalization Service are also exempt.

Navy Yard Workers Unaffected

Navy yard and Army arsenal workers have no chance to get pay raises under the bill, as it specifically exempts "the work of an apprentice, helper, journeyman, in a recognized trade or craft, or other skilled mechanical craft, or the work of an unskilled, semi-skilled, or skilled laborer, except that what-

ever such offices or positions involve work in the regular custody, operation, or maintenance of a Government building or other Government property, or work that is subordinate, incidental, or preparatory to work of a professional, scientific, or technical character." The law gives the President power to bring under these latter positions "if their duties are found to be comparable to positions in the District of Columbia."

Reason the above jobs were exempted from the act: there are laws that already govern rates of pay for each of them.

Commission to Enlarge Staff

The Commission has tentatively decided to enlarge its field classification staff—if money is forthcoming from Congress—to make investigations of present pay scales before making recommendations to the President.

The Senate Civil Service Committee, in commenting on the proposed Classification Act extension, reported in part: "Extension of this act to the field service has been recommended for years. There are many inequalities throughout the field service between agencies and stations compared to the departmental service in Washington, and also between different agencies in the field. For example, it has been brought to the attention of the committee that the same service may have varying compensation rates and working conditions in one locality from another. Such conditions naturally cause dissension throughout the service."

Meantime, the Council of Person-

nel Administration, an agency with the Civil Service Commission, is drafting proposed rules and regulations to govern boards of appeals in each of the agencies to hear employee grievances on efficiency ratings. The Ramspeck Bill provides for the boards and it is up to the commission to get the boards into operation. The boards would consist of three members each, an employee representative, a departmental representative and a Civil Service representative.

Moreover, the Commission has asked department heads to recommend the number of employees to be brought under the Ramspeck Bill. And this survey is extremely important to non-Civil Service employees who hope to gain merit status through the Ramspeck Bill. Some department heads and their bureau chiefs are known to look upon Civil Service with disfavor and there are likely to be attempts by these bosses to eliminate as many of their employees as possible from the bill.

Won't Tolerate Sabotage

The fact is that the bill requires each department head to recommend each of his employees before those employees can even be given a chance to gain Civil Service status through the Ramspeck Bill.

However, The LEADER has learned from a high administration source that the President will not tolerate sabotage of the bill by department heads who will be compelled to recommend their employees for status or to give a satisfactory reason why.

Vets Insist on 4-Point Program

Earlier this fall the Veteran's Civil Service League, in an effort to change existing statutes which often deprive qualified veterans of jobs in the Federal Civil Service, presented to the President a four-point program stating their requests. The President submitted these to the Federal Civil Service Commission which then reported to him.

The League's program, submitted through its commander A. Edward Allees, asked the following reforms:

1. That as soon as possible after an examination, the eligible list be published publicly.

2. All appointments of officers to Federal Agencies, except those requiring Senatorial approval, be made from appropriate Civil Service registers.

3. The reasons submitted by the appointing officer to the Civil Service Commission for skipping over a veteran be made available to the veteran or his accredited representative.

4. Persons otherwise eligible for appointment, except for age or partial disability, for which they would be deemed bad risks by the Civil Service Retirement Funds, shall be permitted to waive their rights in this fund and be appointed with Social Security Protection.

The Civil Service Commission's report to the President stated that they

were in accord with and would act on the League's points 2 and 3, but that there were obstacles to numbers 1 and 4.

Now the Reform League has taken exception to the "obstacles" to the first and fourth points. In another letter to the President, the League questions the "secrecy" surrounding the formation of eligible lists. It asks why, if states like New York and Ohio publish lists immediately upon completion, the Federal Commission doesn't pursue the same progressive course? As to the last provision, the League maintains that it opens the way to discrimination against veterans.

This second letter to the President is signed by the League's commander, A. Edward Allees, Major-General John F. O'Ryan, retired, honorary president of the League; Sanford L. Gore, vice-commander and attorney, and Charles Russett, secretary. New York offices are located at 11 Park Place.

U.S. Takes Prints Instead of Pics

The United States Civil Service Commission announced last week that it is taking steps immediately to substitute the use of fingerprints for photographs in connection with future Civil Service examinations.

The Commission believes that fa-



cilities are now available for taking fingerprints throughout the country in connection with Civil Service examinations. Impersonations and frauds can be detected adequately by this method.

Because of the fact that exams are given at hundreds of points throughout the United States, it will take some time for the fingerprint procedure to be put into general use.

Navy Yard Men Want More Pay

Navy yard employees are still clamoring for the reopening of the wage scales established last month by the Navy Wage Board and which ordered only small wage increases for about 60 percent of the navy yard workers.

Navy Secretary Frank Knox has left a crack in the door for a review of the new wage scales. His most recent statement on the new scale is that he is entirely satisfied with it, but that he'll hear complaints and give them consideration. A number of Washington Navy yard employees led by the machinists, are preparing their case for the secretary.

It pays to follow THE LEADER.

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New Promotion Scheme Brews

An end to the catch-as-catch-can promotion scheme in the federal service—which isn't a scheme at all, but varies from department to department—may be one of the most important results of the hearings that started yesterday before the House Appropriations Committee. Expert opinion in Washington says that committee members feel kindly disposed toward the uniform promotion plan, which is to be laid before it by the Budget Bureau.

In essence, what the plan would do is this: give a one-grade raise every year and a half to employees where the raise is \$60 or \$100, and every three years to those entitled to \$200 or \$250. This is all contingent on the employee's efficiency rating being at least "good," and providing that he hasn't had a similar raise during the same period.

Economy-minded axe-wielders thought that the plan would be too expensive. It is now said, though, that the Budget Bureau has been very convincing in proving that while the plan would cost additional sums to go into operation, in the long run the government would actually save money. This is because vacancies could be filled at lower salaries, staffs would be reduced through redistribution of work, and efficiency would be much enhanced.

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CIVIL SERVICE IN NEW YORK STATE

By MORTON YARMON

Welfare Workers Will Probe Draftees

Welfare workers in city and county offices throughout Upstate New York will aid local selective service boards in determining if draftees have dependents.

This policy was set forth last week in a communication from State Commissioner of Social Welfare David C. Adie to local commissioners. Included were copies of the Selective Service questionnaire and a list of the chairmen of local draft boards.

Previously, a series of meetings were held among Commissioner Adie, Lieut. Governor Poletti, coordinator of national defense in New York State; representatives of the New York State Director of the Selective Service System, and officials of the association of local welfare commissioners.

How It Works

When a local Upstate board asks it, the local welfare department is to investigate the dependency of the draftee. The board will then determine whether the dependency calls for deferment.

Spiking rumors that this work would call for additional personnel, Commissioner Adie expressed the

hope that the regular social welfare work would not be disrupted and that the welfare costs would not be increased as a result.

For further items of particular interest to welfare workers, see "Welfare Department News," page 7.

State Commission Studies Recent Referee Test

Officials of the State Civil Service Commission are still studying the questions on the recent test, to determine if any of the objections raised by candidates are valid. The objections were two-fold: (1) Candidates had only 240 minutes in which to answer 280 short-answer questions in part I; (2) Questions on subjects other than Unemployment Insurance were included.

It is learned that in marking part I, officials may rate the candidates on their best 250 or 260 questions, striking out the others.

State Promotion Tests

The State Civil Service Commission this week opened filing for the following promotion examinations:

Senior Corporation Tax Examiner, Corporation Tax Bureau, Department of Taxation and Finance. (Usual salary range \$2,400-\$3,000.) File by December 13. Fee, \$2.

Senior Account Clerk, New York Office (exclusive of Board of Standards and Appeals), Department of Labor. (Usual salary range \$1,600-\$2,100; appointment may be made at less than minimum.) File by December 13. Fee, \$1.

Prison Guard List

The new list for Prison Guard will be out in the early spring, possibly by March, according to State Civil Service Commission officials. Marking is going ahead at full speed as the previous list expired in October and any appointments made now are provisionals.

The written test has been completely rated by the Commission machines, and the answers are now being checked. Experience will be rated in January, and qualifying physical tests are to be given to about 100 candidates during the following month.

Further progress on this list will appear regularly in THE LEADER.

Where Do I Stand?

The following are the latest certifications, in New York and Albany, from popular State lists:

	Ranking	Percentage
Junior Stenographer		
Temporary—New York—\$900.....	861	86.80
Temporary—Albany—\$900.....	2,003	82.00
Permanent—New York—\$900.....	607	87.70
Permanent—Albany—\$900.....	1,827	83.00
Junior Typist		
Temporary—Albany—\$900.....	945	87.90
Temporary—New York—\$900.....	942	87.92
Permanent—Albany—\$900.....	829	88.30
Permanent—New York—\$900.....	665	88.90
Assistant Stenographer		
Temporary—New York—\$900.....	1,705	81.50
Temporary—New York—\$1,200.....	1,048	84.59
Temporary—Albany—\$900.....	1,956	79.00
Temporary—Albany—\$1,060.....	1,956	79.00
Temporary—Albany—\$1,200.....	1,988	78.50
Junior Clerk		
Permanent—Albany—\$900.....	1,492	84.275
Permanent—New York—\$900.....	519	86.90
Temporary—Albany—\$900.....	2,495	82.625
Temporary—New York—\$900.....	805	85.90
Assistant Clerk		
Temporary—New York—\$960.....	502	88.02
Temporary—New York—\$1,200.....	243	89.25
Temporary—Albany—\$700.....	2,936	84.10
Temporary—Albany—\$1,200.....	776	87.27
Permanent—Albany—\$1,200.....	302	88.89
Assistant File Clerk		
Permanent—Albany—\$900.....	1,075	88.70
Permanent—New York—\$900.....	100	89.50
Temporary—New York—\$1,200.....	319	87.90
Temporary—Albany—\$1,200.....	454	87.30
Temporary—Albany—\$900.....	1,163	85.50
<i>Latest permanent appointments from some of these lists are:</i>		
Junior Stenographer		
Albany—\$900.....	1,580	84.10
New York—\$900.....	709	87.30
Assistant Stenographer		
New York—\$960.....	405	87.49
Albany—\$1,060.....	166	89.10
Junior Clerk		
Albany—\$900.....	1,433	84.375
New York—\$900.....	367	87.525

Small Number File For State Trooper

Only 2,500 candidates, more than one-half from the metropolitan area, filed for the State Trooper test, which is to be held Saturday morning at 9 o'clock at the State Capitol, Albany, and at the Westchester County Center Building, White Plains.

This figure is considerably below the filing for the previous test, held May 24, 1939. Four thousand one hundred and fifty-eight filed at that time, of which 2,588 were admitted to the written. One thousand nine hundred and fifty-four failed, and 339 of the 634 survivors fell by the wayside at the medical test. The latest appointment from the 295-name list was 236.

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Future State Tests

The State law says that titles of open competitive lists requested by departments and institutions must be publicly announced for 15 days before the State Commission takes action. The following lists are now being advertised (the date denotes when the 15 days are up):

December 12—Erie County Probation Department—Probation Officer, Adult Division.

December 17—Broome County Children's Court—Court Attendant.

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Where Hospital Attendants Will Be Assigned to Jobs

Those who pass the Hospital Attendant exam—and THE LEADER learns that over 15,000 of the 16,250 candidates passed—will work in areas in which they live. A zone system has been set up by the State Civil Service Commission, and those who are appointed may know from looking over this list where they will work. The figures after each hospital refer to the total number of employees. Appointments will start soon after January 1, 1941.

Zone	County.	Institution and Location.	No. of employees.		
Zone I	Allegany, Cattaraugus, Chautauqua, Chemung, Erie, Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Wyoming, Yates.	Buffalo State Hospital, Buffalo.....	500		
		Gowanda State Homeopathic Hospital, Helmuth.....	551		
		Rochester State Hospital, Rochester.....	877		
		Willard State Hospital, Willard.....	740		
		Newark State School, Newark.....	472		
		Craig Colony, Sonyea.....	502		
				3,492	
		Zone II	Broome, Cayuga, Chenango, Clinton, Cortland, Essex, Franklin, Fulton, Hamilton, Herkimer, Jefferson, Lewis, Madison, Montgomery, Oneida, Onondaga, Oswego, Otsego, St. Lawrence, Tioga, Tompkins, Warren.	Binghamton State Hospital, Binghamton.....	661
				Marcy State Hospital, Marcy.....	621
				Rome State School, Rome.....	704
Utica State School, Utica.....	485				
St. Lawrence State Hospital, Ogdensburg.....	561				
Syracuse State School, Syracuse.....	283				
Syracuse Psychopathic Hospital, Syracuse.....	81				
				3,379	
Zone III	Albany, Columbia, Delaware, Dutchess, Greene, Orange, Putnam, Rensselaer, Saratoga, Schoenotady, Schoharis, Sullivan, Ulster, Washington.			Harlem Valley State Hospital, Wingdale.....	966
				Hudson River State Hospital, Poughkeepsie.....	1,020
		Middletown State Homeopathic Hospital, Middletown.....	733		
		Wassaic State School, Wassaic.....	757		
				3,476	
Zone IV	Bronx, New York, Queens, Richmond, Rockland, Westchester, Kings, Nassau, Suffolk.	Creedmoor State Hospital, Queens Village.....	982		
		Letchworth Village, Thiells.....	715		
		Manhattan State Hospital, Wards Island.....	807		
		Rockland State Hospital, Orangeburg Psychiatric Institute and Hospital, 722 W. 168th St., N.Y.C.....	1,402		
		Brooklyn State Hospital, Clarkson Ave., Brooklyn.....	240		
		Central Islip State Hospital, Central Islip, L. I.....	807		
		Kings Park State Hospital, Kings Park, L. I.....	1,354		
		Pilgrim State Hospital, Brentwood, L. I.....	1,827		
				9,223	

Also taken into account were the following future additions: Zone I—Albion State Training School, Albion, 156. Zone II—Dannemora State Hospital, Dannemora, 282. Zone III—Napanoch Institution for Male Defective Delinquents, Napanoch, 199; Woodbourne Institution for Defective Delinquents, 158; Matteawan State Hospital, Beacon, 559. Zone IV—Hospital under construction at Staten Island.

CIVIL SERVICE PREPARATION

FIREMAN

The present Fireman eligible list expires on December 14, 1941. The next mental examination should be held not later than April, or five months from now.

The number competing will be large, the competition keen and the examination difficult. Therefore, those who hope for success should begin preparation at once.

Our mental classes are meeting three days weekly—physical classes twice weekly at hours to suit the convenience of the student.

PATROLMAN

The present list for Patrolman should be exhausted by January 1, 1942. Therefore, the examination should be held early in the Fall of 1941. Since the Patrolman and Fireman examinations are somewhat similar, we suggest that you take advantage of the combination course and prepare for both tests (if you are at least 5 ft. 8 in. in height), at a reduced combination fee.

Draftees: According to the press a large number of men have enlisted, which will reduce the number to be conscripted for military training. Therefore, any person who is registered for military training may enroll with the understanding that if he has paid the full fee and is then drafted before the examination is held, half of the fee paid will be returned to him and he may continue the course through correspondence at the place of military training.

The purpose of this offer is to encourage men to begin preparation at once, even though they may be in doubt as to their conscription status.

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MEMBER, AUDIT BUREAU OF CIRCULATIONS

Tuesday, December 10, 1940

Draft Cops, Firemen?

WE'VE got to disagree with the *Daily News*. That reputable newspaper thinks that cops and firemen ought not to get draft deferment. We note that the *Daily Mirror*, too, disagrees with the *News*. Frankly, we don't follow the *News'* argument at all.

It seems to us that the efforts of Mayor LaGuardia to obtain draft deferment for members of the uniformed forces are highly commendable. And it's a good thing the Mayor's action—in conjunction with the commissioners of both departments—comes before too many of New York's trained uniformed men are taken into the army.

The *News* argues: "Are we carrying on a national defense program, or are we playing marbles? If the latter, then it is entirely proper to defer service for policemen, firemen and everybody else who can make out a key-industry case for himself. But the country is in danger and everybody who can do so should be ready to defend it. This movement to make special pets of special groups ought to be stamped out right now, at the start."

Now, in the first place, the Selective Service law itself provides for deferment of the man who "can make out a key-industry case for himself." The wisdom of this particular provision can hardly be questioned, even by the *News*, since if it weren't written in, disruption of civilian life could take place on a wholesale scale.

In the second place, while the whole intent of the Selective Service law is to avoid discrimination in favor of any one group or any particular individual, the application of this principle in a rigid manner, such as the *News* proposes, can only bring about the very danger which the *News* deplures—danger to defense.

Nothing proves this better than the unhappy experience of England. At the war's beginning, England drafted into military service many of her cops and firemen, only to find later that when these trained men were urgently needed to cope with the bombing of British cities, the men were mobilized in the comparatively inactive armed forces. Inexperienced men had to take their places.

It's our opinion that the trained policeman or fireman is of more value staying on his job than donning a soldier's uniform. This is especially true in New York, where the uniformed forces are undermanned. As the *News* points out, there are 1,127 police eligibles and 5,420 fire eligibles waiting for jobs. But the *News* editorial writer is on thin ground when he argues that these eligibles should be used to substitute for the trained men who are called to service. What's the point? Our idea, we think, is more sensible: Fill up the gaps in the forces by bringing them up to full strength from the ranks of the eligibles.

What this vulnerable city needs is a trained, experienced, competent group of career men who will stay put and do their primary job—protecting the U. S. by defending the city.

Local Lists for U. S.

A STEP forward—albeit a small step—is the recent Executive Order allowing the U.S. Civil Service Commission to use lists established by state and city commissions should defense needs require them.

It seems to us that actual fulfillment of the plan is an excellent idea for all concerned, and that it should be put into effect not only for jobs strictly in the defense program but others as well. For example, the U.S. Commission recently announced Steno and Typist tests for upstate New York residents. Why couldn't eligibles on the lengthy Steno and Typist lists of the State Commission be taken on instead?

Let's see how the various groups concerned will benefit:

- (1) Federal Commission—Now overrun with work brought on by the defense program, it could certainly well afford to save as much time and money as possible.
- (2) State and City Commissions—It will encourage confidence in a merit system that provides greater job opportunity for those who train for and pass stiff Civil Service exams.
- (3) Eligibles—It will provide action on lists that are all but moribund, particularly those of New York State.

Merit Men

INDUSTRIOUS, determined, Henry L. Gehrig, Parole Commissioner, digs into his work with the same quiet, thorough-going competence that Lou Gehrig, first baseman, displayed on the diamond. . . . Staff members at 139 Centre Street marvel at the skilled manner in which Commissioner Gehrig handles cases, his tremendous knowledge



of the social sciences, his astute judgment of human values. . . . Gehrig supervises parole of men and women of all ages committed to the New York City Penitentiary and the Workhouse, of young men between 16 and 30 assigned to the Reformatory. . . . Before arriving at a final decision, Gehrig studies reports from parole officers . . . psychiatrists . . . arresting officers . . . probation officers . . . district attorneys . . . social agencies. . . . Once a week Gehrig attends an executive meeting of the Parole Board. . . . Daily, he visits recently sentenced prisoners, interviews parolees. . . . Nightly, Gehrig can be seen in his office long after the last stenographer has left . . . studying cases . . . weighing information carefully. . . . Idolized by his staff, Gehrig is still remembered by boys and baseball fans all over the country. . . . Pictures of First Baseman Lou Gehrig, scraps of paper and even baseballs are received in the mail for his autograph. . . . Characteristically, Commissioner Henry L. Gehrig obliges.



She's a tall, brunette Irish girl with an enchanting smile. . . . Vera went to Good Counsel College in White Plains, majored

in science and pre-med courses. ("I did all right until it came to dissecting a cat.") After that she turned to journalism, now edits the Commission's monthly publication. . . . She likes to play golf ("I'm very bad at it"), to dance, and travel. On September 3, 1939, the day war was declared, Vera was on the U.S.S. Manhattan, homeward bound from Ireland, after just missing passage on the Athenia. This winter she plans a Bermuda trip. . . . Vera describes herself as a "career woman," says she likes her job because it brings her in contact with people, and thinks working for the city is more interesting than working for a private concern.

LESTER B. STONE

Assistant Budget Director of N. Y. C., at 36 looks back on a career that has taken him through twelve years of newspaper work, three years as Mayor LaGuardia's secretary, and three in his present post. . . . The Mayor once said that if he had a budget director "who got popular with the public" he'd know it was time to change. This applies to the Assistant Director as well. It's no easy job to finance the many activities of a city of 7,000,000. Lester Stone knows this and shrinks from the limelight. He's content to do an efficient job without fanfare. He knows that when city department heads request \$1,000,000,000 to keep going, when there's only \$600,000,000 available, he'll tramp on some toes when it comes to pruning down their requests. But he takes it in stride. . . . Lester grew up in newspaper work and became a student of politics and government through years of covering city departments and their activities. . . . He covered the long series of investigations, ending in the Seabury investigation, which finally broke the power of Tammany. . . . Misc.: Lester talks in a salty, profane manner; he's gruff but friendly. He accompanied the Mayor on the latter's barnstorming trip for F.D.R. . . . He dismisses his personal life with a wave of his arms, says it's uninteresting.



PRETTIEST GIRL

we've seen in Civil Service is Vera Enid McNamara, examining assistant for the Municipal Civil Service Commission. . . .

letters

Suggestion for Postal List

Sirs: I would like to call your attention to the uncertainty and indefiniteness which confront the Post Office Eligibles Association and those who would like to become applicants for a Post Office examination. The eligibles are petitioning the extension of their list for another year, future applicants are hoping for the expiration of the list and the holding of a new examination. This situation is attributed to the fact that Federal eligible lists can, at the discretion of the Civil Service Commission, be extended from year to year. Thus last year, the P. O. registers, after continuous petitioning by the various eligible associations, were extended until February, 1941. Up to date the lists have been in existence for almost four years.

While such a situation is lamentable, perhaps, the following suggestion would make Federal Civil Service more definite and certain in the matter of the life of an eligible register and the holding of a new examination for the same position.

1. Like New York State, an elig-

ible register should not be permitted to exist for more than four years.

2. Unless the list is exhausted prior to the four years limit, a new examination should be held before or at the end of that period.

With the establishment of these rules, we would not have the need for agitation, wishful thinking, etc., among aspirants and eligibles of Federal Civil Service.

FUTURE POST OFFICE APPLICANT.

Lauds Mr. "Question, Please"

Sirs: I am a reader of The LEADER since the first issue was published, and shall be till doomsday. Mr. H. Elliot Kaplan seems to be a wizard in getting information that no one else seems able to find out. I am one of those—no matter where I have applied for the information I am after, I always get the answer: "We don't know," except from The LEADER'S Mr. Kaplan.

GRATEFUL.

Thanks

Sirs: As an employee of the United States government, please

Don't Repeat This!



KEEP YOUR eyes open for employee trouble in the Parks Department. One official is blamed. The talk is that he likes to run Civil Service his own way. . . . The Benjamin Commission report—of quasi-judicial agencies in the State—will go to the Legislature by February 1. . . . The Kern probe will continue through next summer. . . . Personnel heads of State departments in Albany who are about to band together now find an outside group ready to set up an Albany branch. . . . J. S. Sanitation eligible. Thanks for your letter. Please drop in to see us.

Health Department

When Nelson Rockefeller moved into the State Department building in Washington, observers wondered what was in the large boxes carried up to his office. The answer: a sun-ray lamp and an exercising machine. . . . Best photographer in the city service: Howard Schiebler, of the Board of Ed, who never takes a picture. He only poses 'em. . . . The average age of the Court of Appeals is now at its lowest in years. . . . The City Commission is about to install 500 exam seats that reach a new high in comfort and roominess. . . . There'll be a new lighting system next year in the Assembly Chambers. . . . Michigan's Civil Service department gets, by law, 1 per cent of the State's operating budget. . . . Uncle Sam has translators who can converse with Australian aborigines. . . .

Foreign News

Maybe it isn't true, but the story goes that when Hitler invaded France, he was able to get passive cooperation from government employees by promising to respect their pensions. . . . The U. S. quota system, which works such hardships on New Yorkers, has an interesting excuse for existence: that it prevents building up a father-and-son caste system in the government service. . . . Unsung heroes: the lads in the Sanitation Department who give their blood, quietly and without fanfare, to save the lives of fellow humans. Men in the department send each donor a \$3 check as a token of appreciation. . . . Among those who have volunteered their services to the government in case of need is Albert Einstein.

Shall We Publish Calendar?

Sirs: I would like to suggest that you please publish the proceedings of the Civil Service Commission as you-used to and in fact you shouldn't leave out any items of the Civil Service Commission's weekly meeting.

I am sure you will not go wrong if you renew that feature in your esteemed publication.

A. PITSKY.

What do other readers think? Shall we list the entire calendar of the NYC Civil Service Commission, or continue to select, as we are now doing, only those stories which seem to have major importance?—ENTROR.

POLICE CALLS

By BURNETT MURPHEY

Necessary Men
Calling all members of his department "necessary" men, within the provisions of the Selective Service Act of 1940, Police Commissioner Valentine last week sent a letter to all chairmen and members of the government appeal boards of the selective service administration. Said Valentine:

"Immediately after the enactment of the Selective Training and Service Act of 1940, I directed that a survey be made of the uniformed members of the Police Department of the City of New York to ascertain those who would be required to register under said Act. This survey shows that there are 5,641 men who had passed their 21st birthday and who had not reached their 36th birthday on the date of registration, October 16, 1940.

"A large number of these men are likely to be inducted into military service for a year's training. They have all been under police discipline and have received, as members of the police force, specialized training, and have been qualified for the important duties of protecting health, life, property and the enforcement of the law.

"The Police Department is a quasi-military organization, and members of our police force are required to keep themselves in good physical condition. I consider that by reason of their training and experience, their continuance as members of the uniformed force of the Police Department is of definite importance to national defense. It will be necessary to replace experienced and thoroughly trained men in police work, who are inducted into military service, with other men from a Civil Service Eligible List for the position of patrolman. Under the law, such men must be within the draft age and will also be subject to call under the Selective Service Act. A constant replacement, in large numbers of trained, experienced police officers by untrained recruits would undoubtedly tend to create a chaotic condition in law enforcement in this, the most important city of the United States.

"I am convinced that continued service of members of the police force of this Department is necessary to the maintenance of public health, public safety, national defense and in the public interest. Their induction would be for training purposes only and not for actual warfare. If the services were for actual warfare I would not make this request.

"I respectfully urge that you grant deferment from service to those members of the uniformed force of the Police Department of the City of New York who may be called for training because I consider them all 'necessary men' under the provisions of paragraph 351 of the Selective Training and Service Act of 1940 and in accordance with the provisions of Bulletin No. 5, Selective Service, New York City Headquarters, November 23, 1940."

12 Names Added to Lieut. List

A number of men who took the Police Lieutenant promotion examination and failed to get on the eligible list of 180, got a break last week when the Municipal Civil Service Commission added approximately 12 names. This was done by reducing the passing mark from 79.9 to 79.5, which follows the usual practice of resolving major fractions in favor of candidates. This step was taken following a request by Commissioner Valentine who told the Civil Service Commission that he did not think the present list was large enough to fill the needs of his department for the next four years. This would indicate that all members on the list will eventually receive promotions to Lieutenant.

11-Squad Bill

The final draft of a bill to provide for "a real day of rest" for Patrolmen will be discussed at the PBA meeting Tuesday, December 10, at the Hotel Commodore. The bill provides for a six-day work week, eight hours in each day, and at the termination of each set of six tours of duty a rest period which will be not less than 40 hours. The present method of working provides a so-called 32-hour rest period, sixteen hours of which are actual hours the men would be off duty under the 8-hour law. Under the present system of working the Patrolmen are on duty for eight hours practically every day in the year, giving no real opportunity to the men to spend a reasonable amount of time with their families and to obtain proper rest.

Joseph Burkard, president of the PBA, outlined the need for the 11-squad working chart to us last week. Said he: "As time goes on, the duties of the patrol force are becoming more exacting and the nervous tension greater. It is felt by the members of this association that this measure will provide for the taxpayers, a force of men who with proper rest and a reasonable amount of family life will be better able to function in the best interests of all concerned."

What's Happened to Retirement Bills?

What ever happened to Council bills 248 and 270? These provide for mandatory retirements of members of the police force at 60 or 63 years of age.

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Welfare Department News

By HENRY TRAVERS

Hodson Re-elected APWA President

William Hodson, President of the American Public Welfare Association, was re-elected for a second term at the Association's annual meeting in Washington, D. C., on Sunday, December 8. Mr. Hodson's new term begins on January 1, 1941, and is for one year.

Mr. Hodson, Commissioner of Welfare of New York City since his appointment by Mayor LaGuardia in January, 1934, is past president of the National Conference on Social Work and past president of the American Association of Social Workers. Prior to his appointment as New York City's welfare commissioner, he served for ten years as executive director of the Welfare Council of New York City. He received a B.A. degree from the University of Minnesota in 1913 and an LL.B. degree from Harvard Law School in 1916. He resides with his family at 246th Street and Palisade Avenue, Riverdale-on-the-Hudson, New York City.

The Association, national in scope,

is comprised of the leading Federal, State and Municipal public welfare commissioners and executives. Members are chosen on the basis of their practical experience and ability as public welfare administrators. The Association, whose headquarters are in Chicago, promotes the development and maintenance of sound principles and effective administration of public welfare and provides technical, consultant and advisory services to legislative and administrative authorities and to public welfare officials.

Welfare Study

Albert Small, senior at Brooklyn College; Arline Brown, senior at Brooklyn College, and Kathleen Brown, senior at Queens College, have been assigned to the Department of Welfare to prepare a study of the supplementation of incomes earned in private employment by relief funds. The assignment of these students was made possible through arrangements formulated by Mayor LaGuardia and the Department of Investigations' Division of Coordination & Research. Mr. Small will work in D.O. 84, Miss Arline Brown

has been assigned to D.O. 60, and Miss Kathleen Brown will conduct her research in D.O. 53.

Social Welfare Law

The Social Welfare Law becomes effective on March 1, 1941.

The basic provisions of the Social Welfare Law do not, in general, differ from those of the previous Public Welfare Law. However, the Social Welfare Law sets up in orderly form the provisions of the former Public Welfare Law and State Charities Laws and contains amendments which eliminate repetitious and obsolete matter and provide uniform terminology insofar as practical.

Although the Social Welfare Law does not become effective until next March, copies of the Law have been released to administrative and case supervisors at this time since the current case training programs contain references to the new law.

Copies of the law can be purchased for 25c each by check or money-order drawn to the order of the State Department of Social Welfare, 112 State Street, Albany, N. Y., attention of John Skelly.

FIRE BELLS

By JAMES DENNIS



Failure Notices Sent On Lieut. Test

The eligibles list for lieutenant, Fire Department, should be published within two or three weeks. Failure notices have been sent out to 1,690 who failed the written test. About 825 men will be placed on the final eligible list. As soon as the list is out, it is expected that some appointments will be made, since there are now 47 vacancies for Lieutenant in the Department.

As soon as the list is released, it will be published in THE LEADER.

Fire Square Club

The Fire Square Club will hold its 20th anniversary ladies night dinner and dance at the Hotel New Yorker, 34th St. and Eighth Ave., Manhattan, on January 18, it was announced this week.

New Fireman Exam

Reliable sources in the Civil Service Commission predict that the application period for a new competitive exam for Fireman will open in February and that the written test will be given in April. This schedule will make it possible for the Commission to conduct the competitive physical tests during the summer and complete the final eligible list before the end of 1941.

Applicants for Fireman will have to be under 29, at least five feet, seven inches, and weigh at least 140 pounds. They will have to pass a rigid medical examination, in addition to severe written and physical tests.

Full information about the coming Firemen test will be published in future issues of THE LEADER.

Mental Hygiene Notes

By JOHN F. MONTGOMERY

No Tests Necessary

"G. D." and a host of other readers have inquired about the matter of present Hospital Attendants having to pass exams for practical nursing before they will be transferred into the competitive class on January 1. To spike the rumor that must be going the rounds, here's the answer: Hospital Attendants will not be required to pass any exam, for practical nursing or anything else, to continue in their present positions. Those retained after January 1, 1941, will automatically continue in the competitive class without further ado.

Appointments

Files of the State Civil Service Commission show that the new Assistant Social Worker list is moving pretty quickly. Six appointments have already been made, number 23 the latest. The latest certification was made November 12, and some action may be expected soon.

More Dues

Dues of the association at Rockland State Hospital, Orangeburg, have just been raised to \$1.50 a year. That's to allow for more welfare work, which during the past year bought cigarettes, newspapers, candy, and flowers for the ill and bereaved. New officers: Harold Williams, vice-president; Arthur Gifford, executive secretary; Thomas Simpson, delegate from unit 3; Myrtle Manheim, delegate from unit 8.

Seeing the World

Join the Mental Hygiene Department and see the world. That must have been the motto of Anna Gut-

kowska, who just retired after more than 50 years of service. As a Special Attendant (Transportation Agent), she made 40 trips overseas with patients, and visited all parts of the country while returning patients to their homes. When she retired to Camerlot, N. Y., last week, fellow residents at Hudson River State gave her a pocketbook, well supplied with cash, as a remembrance.

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Teachers Newsweekly

PAGE EIGHT

THE CIVIL SERVICE LEADER'S MINIATURE NEWSPAPER FOR TEACHERS



You and I

by May Andres Healy

May Andres Healy is granted the widest latitude in expressing her views. Her opinions do not necessarily represent the views of The Leader.

It would not be possible to answer all the letters received from those who objected to my article relating to the existing License No. 1 eligible lists.

However, it was astonishing to note that so many of our prospective teachers fail to read and comprehend what is on the printed page.

Letter after letter stated that the writers were not "stale," for they have been substituting for the past several years. I specifically excepted those eligibles and referred to as "stale" those who have NOT taught either in private schools, or substituted in the public schools since attaining a place on the list.

Irrelevant statements in the letters, such as "the voluntary courses" taken by eligibles, and the "superior work" done by substitutes as compared with that accomplished by regular teachers, only prove further that those who took issue with me failed to realize the main purpose of the article, namely my opposition to the merging of lists.

There would never have been any necessity to extend the life of eligible lists, if the old order still prevailed. The cream of each list would have been appointed and the rest of those on the list would never even be considered. What these eligibles really objected to was my statement that all lists extended until 1943, shall not be further extended, and that hereafter lists remain in effect for the normal period of three years only.

Strange as it seems, not one letter mentioned the extension of eligible lists. However, I was aware that that was what the writers were primarily concerned with.

I am definitely of the opinion, however, that no further extensions be made.

The law of supply and demand controls appointments. If there are more applicants for teaching positions than there are vacancies, some, of necessity, must be disappointed.

The eligibles will never win the regular teachers to their cause by planning a program to rid the system of certain groups of regular teachers. I have before me the six-point program of the License No. 1 Eligibles which program regular teachers could well object to.

Our plan in the past was the one enacted into law which made it possible for the present eligibles to preserve the opportunity for appointment. In other words, the Joint Committee of Teachers' Organizations sponsored the introduction and had passed the present extension of lists. We now feel that sufficient opportunity and time has been allowed. Graduates of college have had no opportunity for the past ten years even to take an examination for License No. 1, due to these repeated extensions of lists.

Extensions have also worked a hardship on regular teachers who are prepared for promotional examinations. In many instances, exams have not been given because of the existing extended lists.

For the information of those who claimed in their letters that regular teachers do not take courses except under compulsion, let me state that Superintendent Greenberg reported only a few days ago that 80% of the teachers taking courses are those who DO NOT NEED THEM for alertness credit.

Have You A Little Oscar in Your Home

Have you a potential Oscar of the Waldorf in your home, an embryo Escoffier, a budding Alcatore? If Junior shows signs of culinary genius, send him, next term, to the Food Trades Vocational High School, 208 West 13th Street.

Beginning February 1, the educational program at this school will be designed to train chefs, not short-order cooks. Graduates will be eligible for apprenticeship in the city's most exclusive hotels and restaurants instead of haphazard employment in cafeterias, butcher shops and all-night diners.

Jacob Simonson, director of the school, recently requested the American Culinary Federation to select two men who would be willing to devote their lives to teaching the new classes in culinary art. An examination, tentatively set for the near future, will be judged by the federation and the New York Hotel Trades Council, AFL. Starting salary is scheduled at between \$2,500 and \$3,000 annually.

In addition to an elementary course for beginners, Mr. Simonson revealed that the school will hold advanced courses for men now employed in the hotel and restaurant business. A special course to train stewards is also being considered.

Probe, Repercussions

After three hectic sessions in a small over-crowded room in New York's County Court House, the joint legislative committee investigating subversive activities in the city's educational system adjourned the open hearings until after the holidays. Charges, denials and countercharges flew fast before the committee authorized its counsel, late Thursday, to institute contempt proceedings against twenty-five past and present teachers for refusal to testify at previous private one-man committee hearings.

Called to the stand by Paul Windels, counsel for the committee were: Tuesday—Dr. Bernard Grabanier, assistant professor of English at Brooklyn College, who accused nine members of the Brooklyn College faculty of being Communists under assumed names, including himself. Wednesday—Dr. Grabanier, who stated that membership in the Communist party had cost him \$500 per year; that he tried to resign in the Spring of 1939, but was not permitted to do so; that he was finally expelled in August, 1939; Ralph DeSola, a former employee of the

American Museum of Natural History, who charged two elementary school teachers and one City College instructor with membership in the Communist party; Charles J. Hendley, president of Local 5 of the American Teachers Union, who testified that the union was not under Red control. Thursday—Dr. Harry D. Gideonse, who said that an organized minority of Communists and those under Communist influence had control of student activities when he assumed office; that he assisted the unorganized majority to win 17 of 20 seats in the Student Council by holding elections in the classroom; that the Communists, incensed, held a campus peace demonstration one hour before elections; that his home and telephone were picketed for two weeks by students, non-students and one faculty member in bands of twenty to three hundred; Charles J. Hendley, who clashed frequently with State Senator Coudert, called the probe an endeavor to undermine unions.

Cited with contempt of court for refusing to testify at private one-man hearings were: Abraham Sobel, Dr. Joseph Bressler, Dr. Solomon Asch, Charlotte Robinson, Isidore Pomerance, Dr. Louis Miner, Dr. Sarah Reidman, Alex Benjamin Novikoff, Paul A. Gipfel, Dr. Belle Zeller, Ben Bauman, Samuel Kaiser, Dr. Herbert M. Morais.

Dr. Bella Dodd, legislative representative of the Teacher's Union, protested in court that the accused had not refused to testify, but that they were acting under advice of counsel.

The battle will be resumed next year, when the open hearings will be continued on a day, as yet unannounced, in January.

Repercussions: Unions, both AFL and CIO, both friendly and hostile to the Teachers' Union, are supporting the union for its stand in refusing to divulge membership lists to the Rapp-Coudert committee. Reason is the fear that a disastrous precedent might be set up.

Brooklyn College students, worried about their possibilities of obtaining jobs after graduation, have issued a reminder to the Rapp-Coudert investigation committee that it has the welfare of 14,000 students in its hands, to be careful lest all of the students are smeared with the Red brush.

The City Council approved a resolution by Councilman Keegan requesting the Coudert Committee to investigate the peace strikes of the American Student Union, the circumstances leading to the resignations of Presidents Robinson of City College and Colligan of Hunter, the

by-laws of the Board of Higher Education.

Small boys in the college neighborhood hurl snowballs and shouts of "Red" at the undergraduates.

No Credit for Board of Ed Work

Recently classified employees of the Board of Higher Education will not receive either service rating credit or seniority credit under a ruling of the Municipal Civil Service Commission this week.

To grant such credits, declared the Commission, would be impracticable and, in the case of seniority credits, it would involve the establishment of two categories of seniority. "The establishment of two categories of seniority would lead to endless confusion. Moreover," said the Commission, "the question is more academic than practical. It is relevant in large part only to city-wide promotion examinations. It is not likely that in the clerical service we shall have in the future departmental lists which are inadequate for the needs of the department."

1,000 Want Leave

Sabbatical leaves have been requested by approximately 1,000 teachers and principals, states Jacob Greenberg, Associate Superintendent of Schools in charge of personnel of the Board of Education. This number compares favorably with that of requests for previous spring sabbaticals and shows that the teachers do not fear the physical check-ups which some of them will have to undergo upon their return to duty. Teachers on sabbatical leave are entitled to full pay minus that of the substitute appointed to fill their position.

Applications will probably be presented to the Board of Superintendents on December 17; teachers will be notified immediately afterwards of the decisions.

Shiebler Guides

Guided by Howard A. Shiebler, secretary to School Superintendent Campbell, citizen members of the Teachers Guild Associates toured Board of Education headquarters, 110 Livingston Street. The visitors heard lectures of Board of Education officials on different aspects of education work. A luncheon at the Abraham & Straus restaurant in the building terminated the visit.

PARK TOPICS

By B. R. MEEHAN

Doings

The Manhattan Council, Greater New York Park Employees Association, will hold a special meeting in Harlem Court House, East 121st Street and Sylvan Place, on December 12, at 8 p.m. Election of officers and other important business of the organization will be transacted. All members are urged to attend. Next regular meeting of the Climber & Pruner Eligible Association December 12, at 8:30 p.m., in Germania Hall, 16th Street and Third Avenue, Manhattan. All eligibles are invited to attend. William Mickens, Pres. Ass't Gardeners Eligible Association, suggests that the Dep't set up an emergency fund for snow removal. Those employees who were layed off during the winter months could be called in for removal of snow from paths, roadways, parkways, etc. If these men were afforded a chance to work during their unemployed period it would help them and their families, benefit the Dep't and curtail the necessity of working the regular men over their usual time. Such a proposal, if tried, should prove workable. Coney Island doesn't seem the same since Park Special, Needles Tristano, left the later part of November. The Municipal Civil Service Commission on

November 29 certified the promotion list of Park Foreman, Grade 2. The names of 23 appointees eligible are: 1, Eugene Alt, 82.87; 2, Joseph Feldman, 82.00; 3, Herbert Hirschman, 81.25; 4, Daniel Harrington, 80.75; 5, Edgar Bever, 80.37; 6, Frank Maunton, 80.37; 7, Richard Chamalian, 80.25; 8, Rudolpt Winton, 80.00; 9, Herbert Dunbar, 80.00; 11, Anthony Speidel, 79.75; 12, Cornelius O'Shea, 79.75; 13, Aaron Hershkowitz, 79.75; 14, John Dunleavy, 79.50; 15, Joseph Downing, 79.25; 17, August Shultz, 79.00; 18, John Costello, 79.00; 19, James Linden, 79.00; 21, John Delea, 78.62; 22, Eugene Dooley, 78.62; 23, Frederick Kaufman, 78.62; 24, Arthur Thompson, 78.37; 25, John Dermody, 78.25; 26, John Mathews, 78.25. Numbers 10, 16 and 20 were not appointed. Next regular meeting of the Five Boro Ass't Gardeners Association will be held January 7, 1941, at the City Court House, 52 Chambers Street, Manhattan, at 8 p.m. Walter Rosenberg was looking for a thumb mate. He planned leaving for Florida the 1st of Dec.

Promotion to Gardener

Study Series No. 3

Directions: Fill in the answers as required in each of the following: 16. Three groups into which plants

are divided according to permanence are

17. Kainite is a

18. The part of a stem at which a leaf is borne is called

19. Cleft drafting is best done in

20. The part of a plant into which a bud or scion is inserted is called

Directions: In each of the following items four possible answers are suggested to complete each statement. On the answer sheet write the letter of the statement which is best of those suggested.

21. A host plant is (a) a specimen plant (b) an accent plant (c) a plant affording lodging for parasitic plants (d) a plant of recent introduction.

22. A moraine is (a) a type of rock garden (b) a type of gourd (c) a patio garden (d) a terraced area.

23. Balsam apple is (a) an ornamental tree (b) a deciduous shrub (c) an annual vine (d) dracaena.

24. "Breaking" in tulips refers to (a) a hardening off process (b) a sudden change in color (c) a water cultivation method (d) a bulblet propagation method.

25. The best type wood used for seed flat construction is (a) white pine (b) balsa (c) poplar (d) cypress.

Clip and paste in scrapbook. To be continued when space permits.

(Address all communications to the column in care of THE LEADER.)

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Walter, 99.50; 3. Bangel, Jack, 99.50;...
Farchen, Harry L., 99.50; 5. Shostchuk,

96.25; 242. Scheeler, Walter J., 96.25; 243.
Calano, Charles, 96.25; 244. Ulrich, Henry
D., 96.25; 245. Guercel, Giuseppe, 96.25;

Gartner, Joseph I., 95.375; 483. Pitak,
John J., 95.375; 484. Schwartz, Harold M.,
95.375; 485. Fitzgerald, Gerald M., 95.375;

Joseph, 94.625; 724. Jones, Paul J., 94.625;
725. Hoffman, Benjamin, 94.625; 726.
Wyballe, Edmond C., 94.625; 727. Bracco,

965. Stein, Louis, 94.00; 966. Riffee, Au-
rello, 94.00; 967. Ruhe, Charles A., 94.00;

Grades 96.50 to 95.75

Grades 95.75 to 95

Grades 95 to 94.50

Grades 94.50 to 94

Grades 94 to 93.625

Board of Transportation Gets 250 Names

Guido A. 91.50; 2360, Hennings, Frederik P. 91.50; 2361, McLaughlin, Joseph P. 91.50; 2362, Strasser, Joseph P. 91.50; 2363, Timko, Andrew J. 91.50; 2364, Jerome V. 91.50; 2365, Yankonof-Guidice, Jerome V. 91.50; 2366, O'Shaughnessy, Alexander J. 91.50; 2367, Nelson, Clifford, 91.50; 2368, Daniels, Norbert, 91.50; 2369, Vincent F. 91.50; 2370, Murphy, Martin, 91.50; 2371, Alphonso, Albert, 91.50; 2372, Snecken-Catalano, Albert, 91.50; 2373, Wyck, Dan-burg, Edward C. 91.50; 2374, John A. 91.50; 2375, Villier, John A. 91.50; 2376, Volken-lansford, William L. 91.50; 2377, Setzer, Burk, Edward, 91.50; 2378, Abraham J., Paul C. 91.50; 2379, Langford, Edward P. 91.50; 2380, Langford, Sidney, 91.50; 2381, Weiberg, Michael B. 91.50; 2382, McGratty, O'Hara, Michael B. 91.50; 2383, Wolfe, Edwin J., 91.50; 2384, Kullman, Robert A. 91.50; 2385, Goldstein, Saul, 91.50; 2386, Casillo, Pasquale, 91.50; 2387, Kehl, Herman J., 91.50; 2388, Wernig, George A. 91.50; 2389, Hunzinger, Carl W. 91.50; 2390, Galagher, Daniel, 91.50; 2391, Sliorski, Galagher, 91.50; 2392, Kelly, William J., 91.50; 2393, Zuckler, Irwin, 91.50; 2394, Chernow, Bernard, 91.50; 2395, Cherovitz, Louis L. 91.50; 2396, Donovan, Daniel T. 91.50; 2397, Fonte, Albert F., 91.50.

Grades 91.125 to 90.75

2600, Foley, Edward J., Jr. 91.125; 2601, Camky, Max, 91.125; 2602, Haber, Joseph P., 91.125; 2603, Brockman, Harry, 91.125; 2604, DeLima, Adermonde P., 91.125; 2605, D'Amico, Nunzio J., 91.125; 2606, Heisch-uber, Sidney, 91.125; 2607, Bischoff, Ambrose E., 91.125; 2608, Mucio, Joseph J., 91.125; 2609, Balbauer, Arthur, 91.125; 2610, Glamb-ronne, Salvatore V., 91.125; 2611, Bavalari, Steve, 91.125; 2612, Pink, Charles, 91.00; 2613, Wronewich, Theodore, 91.00; 2614, Weissman, Philip, 91.00; 2615, Chees-man, Benjamin F., 91.00; 2616, Bush, Harold A., 91.00; 2617, Kackl, Raymond G., 91.00; 2618, Strasser, Martin, 91.00; 2619, Rellly, Raymond W., 91.00; 2620, Renschler, Erwin A., Jr., 91.00; 2621, Pollara, Joseph E., 91.00; 2622, Braunstein, Jack, 91.00; 2623, Wuenschel, George E., 91.00; 2624, Fishman, Irving, 91.00; 2625, Carr, Paul, 91.00; 2626, Koehnberg, Elias, 91.00; 2627, DeWitt, Joseph J., 91.00; 2628, Conrad, Robert W., 91.00; 2629, Novak, Edward J., 91.00; 2630, McLaughlin, Robert, 91.00; 2631, Bedrey, Paul, 91.00; 2632, Roller, Eugene F., 91.00; 2633, Kawka, Michael, 91.00; 2634, Merlo, Salvatore, 91.00; 2635, Polidis, Euphratis S., 91.00; 2636, Ratti, Lawrence, 91.00; 2637, Sczerbacki, Edward A., 91.00; 2638, Ferralio, James A., 91.00; 2639, Brazezani, Guido, 91.00; 2640, Augusto, Thomas, 91.00; 2641, Aclerno, Carmine R., 91.00; 2642, Buchanan, Walter E., 91.00; 2643, Wilson, Henry, 91.00; 2644, Milgram, Mur-ray, 91.00; 2645, Zubulake, James T., 91.00; 2646, DeNegri, Joseph V., 91.00; 2647, Carotenuto, Peter V., 91.00; 2648, Romanelli, Anthony, J., 91.00; 2649, Cirrito, Joseph S., 91.00.

Grades 91.375 to 91.125

2400, Lella, Angelo, C., 91.375; 2401, Scarchilli, Eugene R., 91.375; 2402, Croce, Joseph, 91.375; 2403, Decker, Frederick H., 91.375; 2404, Clark, Dennis J., 91.375; 2405, Bermanek, Frank C., Jr., 91.375; 2406, Ber-nson, Edward J., 91.375; 2407, Sullivan, Francis W., 91.375; 2408, Wasilkowski, Leo J., 91.375; 2409, Reidy, John J., 91.375; 2411, Leben, Joseph P., 91.375; 2412, Brown, James A., 91.375; 2413, Desiderio, Joseph, 91.375; 2414, Sottile, Joseph, 91.375; 2415, Turner, Walter E., 91.375; 2416, Dwyer, Francis E., 91.375; 2417, Leicht, Bertram, 91.375; 2418, Olsen, Larry, 91.375; 2419, Kukowski, Leo, 91.375; 2420, Hannick, William P., 91.375; 2421, Dunne, James J., 91.375; 2422, Libassi, Theodore, 91.375; 2423, Schwalm, Arthur, 91.375; 2424, Desiderio, Fred, 91.375; 2425, Nicoletti, Frank C., 91.375; 2426, Lewis, Michael T., 91.375; 2427, Chyzowski, Charles J., 91.375; 2428, Libretti, John, 91.375; 2429, Miller, Herbert, 91.375; 2430, Tummel, John M., 91.375; 2431, Scanzo, Rocco, 91.375; 2432, Ginsburg, Basil, 91.375; 2433, Leslie, Ralph I., 91.25; 2434, Riano, George, 91.25; 2435, O'Connor, Ed-ward J., 91.25; 2436, Ifshin, Sidney J., 91.25; 2437, Berg, Leonard A., 91.25; 2438, Konopka, Walter J., 91.25; 2439, David, Alfred D., 91.25; 2440, Chappetta, Joseph T., 91.25; 2441, Rosenstein, Milton, 91.25; 2442, Mallah, Charles, 91.25; 2443, Casazza, Philip L., 91.25; 2444, Sliakowski, Adam, 91.25; 2445, Hess, William H., Jr., 91.25; 2446, Lazaro, Thomas, 91.25; 2447, Lopez, Edward F., 91.25; 2448, Occhiogrosso, Frank J., 91.25; 2449, Cleary, Henry E., 91.25.

Grades 90 to 89.75

3400, Essling, William H., 90.00; 3401, Rosenthal, Isadore D., 90.00; 3402, Torriolo, Lebro A., 90.00; 3403, LoBosco, Michael N., 90.00; 3404, Pugh, William T., 90.00; 3405, Waldman, Leo, 90.00; 3406, Kirsch, Max A., 90.00; 3407, Irwin, Archibald J., 90.00; 3408, Rummo, Frank, 90.00; 3409, Balletti, James, 90.00; 3410, Messin, Harry, 90.00; 3411, Carr, Edward, 90.00; 3412, Ristan, George J., 90.00; 3413, Henson, Michael, 90.00; 3414, Senetra, Peter J., 90.00; 3415, McInerney, James V., 90.00; 3416, Como, P. W., 90.00; 3417, Mazurkewitz, W. A., 90.00; 3418, Bufano, Anthony G., 90.00; 3419, Munson, William C., 90.00; 3420, Brennan, Walter A., 90.00; 3421, Blackman, Joseph J., 90.00; 3422, Trezza, Carmine P., 90.00; 3423, Picalora, Frank, 90.00; 3424, Ham-mer, Ernest E., 90.00; 3425, Cosenza, Theo-dore, 90.00; 3426, Williams, Oliver S., 90.00; 3427, Ritter, Walter, 90.00; 3428, Hasher, Irving, 90.00; 3429, Shtatz, Nathan, 90.00; 3430, Hayowy, John, 90.00; 3431, Schmidt, John, 90.00; 3432, Yavel, Dave, 90.00; 3433, Thornton, Beverly, 90.00; 3434, Johnson, Alfonso A., 90.00; 3435, Ker-nan, Patrick M., 90.00; 3436, Schutzman, Seymour, 90.00; 3437, Newman, Nathan, 90.00; 3438, Terico, James, 90.00; 3439, Blank, Michael G., 90.00; 3440, Doyle, Francis D., 90.00; 3441, Cicalo, Joseph, 90.00; 3442, Goldblatt, Louis H., 90.00; 3443, Sala, Bamez, J., 90.00; 3444, Pesca, Gerolamo, 90.00; 3445, Tortorici, Anthony, 90.00; 3446, Palumbo, Louis M., 90.00; 3447, Orrigo, Frank, 90.00; 3448, Fellizzi, Sal-vatore D., 90.00; 3449, Wolfgang, Ralph, 90.00.

Grades 90.25 to 90

3200, Mantoli, George F., 90.25; 3201, Hursh, Isidor, 90.25; 3202, DelGrosso, John J., 90.25; 3203, Williams, James E., 90.25; 3204, Anderson, Eldon A., 90.25; 3205, Jordan, James B., 90.25; 3206, Orsetti, Olinto C., 90.25; 3207, Hochman, Alex M., 90.25; 3208, Grant, Carl, 90.25; 3209, Smith, Daniel W., 90.25; 3210, Felten, Joseph R., 90.25; 3211, Loughran, Richard C., 90.25; 3212, Morrett, John, 90.25; 3213, Cohen, Abraham, 90.25; 3214, Lewandowski, Mi-chael A., 90.25; 3215, Kottl, Arthur F., 90.25; 3216, West, Ernest, 90.25; 3217, Milazzo, Nicholas, 90.25; 3218, Lodaw, Max, 90.25; 3219, Husek, George T., 90.25; 3220, D'Apollito, Leonard W., 90.25; 3221, Smith, Byron E., 90.25; 3222, Hedberg, Edward J., 90.25; 3223, Maulella, Anthony, 90.25; 3224, Matti, John, 90.25; 3225, Dell'Isola, John, 90.25; 3226, Frigand, Herman J., 90.25; 3227, Oest, William H. C., 90.25; 3228, Rosenfeld, Sidney, 90.25; 3229, Delvicario, Silvio, 90.25; 3230, Zuck, Michael, 90.25; 3231, Maggio, Vincenzo P., 90.25; 3232, Hennessey, James A., 90.25; 3233, Corio, Anthony, 90.25; 3234, Simms, Spencer C., 90.25; 3235, Tobin, Michael J., Jr., 90.25; 3236, Interrante, Charles J., 90.25; 3237, Tziolo, Blase V., 90.25; 3238, Van Voorhis, Peter, 90.25; 3239, Brown, Thomas J., 90.25; 3240, Swirsky, Jack H., 90.25; 3241, Monahan, Edward, 90.25; 3242, McSherry, Joseph F., 90.25; 3243, Illiano, George A., 90.25; 3244, Camastra, Ralph J., 90.25; 3245, Ra-caniello, Antonio, 90.25; 3246, Syracuse, Matti, John, 90.25; 3247, Jaffey, Irving, 90.25; 3248, Manzo, Vito, 90.25; 3249, Bakick, Frank E., 90.25.

Grades 90.50 to 90.25

3000, Weber, Frederick A., 90.50; 3001, Sullivan, John J., 90.50; 3002, Lodiopato, John F., 90.50; 3003, Schwartz, Philip, 90.50; 3004, Feda, Marion B., 90.50; 3005, Jones, Howard, 90.50; 3006, Close, Harold F., 90.50; 3007, Gorlin, Harold, 90.50; 3008, Capobianco, Emanuele J., 90.50; 3009, Cody, John F., 90.50; 3010, Rosenthal, Abe, 90.50; 3011, Truscinski, Joseph J., 90.50; 3012, Mugno, Antonio, 90.50; 3013, Skorzky, Fred, 90.50; 3014, Veltri, Angelo, 90.50; 3015, Bernstein, Theodore, 90.50; 3016, Paulin, Joseph A., 90.50; 3017, Brogan, James J., 90.50; 3018, Rodda, James D., 90.50; 3019, Petrino, Vincent J., 90.50; 3020, Kugler, William C., 90.50; 3021, Levins, William J., 90.50; 3022, Fiernan, Louis, 90.50; 3023, Lancl, Dominick J., 90.50; 3024, Wolfe, William J., 90.50; 3025, Bunting, Clarence, 90.50; 3026, Rubino, Peter, 90.50; 3027, McGee, Martin J., 90.50; 3028, Levine, David, 90.50; 3029, Deignan, Timothy, 90.50; 3030, Healey, James E., 90.50; 3031, Entle, Isidore, 90.50; 3032, Ryan, Francis, 90.50; 3033, Rubin, George, 90.50; 3034, McSherry, Michael J., 90.50; 3035, Macchiarella, Joseph L., 90.50; 3036, Alleyne, Gerard, 90.50; 3037, Cozzi, Ralph L., 90.50; 3038, Genter, Har-old, 90.50; 3039, Russo, Natale V., 90.50; 3040, Dillworth, George H., 90.50; 3041, Donovan, James J., 90.50; 3042, White, Jerome, 90.50; 3043, Arrigo, Anthony R., 90.50; 3044, Singer, Leon, 90.50; 3045, Snyder, Thomas J., 90.50; 3046, Kirwan, Wil-liam F., 90.50; 3047, Vassallo, Philip A., 90.50; 3048, Bruccoleri, Anthony V., 90.50; 3049, Duplak, Martin, 90.50.

Grades 90.75 to 90.50

2800, Absenger, Charles W., 90.75; 2801, Ruppach, John, 90.75; 2802, Kiehn, Joseph, 90.75; 2803, Pooze, Tibor, 90.75; 2804, Petrovitz, George A., 90.75; 2805, Bookman, Norman H., 90.75; 2806, Chav-ier, Crawford F., 90.75; 2807, Andretta, Joseph E., 90.75; 2808, Wohl, Harry, 90.75; 2809, Kasser, Charles F., 90.75; 2810, Weingart, William, 90.75; 2811, Geffen, Julius D., 90.75; 2812, Simonov, Michael J., 90.75; 2813, Pullen, William P., 90.75; 2814, Leh-man, Stephen R., 90.75; 2815, Nelson, Roy, 90.75; 2816, Sciamie, John, 90.75; 2817, Wil-son, Harold, 90.75; 2818, Witkus, Peter J., 90.75; 2819, Simcus, George W., 90.75; 2820, Cang, Henry, 90.75; 2821, Gandley, Joseph F., 90.75; 2822, Kendall, George T., 90.75; 2823, Thoma, Robert J., 90.75; 2824, Scaccella, Samuel P., 90.75; 2825, Merr, Isaac, 90.75; 2826, Marsiello, Peter L., 90.75; 2827, Rendine, Michael J., 90.75; 2828, Hancock, George W., 90.75; 2829, Gluck, Harold, 90.75; 2830, Horton, Harry G., 90.75; 2831, Chiarine, Frank A., 90.75; 2832, Barry, Charles P., 90.75; 2833, Carlini, Carlo, 90.75; 2834, Faber, Ed-gard, 90.75; 2835, Davis, Joseph E., 90.75; 2836, Darienzo, Pasquale J., 90.75; 2837, Cozzi, Benedict, 90.75; 2838, Fassbender, Henry, 90.75; 2839, Kuzvyk, Frank, 90.75; 2840, Boulware, Haston F., 90.75; 2841, Partacz, John, 90.75; 2842, Lupo, Antonio, 90.75; 2843, Hoffman, Andrew J., 90.75; 2844, Thompson, James L., 90.75; 2845, Russo, Anthony C., 90.75; 2846, Allmending-er, William F., 90.75; 2847, Fey, Frank J., 90.75; 2848, Liasens, George, 90.75; 2849, Bumbalo, Salvatore, 90.75.

Appointments to Civil Service Expected at Once

(Continued from Page 12)

4601. Keane, James W., 88.375; 4602. De-... 4601. Keane, James W., 88.375; 4602. De-... 4601. Keane, James W., 88.375; 4602. De-...

Cook George, 88.125; 4926. Hite, Forrest... 4927. Flynn, Edward J., 88.125; 4928... 4929. Downes, Thomas P., 88.125; 4930...

Grades 88 to 87.75... 5001. Amodeo, Francis A., 88.00; 5002... 5003. Twomey, Gerald J., 88.00; 5003. Etheridge...

Glise, Harry, 87.875; 5158. Steinbaum, Isidore... 5159. Horowitz, Philip G., 87.75; 5161... 5162. Pryke, George J., 87.75; 5161...

Grades 87.75 to 87.50... 5201. Reiser, Joseph F., 87.75; 5202... 5203. Liebermann, Joseph, 87.75; 5203. Bernstein...

William W., 87.50; 5393. Mazzola, Joseph... 5394. Moskowitz, Philip, 87.50; 5395... 5396. Posta, Joseph, 87.50; 5396. Keane...

Grades 87.50 to 87.25... 5401. Ariosto, Sam E., 87.50; 5402. Rothberg... 5403. Grier, Daniel R., 87.50; 5404... 5405. Bensch, Solomon, 87.50; 5405...

Grades 87.25 to 86.875... 5501. Mitchell, John T., 87.375; 5502. Corkey... 5503. Frank J., 87.375; 5503. Salter, Robert...

5621. Klein, Harold, 87.25; 5622. Everight... 5623. Raymond J., 87.25; 5623. Riello, Emil... 5624. Reinhardt, Joseph T., 87.25; 5625...

Grades 87 to 86.875... 5801. Furst, Morris, 87.00; 5802. Posner... 5803. Furst, Morris, 87.00; 5803. Rodinsky...

Grades 88.25 to 88

4801. Sidlisk, Charles E., 88.25; 4802... 4803. Kane, Edward P., 88.25; 4803. Whiting, Paul... 4804. Thum, Alexander, Jr., 88.25; 4806...

Grades 88 to 87.75

5001. Amodeo, Francis A., 88.00; 5002... 5003. Twomey, Gerald J., 88.00; 5003. Etheridge... 5004. Johnston M., 88.00; 5004. Sansone, Joseph...

Grades 87.75 to 87.50

5201. Reiser, Joseph F., 87.75; 5202... 5203. Liebermann, Joseph, 87.75; 5203. Bernstein... 5204. Jerome H., 87.75; 5204. Carpenter, Edwin...

Grades 87.50 to 87.25

5401. Ariosto, Sam E., 87.50; 5402. Rothberg... 5403. Grier, Daniel R., 87.50; 5404... 5405. Bensch, Solomon, 87.50; 5405...

Grades 87 to 86.875

5801. Furst, Morris, 87.00; 5802. Posner... 5803. Furst, Morris, 87.00; 5803. Rodinsky... 5804. Lisarelli, Frank, 87.00; 5806. Garsh...

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(Continued from Page 14)

Alvariz, William J. 85.75; 7030, Par...
John, 85.75; 7031, ...
Fay, James 85.75; 7034, Zino, Jo...

Grades 85.625 to 85.375

7201, Catalano, Charles F. 85.625; 7202, ...
Panaro, John P. 85.625; 7203, McLaughlin, ...
John, 85.625; 7204, Kane, William...

cale, Daniel, 85.50; 7265, Consiglio, Louis ...
85.50; 7266, McGovern, Raymond, 85.50; ...
7267, Miller, Irving, 85.50; 7268, Tomiser, ...
Charles J., 85.50; 7269, Crescentini, Vincent...

85.25; 7497, Cassorla, Louis, 85.25; 7498, ...
Gerace, Joseph A., 85.25; 7499, Connelly, ...
John J., 85.25; 7500, DeFelice, Ferdinand A...

85.00; 7726, Beuschel, Eugene, 85.00; ...
7727, Dazey, Reginald A., 85.00; 7728, ...
Bankowski, Adolph R., 85.00; 7729, Conroy, ...
John J., 85.00; 7730, Parks, Thomas F., ...

7805, Cesa, Aldo F., 85.00; 7806, Horn, Saul, ...
85.00; 7807, Tussl, Nat J., 85.00; 7808, ...
Kraft, Henry J., 85.00; 7809, Brown, Clif- ...
ford A., 85.00; 7810, Celli, Anthony J., ...

Promotion—Sanitation Man, Class A

1. Paparesta, Michael A., 90.75; 2. Fox, ...
Joseph G., 84.81; 3. Walsh, John X., 85.00; ...
4. Green, Herbert M., 82.75; 5. Croce, Rob- ...
ert A., 82.47; 6. Tapman, Walter P., 82.37; ...

Question, Please?

by H. ELIOT KAPLAN CONTRIBUTING EDITOR

Organization of Civil Service Employees

D. J. H.—We have been asked by many to answer the query: Are civil service employees required by law to be members of any employees organization, and may employees contribute to any union, association or political party club?

U. S. Use of City And State Lists

J.A.H.—The recent announcement by the Federal Civil Service Commission that it may resort to the use of state or municipal commission eligible lists for filling federal field positions does not give any person on a state or city list the right to be transferred to a similar eligible list for the federal service on a basis of his original rating in the examination he took for the state or city service. One can well understand that the ratings in the federal, state and city tests may vary greatly depending on the standards used and the type of examination used. What the Federal Commission plans to do, as I understand it, is to resort to a state or city eligible list to fill a position where the Federal Commission has no available eligible list for the position, and it is found that the standards of the federal and state or city commission for the examination are substantially similar. The plan does not contemplate immediate wholesale appointments from state and city lists for federal positions. The problem will require considerable experimentation and study before the practice becomes more than infrequent.

Transfer for P. O. Eligible

M.G.—An eligible on a postal clerk-carrier list who resided in New York City and moves to another borough may have his name transferred to the postoffice list for the borough to which he removed, but his name will be placed at the bottom of the list of the new borough office.

Cop Appointment As Chemist

J.R.—According to the Municipal Commission's practice, an eligible on the police special list may be appointed for special assignment as a chemist if he has the qualifications. Whether an appointment to a permanent position as chemist may be made from that list instead of from the general list for chemist is a moot question. The eligibles on the regular patrolmen's list may not be used to fill such position of chemist in the police department permanently, we feel sure.

Transfer for Vets

I.M.G.—The right of a veteran to be transferred to any other position which he may be fitted to fill applies to transfer to a similar position in another department where there is such a vacancy at the time of his lay-off from his own department, as well as to any other vacancy existing in his own department at the time. In a recent

Do you want some one to talk to? Then join the CORD Service now. The fee is only \$1 for 12 months. CORD SERVICE For Appointment 147 4th Ave. (14 St.) call Central Savings Bank Bldg. ALgonquin 4-5198

Examination Requirements

City Tests

Assistant Bacteriologist
(Competitive)
Salary: \$2,100 to \$2,700. File by December 30. Fee, \$2.

Duties
To supervise a unit in a bacteriological laboratory. The type of work may include the manufacture of serums or vaccines, or procedures followed in the Health and Hospital Departments in bacteriological diagnosis of syphilis, diphtheria, typhoid, gonorrhea, or other infectious diseases; also participation in research, either independently or in collaboration, on bacteriological problems pertinent to the diagnosis and control of infectious diseases.

Requirements
M.D. degree from an accredited school or a Ph.D. in bacteriology; or a M.S. degree in bacteriology plus one year's experience in a bacteriological laboratory; or an M.S. degree in biology or chemistry plus three years' experience in a bacteriological laboratory.

Basis of Ratings
Written test, 60; training, experience and personal qualifications, 40.

Director of Public Assistance

(Competitive)
Amended notice. Candidates who filed in October need not file again. Salary: \$6,000 and upward. Fee, \$5. File by December 30. Applications will be received on a country-wide basis and if no qualified person is secured from New York City, the list will be certified in order of those passed regardless of prior residence.

Duties
Under direction of the commissioner or his deputy, to be responsible for the administration of the bureau of public assistance and the coordination of its various subdivisions, including the administrative supervision and training of an administrative, professional and facilitative staff of 3,000.

Requirements
Bachelor's degree and a master's degree in public administration or in social work. In addition, within the past 10 years, six years of paid administrative or private or public welfare experience. Two years must have been in public administration; three must have been in responsible direction of a comprehensive program of public assistance, of a state, municipality or county with a population of over 50,000; or an equivalent combination of training and experience.

Basis of Ratings
Written, 30; training, experience and personal qualifications, 70.

Gasoline Roller Engineer and Asphalt Steam Roller Engineer

(Competitive)
Salary: prevailing rate—\$12 a day. Fee, \$2. File by December 30.

Duties
To operate and keep in good running condition gasoline and asphalt steam rollers and to make minor repairs to same; to be responsible for the proper rolling of subgrades and pavements in the course of their construction and repair.

Requirements
Two years experience as a gasoline roller engineer or as an asphalt steam roller engineer or a satisfactory combination of both as grading and paving work, or equivalent experience. Candidates must present a certificate of fitness for the

operation of both types of rollers at the time of the practical tests.

Basis of Ratings
Written, 30; practical 50; physical, 20.

Inspector of Blasting, Grade 2

(Competitive)
Salary: \$1,800 to \$2,400. File by December 30. Fee, \$1.

Duties
To enforce ordinances governing the use and transportation of explosives; inspect blasting operations and supervise rock removal by explosives, as embraced in chapter 19 of the Administrative Code; to supervise the transportation of explosives on the streets and waters of New York City, including explosives for export; handle all bombs and suspicious packages and dispose of explosives found therein; make reports of blasting conditions, accidents and results.

Requirements
One year's continuous experience as a blaster or as a foreman in charge of a gang of men engaged in blasting operations for buildings or public works.

Basis of Ratings
Written, 60; training, experience and personal qualifications, 40.

Pathologist (Orange County)

(Competitive)
Amended notice. Candidates who filed in October need not file again. Salary: \$1,800 with maintenance. Fee, \$1. File by December 30. The eligible list will be used only for positions outside New York City.

Duties
To be in charge of pathological work in the hospital where employed; perform examinations and conduct research work in pathology, bacteriology, serology, and pathological chemistry.

Requirements
Graduation from a medical school; one year's general internship. In addition six months' pathological internship and two years' work in a pathological laboratory; or the equivalent. Candidates must have performed independently 50 autopsies.

Basis of Ratings
Written, 30; training, experience and personal qualifications, 30; practical, 40.

Resident Buildings Superintendent (Housing), Grade 3

(Competitive)
Salary: for Grade 2, \$1,800 to \$2,400; for Grade 3, \$2,400 and over. The eligible list may be used for appropriate positions in the lower grade and also for the title of Assistant Resident Buildings Superintendent (Housing). Fee, \$2. File by December 30.

Duties
To supervise the operation and maintenance of properties of the N.Y.C. Housing Authority; plan and supervise the work of cleaning and policing all public spaces within the buildings and grounds; maintain all services such as heat, light, and water supply; perform similar duties.

Requirements
Five years' experience in the operation, maintenance and repair of tenanted buildings, exclusive of loft and factory buildings, three years of which must have been in responsible charge of properties of

How to Apply for a Test

For City Jobs: Obtain applications at 96 Duane Street, New York City, (9 a.m. to 4 p.m.), or write to the Application Bureau of the Municipal Civil Service Commission at 96 Duane Street and enclose a self-addressed 9-inch stamped envelope (4 cents for Manhattan and Bronx, 6 cents elsewhere).

For State Jobs: Obtain applications at 80 Centre Street, New York City, (9 a.m. to 5 p.m.), or enclose six cents in a letter to the Examinations Division, State Civil Service Department, Albany.

For County Jobs: Obtain applications from Examinations Division, State Civil Service Department, Albany. Enclose 6 cents.

For Federal Jobs: Obtain applications from U. S. Civil Service Commission, 641 Washington Street, New York City, (9 a.m. to 4:30 p.m.), in person or by mail. Also available from first and second class post offices, Second District.

U. S. citizens only may file for exams and only during period when applications are being received.

Fees are charged for city and State exams, not for federal.

Applicants for most city jobs must have been residents of New York City for three years immediately preceding appointment. Applicants for State jobs must have been New York State residents for one year.

The "weights" listed for various titles on these pages refer to the relative value of each part of the exams. Therefore, if the weight of the written part of an exam is 30, this means that the written part counts for 30 per cent of the final mark.

considerable magnitude; or a satisfactory equivalent.

Basis of Ratings
Written, 30; training, experience and personal qualifications, 30; practical, 40.

Senior Administrative Assistant (Health Education)

(Competitive)
Salary: \$5,000. The eligible list will be used for appropriate positions in a lower grade. Fee, \$4. File by December 30.

Duties
To assist the Commissioner of Health in the organization and administration of the popular health education program in the health districts. This includes the planning and management of public meetings, the preparation of news releases, and the devising of ways and means for effectively interpreting to the public the facts of health work in order to secure through public cooperation a more effective health program for the city.

Requirements
A bachelor's degree. Plus five years of recent experience in one or both of the following: (1) editorial, advertising, or reportorial newspaper or magazine experience directly related to work of city, state or federal governmental agencies; (2) public relations work for a city, state, or federal governmental agency or executive, or for large industrial or philanthropic organizations or foundations; or a satisfactory equivalent of experience and education.

Basis of Ratings
Written test, 50; training, experience and personal qualifications, 50.

Senior Maintainer (Office Appliances—Typewriters)

(Competitive)
Salary: \$2,400. Fee, \$2. File by December 30.

Duties
To supervise typewriter repair service of the City of New York, including the personnel of such service; supervise the work of maintenance and repair and direct the preventive maintenance of all typewriters and incidental office appliances used in the various city departments; requisition all supplies and keep necessary records.

Requirements
Five years of experience as a

typewriter repair man or the equivalent. Supervising experience, while not required, is desirable.

Basis of Ratings
Written, 50; training, experience and personal qualifications, 50.

Superintendent of Camp La Guardia (Men)

Salary: \$3,600. File by December 30. Fee, \$3.

Duties
Under the director of shelter care, to be resident superintendent responsible for the complete care and rehabilitation program for the 1,000 unattached or homeless men assigned to Camp La Guardia; the planning, coordination and administration of the dental, medical, recreation, social service, training and work programs.

Requirements
A bachelor's degree, or have equivalent training; in addition within the last 10 years, five years of full time paid administrative, institutional, or social welfare experience of a character to qualify. Graduate study in social work or public administration will be credited up to two years of this experience requirement.

Basis of Ratings
Written, 30; training, experience and personal qualifications, 70.

Supervising Tabulating Machine Operator (I.B.M. Equipment), Grade 4

(Competitive)
Amended notice. Candidates who filed in November may, if they wish, amend their original applications. Salary: \$2,400. Fee: \$2. File by December 23.

Duties
To be in charge of an I.B.M. installation in a city department. To have a thorough knowledge of the operation and the basic principles of all types of machines used in such an installation. To prepare the work schedules, draw wiring diagrams for the various machines, design tabulating cards, prepare codes, etc.

Requirements
Two years of full-time experience as a tabulating machine operator, or a key punch operator or operator of other auxiliary machines in an I.B.M. installation, one year of

which must have been in supervision of a tabulating machine installation which included such machines as accounting, key punch, sorters, collators, comparing reproducers, etc.

Basis of Ratings
Written, 60; experience, 40.

Assistant Bacteriologist (Promotion)

Salary: \$2,100 to \$2,700. File by December 30. Fee: \$2. The written test will be held Feb. 4.

Duties
To supervise a unit in a bacteriological laboratory.

Requirements
Open to all Junior Bacteriologists who have served as such for at least one year on the date of the written test, and who are otherwise eligible.

Basis of Ratings
Record and seniority, 50; written, 30; training, experience and personal qualifications, 20.

Chief Medical Officer (Deputy Chief), Fire Department

(Promotion)
Salary: \$6,000. Open only to employees of the Fire Department. Fee, \$5. File by December 30. Date of written test: January 14.

Duties
To act as Executive Officer in charge of the Medical Division and be responsible to the Fire Commissioner for the health, care and treatment of 10,500 members of the Fire Department. This position requires full-time service.

Requirements
Open to medical officers in the Fire Department who have served at least six months.

Basis of Ratings
Record and seniority, 50; written, 20; training, experience and personal qualifications, 30.

Housekeeper (Women)

(Promotion)
Amended notice. Candidates who filed in October need not file again. Salary: \$1,200 to \$1,800. File by December 23. Fee, \$1. The written test will be held March 8.

Requirements
Open to all nurses who have served for three years in the non-competitive service of the Department of Hospitals, and to all Hospital Attendants and Hospital Helpers who have served as such three years in the department, one year of which must have been as a Supervisor of a Housekeeping Unit in one of the various institutions of the department.

Basis of Ratings
Record and seniority, 50; written, 30; oral, 20.

Railroad Clerk

(Promotion)
Open only to employees of the Independent Divisions of the N.Y.C. Transit System. Salary: 55 to 65.2 cents an hour. Date of written test:

(Continued on Page 17)

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Study Corner

The American Technical Society has just published another home study guide—this time for Engineer-Custodians. One hundred and eighty-five pages are crammed full of technical material on boilers, combustion, engines, heating and ventilation, airconditioning, pumps, sanitation plumbing, electrical machinery, mechanics, technical formulas, and general information.

Written principally in question and answer form, the book includes material taken from previous examinations. It is priced at \$2.50.

"Selling—A Job That's Always Open" is the title of a new book by Frances Maule just off the Funk & Wagnall's press. The book aims to tell not only how to sell, but what to sell and how to get a selling job best suited to you. Careers discussed include chain store management, door to door selling, advertising, insurance selling and real estate selling. (\$2.00).

Finger Print Classifiers who want to brush up on fundamentals in preparation for the coming U. S. test will find a wealth of material at the Municipal Reference Library. Inasmuch as the announcement specifies that the Henry System will be the basis of the test, particular attention should be given to these books:

- Kuhne, Frederick, "The Finger Print Instructor (Based on Sir E. R. Henry System)", 1935.
- Partigas, Lionel, "The Science of Finger Print Identification," 1938.
- Wilder, H. Hand Wentworth, Bert, "Personal Identification."
- Crosskey, Walter, "The Single Finger Print System," 1923.
- Hamilton, Mary E., "Introductory Course for Finger Print Experts," 1939.
- Henry, E. R., "Classification and Uses of Finger Prints," 4th ed., 1913.
- Castellanos, Israel, "Identification Problems, Criminal and Civil."

(Continued from Page 16)
 File by December 30. Fee, \$1.
Duties
 Under supervision, to perform mechanical work in field, office or station booth, make change at stations and do related work.
Requirements
 Open to all permanent employees serving in the title of Porter who have served continuously at least one year in the title at the date of the written test, and who are otherwise eligible.
Basis of Ratings
 Record and seniority, 50; written, 50.
Supervising Tabulating Machine Operator (L.B.M. Equipment), Grade 3 (Promotion)
 Open only to employees of the


Tax Department. Salary: \$1,800. File by December 23. Fee, \$1.
Duties
 The exam will test the candidate's ability to be in charge of an I.B.M. installation; his knowledge of the operation and basic principles of all the types of machines used in such installation, also his ability to draw wiring diagrams for various machines, to design tabulating cards, prepare codes, etc.
Requirements
 Open to all Office Appliance Operator, Grade 2, formerly Tabulating Machine Operators, in the Tax Department who have served for two years in that title, and who have been at least six months in the department.
Basis of Ratings
 Record and seniority, 50; written, 50.

plives chemistry which has demonstrated the applicant's initiative and resourcefulness, and ability to perform difficult scientific work under only general supervision.
Assistant Explosives Chemist.—At least 2 years of professional experience in chemistry, 1 year of which was in investigative or production work in explosives chemistry.
College Teaching.—When accompanied by a substantial amount of scientific research in chemistry, college teaching will be considered acceptable experience for any of these grades provided it is shown that all other requirements for the grade under consideration have been met.
Substitution.—For any of these positions graduate study in chemistry or chemical engineering successfully completed in a college or university of recognized standing may be substituted year for year for the general chemical experience prescribed above up to a maximum of 3 years for Principal Explosives Chemist, Senior Explosives Chemist, and Explosives Chemist, and up to a maximum of 1 year for Associate and Assistant Explosives Chemist. In no case may graduate study be substituted for the specialized experience involving explosives.
Basis of Ratings
 Applicants will be rated on their experience and fitness.

airport traffic-control tower operator (no certificate required prior to July 1, 1938);
 (e) Two years of experience as a commissioned or noncommissioned

officer directly associated with military or naval aircraft operations, with a substantial degree of responsibility for the preparation for, con-
 (Continued on Page 18)

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U. S. Tests

Gauge Checker
 Salary: \$3.72, \$9.20 and \$9.68. File by December 31. Place of employment: Ordnance Service, War Department, Watervliet (N. Y.) Arsenal. Age limits: 18 to 62.
Duties
 To check for standardization all special tools gauges, and manufacturing fixtures for those classes of work where close accuracy is necessary.
Requirements
 Four years' apprenticeship, or the equivalent, in general machine shop practice, preferably in the manufacture of tools, gauges, or similar machine parts. In addition, applicants must show that they have had at least six months' experience in the manufacture or the inspection and checking of gauges.
Basis of Ratings
 No written test will be given. Applicants will be rated on their experience and fitness on a scale of 100.

writing of motion-picture scenarios in the English language.
 Such experience may have been gained concurrently and must have demonstrated familiarity with motion-picture methods of photography, planning and editing, animation equipment and accessories, methods of animating motion pictures with various mechanical devices; and the ability to design special equipment to meet specific problems.
Basis of Ratings
 Candidates will be rated on their experience and fitness.

Bindery Operative (Hand and Machine)
 Salary: \$6.60 an hour. Positions in the Government Printing Office. File by January 3. Hours of employment: 40. Age limits: 18 to 50.
Duties
 To perform various bindery operations which are done by hand, and also to operate the various machines which are used in bindery operations on which work can be performed mechanically.
Requirements
 Two years of paid experience including both hand and machine bookbinding operations, of which at least six months must have been acquired within the five years immediately preceding January 3. The experience must have included varied hand operations and the operation of at least two different types of machinery used in commercial book-binding operations of modern bindery.
Basis of Ratings
 Applicants will be rated on their experience and fitness.

Second Assistant Engineer (Marine)
 Positions will be filled as Third Assistant Engineer, \$2,190; and Junior Third Assistant Engineer, \$2,190. File by January 6. Place of employment: Army Transport Service, War Department, Brooklyn. For duty on transports plying between Brooklyn, New York, Panama, Puerto Rico, San Francisco and Hawaii. Age limit: 50.
Duties
 Maintaining watches in engine room, keeping the log, which is the record of all happenings in the engine room, required under the direction of the Chief or First or Second Assistant Engineer; in the event of emergency to supervise repairs to machinery or other mechanical appliances on board the vessel. Tonnage of vessels: 5,000 to 25,000. Waters of navigation: Atlantic and Pacific Oceans and New York Harbor.
Requirements
 A current license issued by the Bureau of Marine Inspection and Navigation appropriate for the class and tonnage of vessel on which duty is to be performed, and for the principal navigable waters.
Basis of Ratings
 General tests with respect to the duties of the position, 40; experience and fitness, 60.

Associate Animation Director
 Salary: \$3,200. War Department. File by January 3. Age limit: 53.
Duties
 To have full charge of a group of animation artists working on instructional motion pictures dealing with military subjects (training films), and to be responsible for the creative phases of the planning and execution of such work. In this capacity, to be responsible for: the translation of textual material into animated motion pictures, involving both pictorial and sound effects; the rewriting of textual material where necessary for adaptation to picture presentation; determining whether animation methods will be superior to pictorial methods, the most effective animation methods, and the rate of presentation or tempo of such pictures.
Requirements
 High school graduation of 14 units completed high school study. Candidates who do not meet this requirement will be given a general test in which a rating of 70 is required.
Experience.—Applicants must have had the experience specified under (a), (b) and (c) below.
 (a) 5 years of experience in directing people on creative motion-picture production.
 (b) 1 year in planning and directing animation and special effects.
 (c) 2 years of experience in the

Chemist (Explosives)
 Principal, \$5,600; Senior, \$4,600; Chemist, \$3,800; Associate, \$3,200; Assistant, \$2,600. Applications will be received until November 30, 1941. Age limit: 53.
Duties
 To plan, supervise, or assist in conducting investigations, research work, or development work in explosives chemistry, the degree of responsibility and importance of the duties varying in accordance with the grade.
Requirements
Education.—Candidates must have completed a full 4-year course leading to a bachelor's degree, with major study in chemistry or chemical engineering.
Principal Explosives Chemist.—At least 7 years of responsible professional experience in chemistry or chemical engineering, at least 3 years of which must have been spent (a) in productive research in explosives chemistry demonstrating by discoveries, inventions, or writings that the applicant is a person of marked attainment in the scientific world, or (b) as head of a major branch of a large organization engaged in research or production work of important character in explosives chemistry, demonstrating unquestionably the ability to plan, organize, direct, and coordinate research or investigative work of very difficult and important character in explosives chemistry.
Senior Explosives Chemist.—At least 6 years of broad, progressive, and responsible professional experience in chemistry or chemical engineering, at least 2 years of which must have been in the field of explosives chemistry and must have demonstrated one or more of the following:
 (a) Ability to organize successfully, direct, and coordinate research of very difficult and important character.
 (b) Marked capacity for original research and ability to select productive fields of investigation.
 (c) Marked capacity to develop, through semiplant or plant-scale production, new products or processes, involving the translation of experimental laboratory findings and/or of plant tests into practical operation for the production of new, improved, or lower-cost explosives.
 In any case, initiative, resourcefulness, and successful accomplishment must be conclusively shown.
Explosives Chemist.—At least 5 years of responsible, progressive, professional experience in chemistry, at least 2 years of which must have been in the field of explosives chemistry and must have shown conclusively the applicant's initiative and resourcefulness and ability to plan, supervise, or perform very difficult and important investigative or production work.
Associate Explosives Chemist.—At least 3 years of progressive, professional experience in chemistry, including at least 1 year of research, development, or production in ex-

Junior Warehouse Examiner
 Salary: \$2,000. Optional subjects: 1) cotton warehouses; 2) grain warehouses, Agricultural Marketing Service, Department of Agriculture. File by January 6. Age limit: 53.
Duties
 To assist in inspecting warehouses and elevators to determine their suitability for the storage of cotton or grain, and to assist in determining the condition and grade of these commodities.
Requirements
 Completion of 14 units of high-school study, or graduation from high school. Candidates who do not meet this requirement will be given a general test in which a rating of 70 will be required.
 In addition, applicants must have had four years of experience in one of the following: 1) operating a public warehouse storing cotton, or grain, or 2) assisting in a junior capacity in the management of a public warehouse storing cotton, or 3) serving as an accountant or auditor in the checking of stocks and records with a public warehouse or 4) employment in a banking institution engaged in financing cotton or grain businesses where the applicant's duties consisted in passing upon the loan value of cotton, or 5) any combination of these.
Basis of Ratings
 Competitors will be rated on the subject of practical questions.

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Accounting and Auditing Assistant
 Salary: \$1,800. File by December 30. Age limit: 53. Vacancies in other positions requiring similar qualifications at \$1,620 and \$1,440 will be filled from this register.
Duties
 To audit expense, time, payroll, cost, and other accounts.
Requirements
 Applicants must meet the requirements specified in any one of the following: 1) successful completion of at least two full years in a residence school, in an accountancy course, or in commercial or business course which has included the study of accountancy in each year; 2) at least three years of paid experience in the performance of bookkeeping, accounting, or auditing duties of a responsible nature; 3) a time equivalent of (1) and (2); or 4) possession of a certificate as certified public accountant in a State, Territory, or the District of Columbia.
Basis of Ratings
 General test, 20; computations and arithmetic, 30; and questions and problems in elements of accounting, 50.

Junior Warehouse Examiner
 Salary: \$2,000. Optional subjects: 1) cotton warehouses; 2) grain warehouses, Agricultural Marketing Service, Department of Agriculture. File by January 6. Age limit: 53.
Duties
 To assist in inspecting warehouses and elevators to determine their suitability for the storage of cotton or grain, and to assist in determining the condition and grade of these commodities.
Requirements
 Completion of 14 units of high-school study, or graduation from high school. Candidates who do not meet this requirement will be given a general test in which a rating of 70 will be required.
 In addition, applicants must have had four years of experience in one of the following: 1) operating a public warehouse storing cotton, or grain, or 2) assisting in a junior capacity in the management of a public warehouse storing cotton, or 3) serving as an accountant or auditor in the checking of stocks and records with a public warehouse or 4) employment in a banking institution engaged in financing cotton or grain businesses where the applicant's duties consisted in passing upon the loan value of cotton, or 5) any combination of these.
Basis of Ratings
 Competitors will be rated on the subject of practical questions.

Junior Airway Traffic Controller
 Salary: \$2,000. File until further notice. Age limit: 53.
Duties
 To stand regular watch, maintain contact by telephone, interphone and teletype with air carrier, military and other aircraft dispatchers, with airport radio stations.
Requirements
Experience.—Applicants must show that they have had, within the last three years, experience as specified in (a), (b), (c), (d), or (e) below, or in any time-equivalent combination thereof; or they must show that they possess either of the optional qualifications prescribed in (f) or (g) below:
 (a) One year of experience as certificated aircraft dispatcher for a scheduled air carrier;
 (b) Two years of experience as a station manager for a commercial air line, at an airport at which air-line schedules more than two flights daily (experience which has been principally that of a station agent, or traffic agent, selling transportation for aircraft travel will not be accepted as meeting this requirement);
 (c) Two years of experience in the operations office of a scheduled air carrier in a position requiring duties of a general-operations nature, with a substantial degree of responsibility for aircraft operations;
 (d) Two years of experience as certificated or military or naval

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BULLETIN BOARD

All Civil Service organizations are invited to forward notices of meetings and events for appearance in the Bulletin Board. Please have your notice in by Friday of the week preceding date of the event. There is no charge for this service.

St. George Rally Of Transit Men

The St. George Association, recently formed among employees of the BMT, Independent and Interborough Divisions of the New York City Transit System, will hold their first rally at Police Headquarters, 240 Centre St., on December 11 at 8 p. m.

There will be a number of guest speakers, including John J. Sheery, First Deputy Police Commissioner; Rev. J. McCafferty, and the Rev. A. Hamilton Nesbit.

The officers of the Association for 1941 are: Joseph Schein, president; Robert Corby, First Vice-president; John Doenbecker, Second Vice-president; Harry G. Buckley, Treasurer; George Meyer, Financial Secretary; Wilson Wylie, Recording and Corresponding Secretary; Mike Hermann, historian; Howard Simmerman, marshal.

Representatives of the Post Office of the City of New York; Nassau County Police Department, and the New York City Fire Department will attend the rally.

Catholic Court Attaches Convene

A regular meeting of the Catholic Court Attaches Guild of the City of New York will be held in the Seven Arts Room of the Hotel Edison, 228 West 47th St., Manhattan, on Wednesday, December 11, at 8 p. m.

An election of officers for 1941 will be held. A report will be made by the scholarship committee. Following the meeting there will be dancing, entertainment and refreshments.

A group of members representing the Supreme Court, New York and Queens counties; Surrogate Court, New York and Kings Counties; County Court, Queens County; City Court, New York and Kings County, and the Municipal Court, New York County, last Sunday concluded their first two-day retreat at the Bishop Molloy Retreat House, Jamaica, L. I. Rev. Cosmos Shaughnessy, C. P., director, and Rev. Cajetan Sullivan, C. P., assistant director, and Peter P. Prunty, president of the National Laymen's Retreat League, addressed the members at the closing dinner.

Near Tormid Elections

At the recent election of the Near Tormid Society of the New York City Fire Department, held at Riverside Synagogue, 310 West 103d St., Manhattan, the following officers were elected: Battalion Chief Jacob Levy (retired), president; Fireman Morris Fauer, Eng. 254, first vice-president; Fireman Max Rotenstreich, Eng. 23, second vice-president; Fireman Max Dirk, H. & L. 31, third vice-president; Fireman Eli Covitz, Eng. 11, fourth vice-president; Fireman Harry Rubin, Eng. 15, recording secretary; Fireman Moe Hershfield, Eng. 41, financial secretary; Captain Benjamin Levy, Eng. 231, treasurer; Captain Rudolph Wolkin, Eng. 40, trustee; Fireman Isaac Feldman, Eng. 11, sergeant-at-arms; Fireman David Alter, H. & L. 43, assistant sergeant-at-arms.

EXAMS

(Continued from Page 17)

control and supervision of, military or naval aircraft flights; or

(f) The applicant must be a certified pilot (or pilot in the aeronautical branches of the U. S. Government), holding or having held within the last two years, an instrument rating (for military or naval pilots, pilot must be rated by his immediate superior as properly qualified for instrument flying); or

(g) The applicant must be a certified pilot (or pilot in the aeronautical branches of the U. S. Government), with a record of not less than 500 flying hours in the last five years, of which not less than 250 hours were in cross-country flying with not less than 25 hours of cross-country flight accomplished in each of the last two years.

Basis of Ratings

Tests based on the duties of the position, 30; experience and fitness, 70.

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Housing Eligibles Start Association

A committee has been formed to start an eligibles association of candidates who have passed the examinations for Management Assistant (Housing), Grades 3 and 4. All candidates who have not been notified of failure have been asked to attend an organizational meeting on Tuesday, December 17, at 8 p. m., in Room 600, 3 Beekman St., Manhattan.

Appointments and reclassification possibilities will be discussed.

Want to Play Basketball?

The basketball team of the Department of Public Works is interested in challenging teams of other departments to games at any of the Park Department gymnasiums. The DPW team would like to play some practice games in the near future. Departments interested should communicate with Abraham Yenofsky, Room 1814, Municipal Building or phone WO 2-4740, Extension 33.

Queens Water Ass'n Hears O. Burke

The regular meeting of the Queens Water Register Association was held December 2 at Keeman's Restaurant, 5 Court Square, Long Island City. Guest speaker for the occasion was Ormond Burke, Chief Inspector of Water Supply, Manhattan, who talked on Civil Service matters.

Arrangements have been completed by the Association for the sixth annual card party and dance, to be held at Glenwood Manor, Myrtle and Seneca Avenues, Brooklyn, on Friday, February 14. Tickets may be secured by calling Boulevard 8-5000, Extension 292, J. P. Finnerty.

Federal Workers

To Show Banned Movie
"Marseillaise" a French film starring Louis Jouvet, which has been acclaimed by critics of this country, will be presented by the Education Committee of the United Federal Workers, C.I.O., at the Transport Hall, 153 West 64th Street (west of Broadway), New York City, Friday evening, December 13, 1940, at 8:15 p. m. This film has been banned by present day France. Admission is 40c which will include dancing after presentation of film.

Sholem Society To Hold Dutch Party

The Sholem Society, composed of Jewish employees of the Independent, BMT and IRT divisions of the New York City Transit System, will hold a Dutch card and supper party at its new home in the Fraternal Club, 110 West 48th St., at 8:30 p. m., December 23. All employees of the unified lines have been invited to attend the affair.

Parents Group Plans Social Party

All parents of Evander Childs High School are invited to attend a social and Christmas party on Monday, December 16.

The program for that night will be as follows:

Opening—"Star-Spangled Banner," Mrs. Ethel Burkhardt, director, and her Choral Group.

Solos—Mrs. Ethel Burkhardt, Edith

State Examiners

Wish to Organize

Sirs: Inasmuch as Mr. Frederick Hollowell, secretary of the Department of Audit and Control, has announced that the Junior and Assistant Examiners of State Expenditures and Assistant Audit Clerk lists will start to move after the first of the year, would you help us organize the eligibles on these lists?

B.L.

(Eligibles on these lists who wish to organize may contact B. L. through THE LEADER. Address communications, with standing on the lists, to Box 17, CIVIL SERVICE LEADER, 97 Duane Street, New York City.—EDITOR.)

Schuster, of the Horn & Hardhart Children's Hour, will entertain us with songs and dances. Ethel Kramer, member of the Evander Childs High School Orchestra and a talented violinist, will play a few selections.

Choral Group—Various Christmas Carols. The Magri Trio, cellist, violinist and pianist, will also lend their talent to our enjoyment.

Duet—Piano duet by Joan Lerner and Minnie Tillow.

Refreshments will be served at the end of the musical.

Patrolmen Eligibles Meeting

The Special Patrolman Eligibles Association will hold its next meeting at the Washington Irving High School, Irving Place and East 16th St. on Friday, December 13 at 8 p. m.

Probation Officers Take Up 15 Questions

Next regular meeting of the Probation Officers' Association of Greater New York will be held on Tuesday, December 10 at 7:00 p. m. at 120 Schermerhorn St. in the courtroom of the Special Sessions Court. The main business of the meeting will be the discussion of 15 questions submitted to all the Probation Officers by the State Director of Probation, Edward J. Taylor. There will also be the regular order of business at the meeting and reports of standing committees. All Probation Officers of the Domestic Relations Courts, Special Sessions and City Magistrates' Courts are urged to attend this meeting.

Women Correction Officers Council

The Women Correction Officers Council of the Civil Service Forum will hold its regular monthly meeting on Tuesday, December 10, at the City Court House, 52 Chambers St., Manhattan, at 8:15.

The Committee investigating the application of the Three Platoon Law and the House of Detention will submit a report to members.

"Bowling continues to be the favorite leisure time sport for council members," Elizabeth Killack, chairman of the Social Committee, reports. The Council's team is interested in obtaining match games with other departmental teams of women.

Meeting of Army And Navy Union

A meeting of the Ex-Mounted Men's Garrison of the Army and Navy Union will be held on December 20 at the Central Queens YMCA, 89-25 Parsons Boulevard, Jamaica, at 8:30 p. m. The meeting is open to men who were honorably discharged or are on reserve of the Cavalry or Field Artillery of the U. S. Army.

Identification Group Holds Election

An installation of officers was held Monday, December 9, by the American Identification Society at the 23d St. Y. M. C. A. Norman Crews, recently honorably discharged from the U. S. Navy, was re-elected and installed as president of the group.

Watchmen Attendants Meeting on Dec. 20

The next general meeting of the Watchman Attendant Eligibles, Grade 1, Association, will be held on Friday, December 20 in Germania Hall. An election of officers for 1941 will be held at the meeting.

Kings Employees Sponsor Card Party

The Kings County Civil Service Employees Association will sponsor a luncheon and card party at the Columbus Club, K. of C., One Prospect Park West, Brooklyn, on Saturday afternoon, January 18.

Club Paladin Holds Dance

Members of the Club Paladin will hold their third annual dance at the 92nd St. Y. M. H. A., 92nd St. and Lexington Ave., Manhattan, on Saturday, December 14.

FAECT Holds Election

At the annual election of the New York Civil Service Chapter 23 of the Federation of Architects, Engineers, Chemists and Technicians (CIO), held on December 3, the following slate of officers was named for 1941:

Mayor Decides to Use City Marshal List

When New York City politicians and lawyers heard, years ago, that a Civil Service examination was going to be held for City Marshal, their surprise was high indeed. The City Marshal job had been considered a political plum from 'way back. Given the opportunity to compete for the emoluments of which are anywhere from \$2,000 to \$20,000 a year, New York's hard-pressed lawyers filed in droves for the privilege of taking the test.

Well, the exam was given, and in the normal course of events, a list was set up. Now, the selection of City Marshal is a prerogative of the Mayor rather than of the Civil Service Commission. LaGuardia had asked Paul Kern's aid in making up an exam for the position. The exam was not competitive in the strict sense of the word; it was qualifying. This means that the Mayor could select anyone from the list at his discretion, regardless of the grade the candidate had received. It was simply that the candidate make a passing mark.

Elation Dims

The elation of the men who found their names on the list gradually diminished as vacancies occurred in the ranks of the Marshals, and New York's pudgy little Mayor did nothing to fill them. In two years since the list was first established, only two appointments were made. Representatives of some of the eligibles resorted to legal action, but got nowhere in Supreme Court.

Notices Issued

Last week Hizzoner, with characteristic suddenness, issued notices to Marshals whose terms are nearing their end, or have already ended, to prepare themselves for the executive axe: their appointments would cease in ten days.

It is estimated that about 50 vacancies exist. To all these vacancies, the Mayor will make appointments from the Marshal list. He has not indicated whether those appointments would be made in numerical order, as the names appear on the list. LaGuardia has frequently insisted, however, that Civil

Elmer P. Luebke, president; Harold Fink, 1st vice-president; Sergius Gottlieb, 2nd vice-president; Ralph Esner, treasurer; Abraham Ginsberg, executive secretary; Paul Kusnitz, financial secretary, and Michael Powsner, recording secretary.

Harold Fink was named delegate to the Greater New York Industrial Union Council.

Stenotypists To Convene

The New York City Chapter of the Associated Stenotypists of America will hold its regular meeting December 12 at 8:30 p. m., at 147 West 42nd St. (11th Floor), New York City. Information about the group can be obtained by writing to Box 65, Times Plaza Station, Brooklyn, N. Y.

Cement Masons Meet at High School

The Cement Mason Eligibles Association will hold its regular monthly meeting on Friday, December 20, at 8:30 p. m., at Washington Irving High School, 16th St. and Irving Place, Manhattan. Election of officers for 1941 will head the agenda of business. All eligibles have been urged to attend the session.

Truck Drivers Hold Regular Meeting

The Auto Truck Drivers Eligibles Association (appropriate for laborer) will hold its regular meeting on Thursday, December 13 at 10 Seventh Ave., South, Manhattan, at 8 p. m. All eligibles up to 27,250 have been urged to attend.

Assistant Gardeners Meet Jan. 20

The next general meeting of the Assistant Gardener Eligible Association will be held at Washington Irving High School on January 20.

Dinner for Kirnan

Friends of Assemblyman William Kirnan, now serving his tenth consecutive term as representative of the 7th Assembly District, will honor him at a dinner and dance to be given in the Columbus Club, Brooklyn, on Thursday, December 19. Prominent speakers will pay tribute to Kirnan's work.

Service positions be filled without skipping any names on the eligibles register.

The City Marshal performs a variety of duties concerned with the administration of the law. He collects judgments, serves various processes, orders of civil arrest, evictions, attachments, and similar papers. Payment for these duties comes not by the city, but from the lawyers who are involved.

One reason why the exam was held was the feeling that the job of City Marshal could not be properly carried by one who doesn't have a modicum of legal training. The exam given two years ago was probably into the legal knowledge of the contestants.

Federation Organizes Skilled Men

A group of skilled workers in various departments throughout the city last week affiliated with the Federation of Municipal Employees. The new group includes within its ranks carpenters, electricians, steam fitters, plumbers, blacksmiths, stationary engineers, mechanics, and machinists. This is the first group of skilled workers to join up with the Federation, whose membership heretofore had consisted entirely of unskilled employees in the city service.

Henry Feinstein, president of the Federation, said last week that the extension of his organization's ranks to include the skilled men "marks a new step in the organization of city workers into honest, efficient associations which work for the improvement of their welfare."

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Postal News

By DONALD MacDOUGAL

Sub's Problems

And what about the subs? Once and for all, the NY Fed of PO Clerks have decided to find out. Everybody knows that subs have problems, but nobody yet has made a thoroughgoing study of the variety and depth of these problems. Last week, President Browne was instructed by the executive board to appoint a committee to work in conjunction with the city-wide committee of substitutes in the hope of completing the survey in a few weeks. A result of the probe may be recommendations to the Post Office Department with the thought of obtaining more regular clerks and carriers for NYC.

Need Glasses?

Federation members may make use of the Mutual Optical Plan through their delegates. All stations have been circularized and the plan is well under way.

This is one of the many services available to our members through the New York Federation of Post Office Clerks. The service as well as the saving is well worth trying.

New N.Y.C. Eligibles

Citywide Promotion to Actuary
1. Hilfer, Ira, 82.35; 2. Druok, Frances K., 79.45; 3. Green, Morris B., 78.37.
Assistant Secretary to the Commission (City Planning)

1. Edelstein, Norma, 85.80; 2. Gordon, Bernard, 77.40; 3. Feldshuh, Sylvia R., 76.30; 4. Mosher, Benjamin, 74.65; 5. Loughlin, James W., 73.75.

Promotion—Inspector of Elevators, Grade 3, Department of Housing and Buildings

1. Kennedy, Matthew D., 82.97; 2. Olsen, William H., 81.40; 3. Fitzgerald, James E., 79.92; 4. Croyne, Thomas K., 77.90; 5. Konradym, Edmund F., 75.07.

See page 9 for complete listing of Sanitation eligibles.

Have you a friend in a training camp? Why not subscribe to THE LEADER for him? It will be a welcome present.

and all Post Office Clerks who desire to take advantage of the Mutual Service may do so by contacting the Federation Delegate at their Station or Annex and request a membership blank. The regular fee for membership has been reduced to 50c for Federation members.

Church Street Notes

The N. Y. Federation of P. O. Clerks, at the Church Street Annex Mailing Division are contemplating getting together a Frolic in the Spring to be written, acted, directed, and presented completely by employees or their families. A committee has been formed whose first task will be to get together the talent. Actors (?) and others will please see Chairman Jacob Katz, or any committee member: Conrad Hunerberg, Herman Levinson, Sam Fox, Isadore Silverman, Ben Siegel, Harry Greenberg, Henry Lazarus or Otto Gottlieb.

10 Retired

It looks kinda nice, and gives you a little lump in the throat, to see ten retired carriers at one time. Anyway, that's how the boys felt when ten men were called up to the rostrum, during the November meeting of the Letter Carriers Association, and received the plaudits of an enthusiastic audience. Each man proudly displayed his gold-life membership card, awarded by National President Edward J. Gainer upon completion of fifty years membership in the National Association of Letter Carriers. These men are the men who stepped forward upon invitation of Bill McHale: David B. Brown, 329 Vandenberg Avenue, Ridgewood, N. J.; William H. Brown, 138-14 227 Street, Laurelton, L. I.; Samuel Engel, 566 West 163d Street, NYC; James L. Foy, 402 East 123d Street, NYC; Joseph Hahn, 83-22 Cornish Avenue, Elmhurst L. I.; Charles Hyman, 106 West Cabrini Boulevard, NYC; Isidore Lang, 2027 Lexington Avenue, NYC; John J. Murphy, 1177 3d Avenue, NYC; Henry F. Schorn, 2829 Marion Avenue, and Solomon DeVreise, 115 East 21st Street, Brooklyn.

2,569 Transit Men In Civil Service

The Municipal Civil Service Commission last week passed the eleventh and twelfth resolutions bringing transit employees into the competitive civil service. This brought the total of those reclassified to 2,569. An additional 278 men from both the IRT and BMT systems were affected.

The eleventh resolution reclassified 78 IRT men from the non-competitive title of Platform Man to the same competitive title. Number twelve brought 200 BMT motormen, conductors, station agents, trainmen, hand switchmen, and trackmen into the competitive class. Only the titles for station agent and hand switchman were changed; the former to Railroad Clerk and the latter to Trainman.

The commission announced plans to complete the reclassification of 5,000 men by the end of the year with a goal of 10,000 set for next February.

Game Party

The Civil Service chapter at Wassaic State School held a game party last night, with Mary Flanagan in charge of arrangements. New-comers at Wassaic: Mrs. Hazel Erwin, Charles Meissner...Mrs. Della Roberts has resigned.

Filing on Sergeant Test

(Continued from Page 3)

percent required; laws and ordinances—4—70 percent required; rules and regulations—3—70 percent required. A final average of 70 percent was required on all parts of the written. A final score of 80 was required on the combined written, and record and seniority parts of the test.

Written Test

In general the type of written test given in the next exam will resemble that administered in 1936, except that more emphasis will be made in testing for "judgment," or, in other words, "administrative ability" and "initiative." Men who intend to take the test are advised, moreover, to acquaint themselves thoroughly with the Manual of Procedure, and bring themselves up to date on Rules and Regulations.

Information and study material for those who expect to take the Sergeant's exam will appear in coming issues of THE LEADER.

NYC Orders 40 Exams

A series of 40 examinations—26 competitive, 12 promotion and two labor class tests—have been ordered by the Municipal Civil Service Commission. No application dates have yet been set, nor have the official requirements been announced. As soon as they are, full details will appear in THE LEADER.

The complete list of tests ordered follows:

Competitive

- Alienist (Psychiatrist), Grade 4.
- Assistant Director of Public Assistance. (Care of Homeless and Transients).
- Assistant Librarian (Music).
- Assistant Train Dispatcher (I.C.O.S.).
- Bridge Painter.
- Cancer Research Assistant.
- Civil Service Examiner (Civil Engineering).
- Conductor (I.C.O.S.).
- Director of Cancer.
- Director of Medical Social Work, Grade 6.
- Electrician.
- Foreman of Pavers.
- Hospital Helper (Orange County and New York City).
- Inspector of Equipment (Electrical R. R. Car Equipment), Grade 3.
- Inspector of Equipment (R. R. Cars and Trucks), Grade 3.
- Junior Administrative Assistant (Office Planner).
- Junior Administrative Assistant (Real Estate Research).
- Junior Civil Service Examiner (Civil Engineering).
- Junior Epidemiologist.
- Junior Engineer (Civil), Grade 3.
- Prison Locking Device Maintainer.
- Radium Technician.
- Resident Physician.
- Roentgenologist, Grade 4.
- Superintendent of Plant Operation and Maintenance.
- Telephone Operator, Grade 1 (Female).

Promotion

- Bookkeeper, Grade 1 (City-Wide).
- Chief (F. D.).
- Chief Towerman (I.C.O.S.).
- Electrician (City-Wide).
- Foreman, Grade 2 (City-Wide).
- Foreman of Porters (Dept. of Public Works).
- Gardener (Department of Parks)
- General Foreman (City-Wide).

Answers to Recent City Examinations

Tentative key answers for four recent examinations were released this week by the Municipal Civil Service Commission. Candidates have until December 20 to file objections to any of these answers. The keys follow:—

Assistant Engineer (Designer) Grade 4, Board of Water Supply (Promotion and Open Competitive):

- (1) C (10) B (19) E (28) A (37) A (46) B (55) C (64) B (73) B (82) E
- (2) E (11) B (20) B (29) B (38) B (47) B (56) C (65) D (74) C (83) A
- (3) E (12) A (21) A (30) A (39) A (48) B (57) E (66) A (75) E (84) B
- (4) D (13) D (22) D (31) B (40) B (49) A (58) A (67) B (76) E (85) B
- (5) B (14) B (23) E (32) C (41) E (50) C (59) D (68) E (77) B (86) C
- (6) A (15) B (24) D (33) B (42) B (51) E (60) C (69) C (78) C (87) D
- (7) D (16) D (25) A (34) B (43) C (52) D (61) D (70) B (79) B (88) C
- (8) E (17) B (26) B (35) C (44) D (53) A (62) B (71) B (80) B (89) B
- (9) A (18) E (27) E (36) D (45) C (54) B (63) B (72) A (81) D (90) E

Promotion to Assistant Train Dispatcher, Independent Division of the New York City Transit System:

- (1) C (9) A (17) C (25) B (33) C (41) D (49) B (57) C (65) C (73) D
- (2) B (10) D (18) D (26) A (34) A (42) B (50) C (58) B (66) D (74) A
- (3) C (11) D (19) D (27) C (35) C (43) C (51) C (59) D (67) B (75) C
- (4) B (12) D (20) B (28) B (36) C (44) A (52) B (60) B (68) C
- (5) A (13) C (21) D (29) B (37) A (45) B (53) C (61) A (69) D
- (6) D (14) A (22) D (30) C (38) A (46) A (54) D (62) B (70) B
- (7) A (15) B (23) B (31) D (39) B (47) A (55) D (63) D (71) A
- (8) A (16) C (24) B (32) C (40) B (48) C (56) A (64) D (72) C

Promotion to Elevator Operator, Department of Hospitals:

- (1) B (7) C (13) B (19) A (25) C (31) C (37) C (43) C (49) D (55) B
- (2) B (8) C (14) B (20) D (26) A (32) B (38) C (44) C (50) C (56) D
- (3) B (9) C (15) D (21) C (27) B (33) A (39) A (45) C (51) A (57) D
- (4) A (10) A (16) C (22) A (28) C (34) B (40) B (46) B (52) B (58) C
- (5) D (11) C (17) B (23) D (29) D (35) C (41) B (47) B (53) B (59) A
- (6) A (12) D (18) C (24) B (30) D (36) C (42) B (48) B (54) A (60) *

Promotion to Junior Administrative Assistant (City-Wide), Part II:

- (1) A (11) A (21) D (31) C (41) C (51) E (61) E (71) B (81) A (91) C
- (2) B (12) A (22) C (32) E (42) C (52) B (62) D (72) A (82) A (92) E
- (3) E (13) B (23) D (33) D (43) D (53) D (63) C (73) E (83) C (93) C
- (4) E (14) C (24) D (34) D (44) D (54) B (64) A (74) B (84) E (94) B
- (5) B (15) C (25) A (35) A (45) A (55) C (65) B (75) B (85) D (95) B
- (6) C (16) E (26) E (36) A (46) E (56) C (66) E (76) D (86) B (96) C
- (7) D (17) E (27) A (37) D (47) D (57) B (67) C (77) B (87) B (97) E
- (8) B (18) E (28) A (38) A (48) C (58) C (68) C (78) A (88) D (98) C
- (9) C (19) C (29) B (39) B (49) A (59) D (69) C (79) A (89) C (99) E
- (10) B (20) D (30) C (40) E (50) A (60) E (70) A (80) C (90) D (100) D

Employees in Non-Defense Agencies May Lose Out

Washington officialdom, after the New Year, expects to see presented to Congress a Government reorganization bill that will be designed to reduce sharply the number of employees in non-defense agencies.

Moreover, information seeping from the White House and the Budget Bureau has the President drastically reducing the 1942 appropriation estimates for non-defense agencies.

The immediate effect has been a

flood of requests for transfers from non-defense to defense agencies. The requests, for the most part, have come from employees who believe their jobs would be abolished either through reorganization or curtailment of expenditures.

However, it is well to remember that about this time every year the word goes out that government departments must cut their costs. This is budget time, the time when agencies are presenting their cases before the Budget Bureau. The 1942 budget recommendations will be sent to Congress early in January by the President. The President and the Budget Bureau always cut departmental requests, but for the past few years the departments, for the most part, have gotten the cuts back either from Congress or through subsequent deficiency appropriations.

However, President Roosevelt and the Budget Bureau are agreed, it is reliably reported, that non-defense items must be reduced drastically this year, even if some Government services have to be abolished altogether.

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