

CITY AND FEDERAL EMPLOYEES

WILL YOU

KEEP

YOUR JOB

WHEN WAR ENDS?

WHO GETS FIRED — WHEN — HOW

See Pages 2, 3, 16

SUBWAY MEN: The Lowdown About Your Outside Job *See Page 4*
Does Bias Exist in Dependency Benefits Office? 2
N.Y.C. EMPLOYEES: You Weren't Promoted? You'll Wait Till Jan. 1 . . . 15
General Bradley Explains Your First Army Interview 5

WASHINGTON SKETCH

WASHINGTON. — Appeasement doesn't work: Behind that recent OPA order giving motorists gasoline for a vacation trip was a desire to please the Congressmen who represent resort areas. One of them was Rep. Fred A. Hartley, Jr. (R., N.J.), whom OPA officials were so anxious to please that they had him announce the order. Then, several nights later, Mr. Hartley got on the radio—and urged that OPA be abolished!

Here's the dope on War Department's new plan to give lapel insignia to employees: A special pin goes to each civilian employee who has been in the service more than six months. In addition, there will be other pins (extra special ones) for employees with outstanding records.

Skilled workers at the huge Government Printing Office have lost their long fight for a 15 percent wage increase. The Joint Congressional Committee on Printing has turned them down flat. However, there's still some possibility that lower-bracket, unskilled workers will get raises.

You've heard a lot of loose talk about Federal employee draft deferments. But it's a fact that eight agencies (out of some 67) have asked no deferments whatever. Most, however, are small agencies, Interstate Commerce Commission being the largest.

Poetic definition of a Federal employee (as authored by a Federal employee named Sam Swain):

*If in response to each request
He willingly conforms,
He is a Public Servant
And escapes all wrathful storms.
If he declines because a law
Says, no, he can't do that,
Instead of a Public Servant,
He's a blasted Bureaucrat.*

lected at random, this reporter found two colored employees who seemed to be getting a break. In one case, a girl had been hired as a messenger. She made a good impression on an officer who arranged for her to be transferred to office work. Now she is studying shorthand after hours and is in line for another promotion when she can pass the dictation test. And the officer learned later that she had been a school teacher in Georgia.

The second case is of a young colored man who was being given a chance to advance to CAF 3, and was on trial for a few days to see how he worked out in the new position.

Relationships between Negro and white employees seems to be good. In many cases they go to lunch together, they ride back and forth on the tubes together, they work together in harmony.

PREFACE TO POST-WAR CIVIL SERVICE

One of The LEADER'S continuing series of studies on the problems facing government employees and public employment after the war.

After the War—Will U.S. Employees Lose All Their Accumulated Leave?

By CHARLES SULLIVAN.

WASHINGTON—The time has come to speak out frankly about a problem that is disturbing many officials here.

It is a problem which directly concerns thousands of war workers on Uncle Sam's payroll. Here it is:

Will Congress, in its haste to liquidate war agencies after the war, cut them off without enough funds to pay employees their accumulated annual leave?

It isn't spilling any secrets to say that the problem is a very real one. Most officials feel that it will be taken care of somehow. Most of them are confident that Uncle Sam will meet his obligations to his employees. Nevertheless, they admit a very real fear that something else may happen.

The Last War

Recalling the history of the last war, they remember that many war agencies disappeared almost over night. Also, remembering that Congress often acts ill-advisedly, in great haste, they are afraid of what may come when the present war ends.

Recently, when the National

Resources Planning Board was curtailed, it had to fire several hundred employees. Only by dint of hectic last minute manipulation were officials able to persuade Congress to set aside enough money to pay their annual leave.

That is the sort of thing that COULD happen at the end of the present war.

May Accumulate 90 Days

Federal employees earn 26 days of annual leave per year. Until fairly recently, they were permitted to accumulate a total of only 60 days. However, under a new law, they now can accumulate up to 90 days—providing that, after reaching 60 days, they add no more than 15 days per year.

Even before the new law was enacted, a good many thousands of employees had saved

up their full allotted 60 days. When the war ends, it is almost certain that many will be up to the new limit of 90 days.

For many of them it is insurance against the future—a cushion against the time when they may find themselves no longer on Uncle Sam's payroll.

Hence, the widespread official concern about the matter.

It's An Obligation

Fortunately, there is at least a chance that something definite will be done about it when Congress returns from its current recess. Rep. John D. Dingell (D., Mich.) has introduced a new bill on the subject. It clearly sets forth the obligation of Congress to provide funds for the annual leave of employees of any agency it decides to abolish. In such cases, it provides that Congress shall automatically appropriate the necessary money.

Rep. Dingell's bill deserves the support of all Government workers. It is an attempt to protect them against an uncertain future.

brought some complications about is this:

When the office first opened, the Army men in charge didn't know much about Civil Service. So when they thought an employee rated a promotion, they promoted him. Then Civil Service people came around looked at the ratings, and began screaming that it wasn't the way things are done under the merit system. The result was a general shuffle to shift workers around to their proper places in the table of organization as set up by Civil Service. Some bureaus found themselves so well staffed with promotees, that future promotion possibilities for newer workers, or those passed over, weren't too bright.

Grievance Board

The charge that Negroes aren't represented in the "Employee Counselling Service"—the grievance board to which complaints arrive through channels, is dismissed as a fallacy which has somehow been spread around.

There are six interviewers on the board, of whom two happen to be Negroes.

Another complaint has been that employees with college degrees find themselves working under people with only elementary school training. One major said, "I have had exactly two and one-half years of college. A lieutenant serving under me has two degrees. Perhaps that answers the question."

At Random

Looking around one office, se-

men are accustomed to follow orders."

Supervisory Jobs

One complaint of the Negro workers is that none of them are in genuine supervisory positions, or earning over \$1,800 a year. And that they are prevented from obtaining the better posts.

A spokesman for the ODB said that it was difficult to produce figures for the simple reason that there was no indication in the records of the office to show the race or color of an employee, but that he personally knew several Negro workers who were rated as CAF 4, earning \$2,190 annually, and that in all probability there were many more scattered about in other parts of the building with the same or higher ratings.

Advancement

As to advancement opportunities for Negroes, here is the official analysis of that situation:

"Every employee, with few exceptions, would like to wear the badge of a supervisor and receive the higher pay. But the ability to handle a supervisory job is not a native talent. It usually is the result of time spent on the job, and knowledge acquired there, or in previous positions outside of civil service.

"As a general rule, the colored employees at ODB never had the opportunity in private industry, to acquire the type of experience which would qualify them for supervisory work. Some time ago a survey was made—at the request of the colored press—and it showed that 15 percent of the supervisory positions were held by colored employees, and that if the top brackets weren't figured in, then the figure rose to 18 percent. And with the colored workers gaining experience on the job, the percentage is expected to rise higher. (The total percentage of Negro workers in the agency is estimated at about 30 percent).

Moreover, there are about as many complaints from white employees about advancement—or lack of it—as from the colored.

Didn't Know the Ropes

Another factor which has

Dependency Officials Deny Bias, Explain Difficulties

NEWARK.—A LEADER reporter this week interviewed the top officials in the Office of Dependency Benefits, presenting to them frankly the various grievances which ODB employees have brought to the attention of this newspaper, and asking their viewpoint on the situation.

The Army officers in charge of the Office of Dependency Benefits in Newark don't feel that they've done a bad job of organization.

In just about one year, they've started almost from scratch and built up an organization of 10,000 employees. Things are far from perfect, they admit, but the process of organization is still going on, there is a constant movement of employees from one department to another, they are still trying to find supervisory material among the staff. And top officers have faced the problem of discrimination.

Equal Treatment

At regular meetings of the officer staff, The LEADER was informed, officials are constantly reminded that it is their duty to afford every employee equal treatment and opportunity for advancement. They are advised that if any indication of discrimination on their part comes to light, they will be subject to disciplinary action.

What discrimination may be found at the ODB is not part of that organization's policy. Lower supervisors may sometimes allow their prejudices to affect their conduct, but the higher ranking officials say they are making every effort to be impartial toward whites and Negroes.

When Colonel (now Brigadier General) H. N. Gilbert took command of the building, his first twenty-four hours were spent touring the offices and addressing every group in the building. And one point he stressed was equal opportunity for all.

As one officer explains the situation, "The General is a career man. He now has one of the most important commands in the country right here in Newark, and it doesn't seem logical that he would jeopardize his career by allowing discrimination against any group of employees. Orders from Washington are for equal and impartial treatment of all employees. And military

**TIME-OFF
Body Blow**

WASHINGTON.—The drive to win additional time-off for Government workers received a body-blow this week.

However, it is still completely fair to say, as The LEADER reported last week, that more liberal time-off privileges definitely are in the offing.

The body-blow came in the form of a decision by Civil Service Commission not to conduct a general poll of Washington employees on the subject. Such a poll had been proposed. It would have been a vote on the question: Would you prefer working 20 minutes longer each day in exchange for a half-day off every two weeks?

When it came to a showdown, however, Civil Service Commission's new labor-management committee recommended unanimously against such a poll—and that was that.

Definitely, there won't be a Washington-wide vote.

Definitely, there will be no universal lengthening of the work-day here—at least not immediately.

Easier Leave

The committee did recommend, however, that annual leave regulations be liberalized—so as to permit employees to take more time-off in small chunks.

And it is now expected here that some official pronouncement to that effect will be forthcoming in the next few weeks. If it isn't done officially, it will be done informally. One way or another, agencies will be given the word that they should be more liberal with leaves.

Questions Asked

Meantime, two agencies are going ahead with plans to conduct their own polls on the time-off question. One is Commerce Department. The other is Federal Works Agency. Both will confine the vote to employees in Washington. Also, both are expected to ask their employees questions essentially like this:

- 1—Would you prefer your present working hours?
- 2—Would you prefer working 20 minutes longer each day, and getting a half-day off every two weeks?
- 3—Would you prefer working 40 minutes longer each day, and getting a half-day off every week?

Sample votes already conducted on the same question have shown varying results. An informal newspaper poll showed employees about 6 to 1 in favor of a longer work-day and regular time-off. At Agriculture, an informal poll of a fairly good cross-section of employees showed approximately 2 to 1 in favor. At Federal Deposit Insurance Corp., and Office of Alien Property Custodian, however, the results were somewhat different. There, only about 53 per cent of the employees favored a longer work-day.

Absenteeism

WASHINGTON.—The Ramspeck Investigating Committee has looked into the subject of absenteeism in Government—and decided that the record is partly good and partly bad.

In general, it believes Federal absenteeism is much lower than that in private industry.

However, the committee is disturbed about three things:

- 1—It thinks the leave records kept by Federal agencies are completely inadequate. "Lousy" is the way one committee member put it.
- 2—It is curious about the great discrepancy in the amount of leave granted by different agencies.
- 3—It is convinced Government has not done nearly enough along the lines of emulating private industry by conducting anti-absenteeism campaigns.

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The Post-War Civil Service Job in NYC: No Drastic Upheaval Is Expected Here

As each day's headlines seem to bring Victory nearer, New York City employees are beginning to wonder "What will happen to us and our jobs after the war ends?"

The consensus of opinion in informed quarters is that there will be no drastic upheaval in municipal employment when the war is over. Most city departments have retrenched during the conflict. As the staffs of various city bureaus have been drained by the draft, there has been a corresponding drop in the functions of the department. The construction work which represents a large part of the City's annual efforts has been largely suspended because of priorities on materials.

Street penetration and repair has been kept at a minimum to conserve materials and because of the current labor shortage which the City has been among the first to feel.

Jobs Are Shared

And there is no host of war-appointees in the municipal service to complicate the task of post-war reorganization. In many cases, the job of the employee on leave is being shared by others. Where substitute employees have been taken on, their tenure is set by the Civil Service Commission at the time of hiring, and by the State Military Law, which provides that where a substitute has been hired to replace a person on military leave, the substitute must be discharged within sixty days after the original employee returns from service.

Soldiers Protected

The rights of employees on military leave are carefully protected by State law, which makes the following provisions:

1. A municipal employee shall lose no rights of any kind because of absence on military service.
2. No employee shall lose promotion rights because of military service. In cases where an employee has missed a chance at a promotional examination, he shall be given a

special examination on his return, and if he passes, he shall receive the medium salary of his grade. (For instance, a soldier returns, takes an examination for a promotion to a \$1,800-\$2,400 job instead of the examination which he missed, and is appointed to the job at a salary of \$2,100).

3. An employee's seniority rights accumulate during his absence.

4. If the job which a City employee held when he left for service is abolished, then on his return he must be put on a special military re-employment list with first priority for a job in the salary range and type of work which he would normally be entitled to get.

To the regular non-veteran employee, this means that so far as possible, the law is designed to restore condition in municipal civil service to what the situation would have been if the war hadn't intervened.

If You Got Leave

And the many employees who have been able to get leaves of absence to engage in war work or jobs with the Federal Government will also find their positions, or similar ones, waiting for them on their return.

Where the greatest change is expected, however, is among applicants for City jobs. Today the City is begging for workers, and with scant results. After the war the permanence and salary of a Civil Service job will rise in esteem. But it may prove difficult at first for the non-veteran to place on a list.

Disabled veteran preference, and veteran credit will pretty well dominate the eligible lists for the first few years after the war, say City authorities in a position to know.

On the credit side of the

post-war ledger for this city is a program of expansion and remodeling which will prevent any period of unemployment such as followed immediately after the last war.

The City Planning Commission is ready to place into almost immediate execution a \$700,000,000 program of building which will put thousands to work. Federal funds will be used to provide for a series of new schools, hospitals, health centers, which will more than make up for the work which had to be put aside because of the war.

The various Borough Offices have blueprints rolled up in their closets for new street penetrations, parks and highways. And the Manhattan Borough President is prepared to begin work on new arterial highways over Manhattan, Queens and Richmond are waiting for the peace treaty to be signed so that they can get to work on their roads and have a little domestic peace.

Thus, from all indications it would seem that the City employee on permanent tenure has no reason to fear that his job is in any danger when the war ends, but can look forward to a period of expanding civil service in a growing city. The temporaries, those taken on for duration jobs, have practically no hope of holding on to their positions.

One remarkable aspect of the post-war situation is that many employees now in the armed forces don't want to return to their jobs! This unpredictable development was determined by a questionnaire from an official of the Sanitation Department to the men of his department now on military leave. He found that 8 out of every 10 would rather not come back to their old jobs. They explain it thus: "Conditions on the job are sometimes pretty bad and often dull." They've been around, seen new things, and they want

(Continued on Page Seven)

NAVY YARD GAZETTE

This is the sixth of The LEADER'S new column for Navy Yard workers. Suggestions, criticisms, and letters from Navy Yard employees are welcome.

Most Sentimental Scene of All

If there's a more sentimental scene than that of a ship leaving the yard to go back into action, we don't know it. The look on the faces of the crew as the ship pulls away from its pier is a never-to-be forgotten sight. The inevitable mental question in the minds of all of us is, What are they thinking about? Their wives and sweethearts? The good times they have had on liberty in New York? The battles that lie ahead? If ever anyone wanted a crystal ball so that they could foresee the future it's a sailor heading for an unknown battlefield.

When a Ship Is Lost

Did you ever experience a more sinking sensation than the one you get when you hear about a ship being lost in action that you had worked on or helped build? It brings back memories of that sailor with the blond hair who used to play ball on the pier with that marine when they were off duty. And the remark you made as you welded a new plate on his ship. "You lucky stiff," you shouted, "you guys have all the fun while we have to slave away."

"Come on down and have a catch," he teasingly invited. Remember when you were envious because he could go over to the canteen and buy whatever he wanted at any time of the day while you had to wait until the regular lunch period? Why you even felt sorry for yourself then didn't you? "Lost in action," what sadder words are there than these. Now he's probably floating around in the South Pacific someplace if there's anything left of him to float. While you? You've got tomorrow's subway rush to work about, haven't you?

Admiral Kelly, Commandant of the yard, doesn't wait for his assistants to bring him reports of production progress or other working conditions here. He makes a personal inspection tour every morning and he drives his own car.

Most Thrilling Moment of All

Most thrilling and exciting moments in any Navy Yard is when the caisson of a drydock is pulled aside by a chugging tugboat and a warship returning from fresh victories glides majestically into her berth. The husky docking crews pulling on the lines on both sides of the dock in perfect unison, the Captain who stands upon the bridge eyeing every move anxious that there should be no slip-up. The sudden blare from the loud-speaker. An order to the tug on the port side to speed her engine one bell. The tension seen on all faces as the bow of the ship is lined up direct center, then the relaxation as the order is given to secure all lines and the caisson moves back into place. The ship settles evenly upon the keel blocks which have been laid with exact care and precision as thousands of tons of water are pumped out every minute by the giant pumps. Before the dock is empty of water scaffolds have already been placed outside and the old paint and rust is being scraped off in preparation for a new coat. The moment the dock is empty a hose crew starts to clean the mud and slime from the floor of it and more scaffolds and stagings are placed about the ship in preparation for necessary repairs. Replacement parts are already standing by waiting to be lowered into the dock and there's not a moment lost. That's our navy!

Note to Grumblers

This constant change in working hours per day is tough we know. But remember, these are not normal times. It would be wonderful to know that you are going to work so many hours per day a given period, and to always know what day you were going to be given off, in advance so that you could make plans. It would also be wonderful to Navy officials if they knew in advance which battle was going to be won and which lost. Or if the sailors knew which were going to be wounded and who would be left unscratched. Most wonderful of all would be to know just when this war will be over. We know that they can't know the answer to these questions, but we can do our part to shorten this war by using those minutes we spend in grumbling, by working.

Answer to

Defense Wife

Last week, this column printed a letter from "A Defense Wife," objecting to dances held in the Navy Yard.

Lots of letters came back in reply, and the one that follows is typical:

Dear Editor: If the "Defense Wife" had not included her P.S. I would have considered you very un-patriotic for printing her letter. As it is I see you had no choice.

Apparently, this woman knows absolutely nothing about the Navy Yard and its musical program. I believe she also knows very little about her husband, too. There is no music during the day except at lunch time and that for all of half an hour. The week is also divided up into classical, light opera and popular musical days which doesn't leave many half hours for dancing. There is actually no place to trip the light fantastic, but occasionally a girl and boy may have a very short dance in some little space in the shop. This is hardly the place to expect a romance to start.

The only other occasion for dancing is an affair run by some organization in the yard for the purpose of raising money. In this case everybody is asked to attend and support the function. If at such times a married man wishes to play off single, then he is not only doing his wife and family an injustice, but the girl as well since she has no reason to believe other than what the man has told her.

I believe stay-at-home wives should clean up their own back yards before spreading their unfounded ideas elsewhere. It is always much easier to blame the other woman in the case.

MRS. S. R.

Like to Write?

Want To Help Write a Column About Your Department?

Address the Editor, Civil Service LEADER, 97 Duane Street, Manhattan, and give your name, department, and home address. We'll send you full details.

Name
Address

P.S.—If you have any ideas about what should be included in a column dealing with your department, we'd be glad to hear about them.

Conway Takes Over State Civil Service; Must Learn Tough Technical Problems

Chairman J. Edward Conway and Miss Louise C. Gerry, new Republican appointees to the State Civil Service Commission, are going to take their time in making a careful survey of the department before inaugurating any violent reforms or changes, it was said at the Commission offices.

Conway, who comes from Ulster County, the bailiwick of Senator Arthur H. Wicks, powerful chairman of the State Senate Finance Committee, and Miss Gerry, former vice-chairman of the Erie County Republican Committee, are well aware that the Governor, GOP legislators, and politicians feel that radical changes are needed in the administration of civil service in this state. But Mr. Conway has indicated that he intends to move slowly. As chairman of the new Commission, he will direct the policy-making of the three-member agency.

To Use Report

He will make use of the civil service report submitted this year to the Legislature by the Hollowell Investigating Committee, of internal studies made by various bureau heads of the department, and of complaints gathered by legislators from their constituents over the last few years. It is expected that Chairman Conway will be in Albany to take up his duties on the scene this week. Miss Gerry has been called to Maine by the serious illness of a member of her family.

One of the first problems that may confront the New Civil Ser-

vice Administration popped up when Budget Director Harold E. Burton a couple of days ago issued an order cancelling a widely used practice by which employees were able to hang on to their jobs although absent for nearly a year at a time. Rule 16 subdivision 1 of the Civil Service Commission, provides that State employees who leave their jobs may be reinstated within one year from the date of their resignation. In line with this, and to circumvent the one-year limitation, hundreds of employees in the last few years have returned to their state jobs for a two-week period, one payroll period. "In order to keep alive this privilege of reinstatement," said Mr. Burton. He added, "the Budget Division is opposed to this practice of two-week reinstatements."

If the budget order sticks, requests for reinstatement will be granted on condition that employee return to work permanently or for such period as the department authorizes. If an employee is reinstated and then quits after two weeks, he will not be again reinstated, except in rare instances, with the burden of proof resting squarely on the employee. Dozens of State employees, including women about to have babies, married women who don't know whether they are going to like housekeeping, and others have used the two-week reinstatement period, year after year. They come back in a temporary capacity and their



Grace Reavy: "Hemmed in on east, west, north, and south. It wasn't the right soil for a fine flowering."

leave is extended automatically for another year, permitting them to return any time they desire. The Budget Bureau regards this as a subterfuge and unfair to eligibles on various lists who should have first crack at jobs.

Expect Protest

There probably will be a loud protest from employees against the new budget ruling and it will be that the Civil Service Commission will be asked to countermand the budget director's order. There is nothing in

(Continued on Page Seven)

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In the City Departments

SUBWAYS Labor Board Lost

Subway employees are still waiting for the promised era when all will be peace and joy in the transit system. The report of an investigation into employee relationships in the subways last May by a committee headed by Dean Ignatius Wilkinson of Fordham Law School, now City Corporation Counsel, advised the creation of a labor relations division and deputy commissioner to handle employee grievances and hearings.

By June 1, the City Civil Service Commission and the Mayor had both agreed it was a good idea and had gone through the necessary formalities.

City Magistrate Edward C. Maguire was named by the Mayor as the candidate for the post, and everyone seemed to approve of his selection—but he never was named to the position.

Nothing Happens

Then nothing began to happen. First it was blamed on the State Civil Service Department which hadn't approved the matter. By June 15, the State had come through.

Then Judge Maguire went off on his vacation. By that time, the Board of Transportation was explaining that it was probably being held up until July 1, when the new budget became official.

July 1 passed, and still nothing happened.

The Mayor's office "doesn't know anything about the situation."

The Board of Transportation has furnished an office for the new deputy, but they don't know what's happening either. At we were going to press, even the Transport Workers Union, which takes great interest in such matters, doesn't seem to know what's holding up the appointment.

(See editorial, page 8.)

Straight Stuff on Your Outside Job

It is probably no exaggeration to say that close to 50 percent of all subway employees hold other jobs in their spare time.

Under the law, they are clearly, definitely, and unequivocally entitled to hold outside jobs. The matter was settled by the State Court of Appeals in the famed Natilson case.

However, the Board of Transportation has been placed in a spot because many of the employees who hold down spare-time jobs have, as one official this week told The LEADER, "just worked themselves out so that they are no good for

their regular jobs. We have problems of absenteeism and of tardiness among these men."

Background

Here's the background and the situation as it stands now:

Several months ago a batch of cases were brought up before the Board on charges that they were taking time off without official OK, coming in late consistently, or being absent an undue number of days from their city jobs. Most of those involved were maintenance men working for Bethlehem Steel. At first the Board took the position that men working on New York's transportation system couldn't hold an additional job in their spare time. It came out, in the course of the hearings, that some of the employees actually held two full-time jobs—working 8 hours a night at Bethlehem after working an 8-hour day for the City.

Board Retreats

The Board, apprised of the Court of Appeals decision permitting City employees to hold down spare-time jobs, quickly retreated from its original position and finally worked out a plan whereby those on charges would sign a statement to come in on time and do their work properly. Most of the men signed. Those who didn't—there were a few—had to be dismissed. Thereafter, the Board made no inquiry as to whether the men continued working on other jobs. The Board was interested solely in having its employees perform efficiently for the City.

Now, of the original group who had signed the slips promising to be good, a small number continued their tardiness and absenteeism. These men were quietly dropped.

Batch Number 2

In the meantime, another batch of men were developing unusual signs of absenteeism, tardiness, and neglect of duty. IRT Assistant General Superintendent Earl E. Starbuck called these men in privately, told them what the score was, and said in effect: "If you can't keep up your job here, you'll have to resign this position or your other one." A number of the men resigned one or the other of the jobs.

A third group of men brought up on charges officially were compelled to sign a pledge that they would resign from Bethlehem Steel as a condition of retaining their positions with the Board. Then came the order, signed by Assistant General Superintendent John F. Eagan of the BMT, which read:

"The maintenance and operation of the New York City Transit System, which provides transportation for hundreds of thousands of war workers is essential to the war effort. Therefore, all employees of the Board of Transportation must report regularly for their assigned duties and must keep themselves in physical condition to perform their work efficiently. Any employee who, without leave, absents himself from work for the Board, or becomes unfit to perform his work efficiently, will be deemed guilty of misconduct and neglect of duty, and, if it be found that he has been holding an out-

side job, the punishment will be dismissal from service."

Add Confusion

Now this order went far toward confusing the men. Did it mean that a subway worker is forbidden from holding down an outside job? What about the cases of the men who work in their spare time but who perform satisfactorily for the City. Men in this category constitute by far the largest number of those who have two positions.

The LEADER asked this question directly of a high transit official. Requesting that his name not be used, he answered the question in these words:

"It's hard to draw a line one way or the other. The question can't be answered in the form in which you bring it up. Whatever a man does that brings about neglect of duty can be regarded as a cause of that neglect. It's like drunkenness. If a man's drunkenness causes bad performance on the job, we have to take action against him.

Only the Guilty

"However," he added, "no one in the Board of Transportation has been brought up on charges of holding an outside job. We only try these men who are guilty of neglecting their work here.

"Moreover," the official continued, "we are aware that a large number of our men work on spare-time jobs. If we tried to gather the background of every case of a man absent without authority—why, it just couldn't be done!"

The official left a definite impression, without saying it in so many words, that it wasn't the outside job which disturbed the Board, but rather the neglect of duty.

The Transport Workers Union has not come to the defense of men who were shown to have neglected their duties. However, on the question of a man's working on an additional job so long as it doesn't impair his efficiency when working for the City, the TWU is certain that the Board can't—and won't—remove that right. Said one TWU official: "Yes, a subway man can hold two jobs. He can be fired for neglecting his duty—but not for working on another position in his spare time."

Other Departments

Other City departments have experienced no difficulty with men holding spare-time positions. And almost every high city official and department head has agreed to abide by the Court of Appeals decision. Many of them are on record as actually favoring a second job for City employees. Joseph A. Palma, President of the Borough of Richmond, said this about it:

"I feel that the pay the City employees receive plus the high cost of living and heavy taxes, is insufficient to allow them to maintain a decent standard of living."

Mr. Palma himself worked out a plan of part-time jobs for his employees. He describes it thus: "I have pooled all the employees in this Department (especially those in the laboring class) and we are making out a schedule whereby we are permitting them to work after hours, with no interference with their City work, possibly a few hours each evening and on Saturday afternoons."

PARKS

Getting Ragged

Commissioner Moses has advised his employees in the Parks that there is no need for them to rush out immediately and buy uniforms just because the new laws requires them.

But the employee shopping committees are still out visiting the uniform manufacturers in the City to get the best buy. The Commissioner has said that the uniforms which the employees approve will be OK with him.

The Greater New York Park

Elevators Have Their Own Ideas

The elevators in the Municipal Building have become very independent of late. Other elevators are satisfied to stop at the floors, but the City lifts have their own ideas and make stops like 17½ and 18½.

But the boys who work around the building don't mind it too much now. They say getting caught between floors with one of the pretty new feminine operators can be a nice experience. No one ever wished for a stall while the old men were superintending the machines.

Employees Association is waiting for the manufacturers to make up samples. Then they plan to call a mass meeting of all employees of the Uniformed force of the department to vote on the new rigs.

What to Do

In the meantime, some of the employees' uniforms are getting ragged and they don't know what to do.

They can't buy a new-style uniform because no one knows what the new styles will be like. And they don't feel that they want to buy the expensive old-type outfit.

The State, County and Municipal Workers of America, CIO, Park unit is out shopping, too, and the uniform question has all the makings of another inter-department feud.

The SCMWA would like to see the Parks Department employees follow the lead of the Sanitation workers. In that bureau, uniforms cost the men about \$9 each. And they feel that men in the Parks who have to do heavy work shouldn't be required to buy a more expensive outfit.

Men Wanted

The favorite recreation for a lot of people is going out to the Park when they have a day off. But right now it's possible for a lot of men to spend their time in the Parks—and get paid for it.

The department needs workers to replace the younger men who have been drafted. Apply at Room 202, at the Arsenal Building, Central Park (Fifth Avenue and 64th Street), or at the Parks Department office in your borough.

Here's what they are offering:

Men 18-65 are needed as laborers, attendants, etc., to work an eight-hour day at \$5.50 a day.

Men 18-45, with high school education, to work as playground directors. They'll get \$4 a day for six hours daily.

Same Old Pay

Here's an unfortunate aftermath of recently-passed Parks Department per annum act:

One provision of the measure provided maximum salaries for gardeners and assistant gardeners in the Parks Department. Now, when other city employees earning less than \$2,500 are getting an extra \$120 a year, these "frozen" employees are still getting their old salaries.

The Parks Department office says that under the new law it can't adjust its payroll to add the extra money, but that it is talking the matter over with the Budget Director and the Mayor to see if it can't be fixed up.

Vice-Chairman of the City Council, Joseph T. Sharkey introduced the law, and when he was advised by the Greater New York Park Employees Association of this new development, he promised to see what he could do about it.

The SCMWA has called a mass meeting of all gardeners and assistant gardeners to protest against their exclusion from the bonus. This will take place on Thursday, July 22, at 8 p. m., 13 Astor Place, union headquarters.

LEGAL NOTICE

AT A SPECIAL TERM, PART II, OF THE City Court of the City of New York, at 52 Chambers Street, New York County, on the 13th day of July, 1943.

Present: Hon. John A. Byrnes, Chief Justice In the Matter of the Application of GEORGE HENRY ENGLAGE, for an order to change his name to GEORGE HENRY ENGLISH.

Upon reading and filing the petition of George Henry Englage, duly verified the 12th day of July, 1943, entitled as above, the consent of Florence Schlinger Englage, duly verified the 12th day of July, 1943, praying for leave of the petitioner to assume the name of George Henry English in the place and stead of his present name, and praying for leave of the petitioner to have his wife assume the name of English as a family name in the place and stead of their present family name, and the Court being satisfied thereby that the averments contained in the said petition are true and that there is no reasonable objection to the change of name proposed.

Now, on motion of Emanuel Thebner, attorney for the petitioner, it is

ORDERED, that George Henry Englage be and he hereby is authorized to assume the name of George Henry English on and after the 23rd day of August, 1943, upon condition that he shall comply with the further provisions of this order; and it is further

ORDERED, that Florence Schlinger Englage be and she hereby is authorized to assume the name of Florence Schlinger English on and after the 23rd day of August, 1943, on condition that she comply with the further provisions of this order and it is further

ORDERED, that this order and the aforementioned petition and consent be filed within ten days from the date hereof in the office of the Clerk hereof, and that a copy of this order shall, within ten days from the date of entry hereof, be published at least once in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after the making of this order, proof of the publication thereof shall be filed with the Clerk of the City Court of the City of New York, County of New York; and it is further

ORDERED, that a copy of this order and the papers upon which it is based shall be served upon the Chairman of the Local Board of the United States Selective Service at which the Petitioner submitted to registration as above set forth and within twenty (20) days after its entry and that proof of such service shall be filed within ten (10) days after such service, and it is further

ORDERED, that following the filing of this petition and order as hereinbefore directed, and the publication of such order and the filing of proof of publication thereof as hereinbefore directed, and on and after the 23rd day of August, 1943, the petitioner shall be known by the name of George Henry English and his wife shall be known by the name of Florence Schlinger English and by no other name. Enter, J.A.B., J.C.C.

AT A SPECIAL TERM, PART II OF THE City Court of the City of New York, held in and for the County of New York, at the Court House, 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 12th day of July, 1943.

Present, Honorable John A. Byrnes, Chief Justice

In the Matter of the Application of EMILY REIS KUBRIN for leave to change her name to PATRICIA EMILY KUBRIN, pursuant to Article 6, Civil Rights Law. Upon reading and filing the petition of Emily Reis Kubrin and Carl Kubrin, both duly verified the 8th day of July, 1943, and it appearing to my satisfaction that there is no reasonable objection thereto,

NOW, on motion of HARVEY L. STREIZIN, attorney for the petitioner, it is

ORDERED that EMILY REIS KUBRIN be and she hereby is authorized to change her name and assume the name of PATRICIA EMILY KUBRIN on and after the 19th day of August, 1943, and that this order be entered and together with the papers upon which it is granted be filed within ten days from the date thereof in the office of the Clerk of this Court; that a copy of this order be published once in the Civil Service Leader, a newspaper published in the County of New York, within ten days from the entry thereof and that there be filed and recorded in the office of the Clerk of this Court an affidavit of the publication of this order within forty days from the date thereof, and on and after the 9th day of August, 1943, she will be known by the name she is herein authorized to assume and by no other name, and it is further

ORDERED that a copy of this order and the papers upon which it is based shall be served upon the Federal Bureau of Investigation, the United States Naval Intelligence, the United States Army Intelligence, and the United States Secretary of State within twenty days after its entry and that proof of such service shall be filed with the Clerk of this Court in the County of New York within ten days after such service. Enter J.A.B., J.C.C.

AT A SPECIAL TERM PART II OF THE City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, 52 Chambers Street, Borough of Manhattan, City of New York, on the 13th day of July, 1943.

Present, Hon. John A. Byrnes, Chief Justice In the Matter of the Application of SIDNEY BENJAMIN OSHINSKY, for leave to assume the name of SIDNEY E. OSHIN.

Upon reading and filing the petition of SIDNEY BENJAMIN OSHINSKY, dated and verified the 12th day of July, 1943, praying for leave to assume the name of SIDNEY E. OSHIN, in place and in stead of his present name, and the Court being satisfied that there is no reasonable objection to the petitioner's assuming the name proposed, upon motion of petitioner herein, it is

ORDERED, that SIDNEY BENJAMIN OSHINSKY, be and he hereby is, authorized to assume the name of SIDNEY E. OSHIN, on or after the 23rd day of August, 1943, in place and in stead of the present name upon his complying with the provisions of Section 63 of the Civil Rights Law, viz: that he cause this order and the papers upon which it was granted to be filed in the office of the Clerk of this Court within ten (10) days after this order is entered in the Civil Service Leader, a newspaper published in the County of New York, and within forty (40) days after the making of this order, of cause to be filed and recorded proof of such publication in the office of the Clerk of this Court, and that a copy of this order and the papers upon which it is based, shall be served upon the Chairman of Local Board No. 27, No. 250 West 200 Street, New York City, within twenty (20) days after its entry, and that proof of such service shall be filed with the Clerk of this Court within ten (10) days after such service, and after such requirements are complied with, said petitioner shall on and after the 23rd day of August, 1943, be known by the name of SIDNEY E. OSHIN, and by no other name. Enter, J.A.B., J.C.C.

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General Bradley's Column

By

Brigadier General John J. Bradley (Ret.)



Importance of the Army Interview

Every man who enters the Army gets not only a series of tests, but an interview which is vital in his whole forthcoming military career.

The Army's primary interest in the new enlisted men is: What has he done? What can he probably learn to do?

This is part of the larger field known as Classification. Proper classification can mean the difference between a smoothly functioning military organism, with each man in his proper niche—and, on the other hand, a botched-up organization from the manpower point of view. Through its classification procedure, of which the interview is a part, the Army obtains information concerning a man's education, intelligence, aptitude, previous military experience, civilian work history, interests, hobbies, and other qualifications. This information is used as the basis for placing the man in his Army job—and it is important that he be assigned where he will be of greater value to the service, and utilize his skills most effectively.

All right. You've entered the armed service. You're in only a few days, and you are now with your interviewer, an Army man trained to elicit the necessary information. He's a friendly chap, and you should speak with him openly, frankly, and completely. Don't neglect to tell him something about yourself because you may feel it's unimportant. Don't hurry. The interviewer will give you all the time you need.

He'll ask you the usual questions first—name, race, birthplace, citizenship status, birthplace of parents, your marital status, and your education.

Next, he'll want to know whether you have any knowledge of foreign languages.

He'll inquire about any sports in which you might be qualified—whether you've just played as an amateur, or whether you've been a professional.

Following this, will come a query designed to discover whether you have a talent for furnishing public entertainment. Do you play a musical instrument? Do you sing? Have you had experience in theatricals?

And then, of great importance, comes a question about your main occupation. The interviewer wants your complete work history—the precise nature of your occupation, the number of years you've spent at your various jobs, how much you've earned.

Have you a secondary occupation? The interviewer will want to know that too. Because it may work out that the Army can actually use your secondary occupation to better advantage than your main one.

Now how about your hobbies? Many a man has risen swiftly in the Army because he played with models or learned photography. Of particular use to the Army are these hobbies: Radio, photography, aviation, rifle or revolver shooting, motorcycling, horseback riding, hunting, trap or skeet shooting. But whatever your hobby may have been, don't neglect to talk about it just because you think it was "minor." The Army may discover more in it than you realize.

Of obvious importance to the Army is your position of leadership in civilian life—if you possess such qualities. For example, were you a foreman over a gang of men? Were you president of your high school class? Were you captain of a sports team? The reason for this information is of course obvious.

And finally, he'll ask about any previous military experience you may have had.

The interview will bring out a lot of facts which, together with the regular tests which you must take, will show the Army where you are to be assigned.

To all those who have written General Bradley with requests for information: the General cannot undertake to answer these letters singly. However, where it is indicated that a problem is of sufficiently wide interest, General Bradley will answer the question in his column.

PROMOTIONS Stenos Up

Some more good news for people waiting for promotion with the City: The Civil Service Commission has just Ok'd the following Grade 3, Stenographer promotions.

- at \$1,920.
- Tax Department, 3 at \$1,920.
- Department of Investigation, one at \$1,801; one at \$1,920.
- Board of Water Supply, 5 at \$1,920.
- Department of Purchase, 4 at \$1,920.
- Department of Hospitals, Assistant Librarian at \$1,260.
- Domestic Relations Court, one male court attendant at \$1,800.
- Law Department, one clerk, grade 3; and eight clerks, grade 2.

BUDGET All Get Paid

The Budget Bureau has been so busy of late with all the payroll changes that it had to go looking around the building and borrowed three girls to help out.

By dint of much night work, says the bureau, it managed to get all City employees paid on time for the July 15-16 payrolls, though for a time it looked as if some employees might have to wait a few days longer for their checks.

All City employees who are lifted above the maximum salary of their grade by the \$120 cost-of-living boost have to sign the waivers which say that they're getting a temporary increase and not a promotion.

"No Sign—No Dough"

Some employees had muttered that they wouldn't sign, but it's a case of "no sign, no dough." As yet, the Budget office hasn't heard of any employees who haven't signed, but when the payroll sheets come back from the different departments they will show whether anyone held back his John Hancock.

THE BOROUGHS Manhattan Clear

Here's a new angle on the layoffs in the Borough Presidents' offices. (See last week's LEADER for details).

The Borough President of Manhattan took a \$35,000 slash in this year's budget, but they managed to get along without any firings.

As they explain the situation, it's a result of their liberal policy when it came to giving war-leaves to take jobs in industry. They handed out leaves with a lavish hand. Then when the budget slash came along, they didn't have to cut down their staff. And they're not in the peculiar situation of the other offices where they are holding employees who would rather be somewhere else, and are forced to lay off employees who would like to stay where they are.

Firings and salary reductions in the Borough Offices of Queens and Brooklyn, had been quietly carried out during the past three weeks. They weren't revealed by the department heads, but came to the attention of this paper from other sources.

Meanwhile, Henry Feinstein, secretary of organization of the American Federation of State, County, and Municipal Employees, states that his organization plans to take vigorous steps "to combat wage-cutting and firings in time of war."

SANITATION 'Small Potatoes'

The City Council's probers have been paying close attention to the Sanitation Department. Messrs. Walter Hart and Louis Cohen, who seem to be carrying between them the whole burden of the probe, have netted fairly picayune results so far:

1. The Sanita situation, which has already hit the press, probably isn't good for much fireworks. Says one Sanitation official: "They don't like it. We think it's a fine thing. So it's a matter of opinion, and our opinion is as good as theirs. So far as the books are concerned, everything is in order. Nobody got any graft out of Sanita."
2. Ticket-selling on City time. There are plenty of documented cases of men selling tickets for baseball games and other functions. The Sanitation Department isn't worried about what the Council will do with this tidbit. "It's small potatoes," is their official attitude.
3. Commissioners Carey and Morton, both with wide strings of outside industrial connections, have been queried as to whether they could properly

perform their work for the City while maintaining their varied extra-curricular activities. They've in effect dared the Council probers to prove that they've neglected their duties.

For Joint Action

American Federation of Labor locals in the Sanitation Department have organized into a Joint Board of Sanitation Locals.

Purpose of the Joint Board, according to Ellis Ranen, who is regional representative of the parent union, is to act jointly on all matters which affect employees in the department. The locals involved all belong to the American Federation of State, County and Municipal Employees.

They have distributed certificates of authorization among members of the Sanitation staff which designate the board as the official bargaining agent with the administration, Mr. Ranen's report continues.

Temporary chairman of the joint board is Michael Morro, president of the Queens local of the union. Cornelius Murphy is temporary secretary.

The organization will meet on Tuesday, July 20 at 261 Broadway to elect permanent officers.

FIRE DEPT. On the Chief Front

The matter of the recent appointment of 15 Battalion chiefs in the Fire Department to fill 5 vacancies will come up in Supreme Court on July 28.

At that time, George C. Lake, attorney for the ten extra appointees, will defend the legality of their appointment. As Mr. Lake describes the situation, there is a provision in each budget which allows changes in the departmental setup. The request should originate with the department head. Then it is OK'd by the Budget Director, and approved by the Comptroller—and that's the way the extra ten men were added to the roster of deputy chiefs, and the number of battalion chiefs reduced by ten.

Another question to be fought out in the courts is whether or not the appointments were made after the expiration of the list.

Was the List Dead?

Albert de Roode, attorney for a group of battalion chiefs who are fighting the appointments, says that according to the City Record—where all official City notices appear—the list was promulgated on June 21, 1939. If this is so, then the appointments were made one week too late and even the five non-contested appointments are invalid. Mr. Lake indicates that the minutes of the Municipal Civil Service Commission show that the list came out on June 28, 1939, which would make everything legal so far as the time element is concerned.

The appointments will probably soon be attacked from another front. The law committee of the Civil Service Reform Association is looking into the business of these new deputies. The group feels that appointments to positions which are not bona-fide vacancies represent a serious threat to the spirit of the merit system, and will probably also bring court action to have the ten appointments invalidated.

WNYC New Additions

The news room at WNYC on the 25th floor is a popular spot these days with all the war action.

Employees with a few minutes off are always dashing up to the news room for a glance at the Associated Press or International News tickers to get the latest information even before the papers come out.

And you probably didn't know that WNYC also operates one of the few Frequency Modula-

tion stations in the country. It's W. 39 NY, and they're all ready for the days after the war when we'll all be getting our radio music without static.

He's a Painter

The station is pretty proud of its news editor, Jack Goodman, one of whose paintings won an honorable mention at the art show which was run at the Women's Municipal Lunch Club. Ex-Announcer Bert Dixon is also winning prizes with his photography. He's with an OWI photographic unit now. And latest addition to the staff is Allan Stratton, announcer. He's got a provisional appointment.

Seems he was working for WMCA, but got tired of trying to convince the public that Crinklies were the best breakfast food and came where he could do non-commercial programs.

WELFARE Quietly, Well Done

The Civilian War Assistance Division headed by Etta Deutsch is a branch of the Welfare Department that does its work quietly and efficiently, and few people know of it.

It's another section of Welfare that came into being with Pearl Harbor, and it's purpose is to care for civilians who get caught in the crossfire.

One of its functions is helping shipwrecked seamen, and plenty of them are grateful for the assistance they have received.

The civilians have been evacuated from places like Alaska, Hawaii, and the Virgin Islands. If they land at New York, it's the Welfare worker who meets them at the dock and helps tide them over the initial period of confusion and no-cash. They're prepared to help the stranded citizens for thirty days.

When the ships pull in, the Welfare worker is right at the docks waiting to be of assistance.

Volunteer O.C.D. workers have been hurt and killed while on duty. This division of Welfare has the job of seeing that their families are cared for.

It's a big job that is being carried on with a small staff. Uncle Sam is putting up the dough, but it's the local employees of the City who do the work.

Looking for quick advancement? Learn fast with one of the private tutors listed under Reader's Service Guide, page 13.

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CLOSED SATURDAYS
DURING JULY AND AUGUST

LEGAL NOTICE

CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP OF NEDA PRODUCTS COMPANY... WE, THE UNDERSIGNED, do hereby sign and swear...

THE JOB MARKET

By MRS. MATILDA B. MILLER

The Job Market is designed to help readers and jobs get together. The positions listed are gathered from advertisements of all the newspapers...

It is impossible to investigate thoroughly each position nor is it always possible to foretell how soon they may be filled.

No Experience

Men and women are needed for all types of hotel work. No experience necessary—good salaries promised.

Schraff's has openings for men and women, boys and girls without experience, as dishwashers, soda men, porters...

Inspectors and screw machine operators will be hired at Joubert, 34 Exchange Place, Jersey City.

Federal Shipyards needs men with and without experience. Minimum pay, \$41.85 per week.

Unskilled men and women will be trained for aircraft work at Brewster Aeronautical Corp.

Clerical

Women needed as cashiers. Must be experienced in handling money and willing to combine this with other work.

Comptometer operators are needed at these places:

American Airlines, 100 E. 42d St., NYC—16th floor. Over 18 years of age, at least one year's experience.

Henry Rose Stores, 360 W. 31st St., NYC. Must be experienced.

Lerner Shops, 354 Fourth Ave., NYC—8th floor. Beginners, \$22 per week.

National Chain Store—\$25 to start. Forty hours, time-and-a-half for overtime.

Over 38 Men over 38 or draft deferred needed at R. H. Macy's as uniformed guards.

LEGAL NOTICE

AT A SPECIAL TERM, PART II OF THE City Court of the City of New York, County of New York, at the Court House, 52 Chambers Street...

Present: Hon. John A. Byrnes, Chief Justice. In the Matter of the Application of LUDWIK LACHOWSKI...

Upon reading and filing the petitions of LUDWIK LACHOWSKI, also known as LUDWIK LACHOWSKI...

Now, on motion of Lancelot Armstrong, Esq., the attorney for the petitioner, it is ORDERED that CONOVER THOMAS SILVER be and he hereby is authorized to assume the name of TERENCE THOMAS CONOVER...

Now, on motion of GEORGE M. FEIGIN, Esq., the attorney for the petitioners, it is ORDERED that LUDWIK LACHOWSKI, also known as LUDWIK LACHOWSKI...

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Uniforms furnished. Starting salary \$25 for forty-hour, five-day week, rotating 8-hour shift.

Boys and Girls

Opportunity for boys over 16 and girls over 18 to do messenger work. Openings for part-time work between 7 a. m. and 6 p. m.

Young men over 18 will be trained as waiters. Hours 9 p. m. to 12:30 a. m., six nights weekly.

Bus boys wanted at Fifth Avenue Hotel. Salary \$18 plus tips and meals.

Girls will be hired by C. E. Sheppard Company, for finishing work in printing plant. Experience desirable but not necessary.

Irving C. Krewson Corp. will train young ladies as assistant buyers. Five-day week. No salary quoted.

Girls will be trained as elevator operators at Russeks, Fifth Ave. No experience necessary.

4F Preferred

Men and boys with good eyesight needed to make thermometers. Starting salary 50 cents an hour.

Handicapped Girls

Light shop work for handicapped girls with free use of both arms. No experience necessary. Five-day week.

Over 21

Restaurant workers experienced on the steam table and soda women are wanted at Namm's, large Brooklyn department store.

Hotel Paramount has openings for male elevator operators, over 21, experienced preferred.

Good opportunity for young women, 22 to 35, as adjusters in Macy Warehouse Division.

More Skill

Excellent opportunity for radio amateurs to connect with one of New York's oldest established radio supply stores.

Hostess-supervisor needed. Trained dietitian or experienced in managing force of waitresses and counter people.

Mechanics and mechanics' helpers needed at Green Bus Lines. Good pay promised and chance for overtime.

Cost accountants needed at Western Electric, 100 Central Ave., Kearny, N. J.

Hazeltine Electronics Corp. is in urgent need of skilled male tool makers, machinists, sheet metal workers...

Magazine salesmen are being hired by Periodical Publishers Service Bureau, 56 Court St., Bklyn.

Stern Bros. has openings for saleswomen full or part time. Apply 8th floor, 42d St. and 6th Ave., NYC.

Opportunity for women, over 30, neat and aggressive, to demonstrate Health Knowledge. Apply 1476 Broadway, NYC.

Miscellaneous

Permanent jobs as dishwashers. Salary \$22 plus meals, Apply Steward, Fifth Avenue Hotel, 9th St. and Fifth Ave., NYC.

Tall men, 5 feet, 8 inches, weight 150 pounds, needed as guards. Must be of good character.

Part-Time Jobs

Men wanted for clean part-time work. No experience necessary. No salary quoted but said to be good.

Opportunity for men to earn money in part time as representatives of the Stenotype Co.

Cigar clerks needed from 11 a. m. to 2 p. m. daily, except Saturday or Sunday.

Part-time openings for women as dishwashers, also full time at Namm Dept. Store, 452 Fulton St., Brooklyn.

Liggett Drug Co. has openings for salesmen from 6-12 p. m., five nights weekly, and 10 hours on Sunday.

Conway Begins His State Job

(Continued from Page Three)

the rules of the Commission referring to the two weeks' reinstatement device. That seems to have "just grown," stemming from somebody's fertile mind...

It is expected in Albany that Chairman Conway and Miss Gerry will devote the next few months to learning the ropes and seeping themselves in civil service procedure.

Judge Conway plunged right into work last week on one of the most difficult of technical civil service matters—a reclassification of New York City job titles.

Miss Reavy, in stepping down from the post which she had held for many years under the Democratic administration, made this cryptic admission:

"Our work has been hard—terribly hard. We were hemmed in on the east by a small budget, on the west by the Attorney General's decisions, on the south by a mass of rules that had grown up through the years, and on the north by constant opposition from our enemies."

(See other State stories on Page 16.)

NYC Post-War Civil Service

(Continued from Page Three)

to expand. Moreover, a large number of them now actually earn more as soldiers and sailors than they did as city employees—especially those who have become officers.

It is, of course, impossible to tell how widely this state of affairs extends. And when the war is over, these men will be met with the realities of needing a job—and the old one will be there to take.

One official sees a development coming in time of war that will have a deep affect upon "white-collar" city employees when the war is over. That is the growing tendency to "pool" the employees of various departments.

In forthcoming issues, The LEADER will delve with greater detail into the subject of post-war civil service in New York City, and take up the situation department by department.

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Civil Service LEADER

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MEMBER AUDIT BUREAU OF CIRCULATIONS



Tuesday, July 20, 1943

Important Experiment--- But Let's Get It Going

ONE OF THE very interesting municipal government plans in recent years was the proposal, suggested by the Wilkinson Committee which probed labor conditions in the subways, to set up a labor relations section within the Board of Transportation, to handle the great variety of labor problems, grievances, and disciplinary actions which come up daily in this vast communications network employing some 33,000 persons. We weren't the only ones to praise the plan. Everybody agreed it was good. And things got under way. The proper City and State agencies and the Mayor Ok'd the plan. Judge Edward C. Maguire was prominently mentioned as the candidate for the deputy commissionership which would go to the head of the new labor relations department. And in the Board of Transportation, an office was even dusted off and made ready for the new occupant.

As we go to press nothing has happened. Is this plan to die away from rust?

Mr. Mayor, may we suggest that you put the final OK on the Maguire appointment, and get the wheels rolling under this important new experiment in City government.

A Word With Judge Conway

THE NEW State Civil Service Commission went to work last Wednesday.

It comes under an alert and youthful administration that is full of ideas on the proper functions and purposes of the public service. The Governor has frankly expressed himself as out of sympathy with many of the rules and regulations which have served to make civil service "dull and dreary."

The may be a tendency—indeed, such a tendency has already shown itself—to short-circuit the processes of civil service. There is some evidence that where it may prove difficult to circumvent laws and court decisions, the Legislature will be asked to act.

The people of New York State have an important stake in a merit system that works. If our present setup is encased in too many petty restrictions, something can be done about that. Indeed, imagination is needed in this field. But the administration must proceed warily with any prospective plans for subtly upsetting the merit principle. Once broken down, a decent civil service won't be easy to rebuild.

To Judge Conway and to Miss Gerry, the new commissioners, we extend felicitations. We hope that we shall be able to report under your reign what Governor Dewey calls an "ennobling" of the government service. We hope, too, that the merit system will flourish. For the two concepts mesh smoothly: only under a clean system of merit—as opposed to spoils—can the type of personnel be obtained who will bring about that desirable "ennobling" of the service.

Coming Next Week

How the U. S. Retirement System Works

A simple explanation for all Federal employees

Also

More Study Aids for NYC Clerk, Grade 3 and 4, Test

Don't Repeat This!



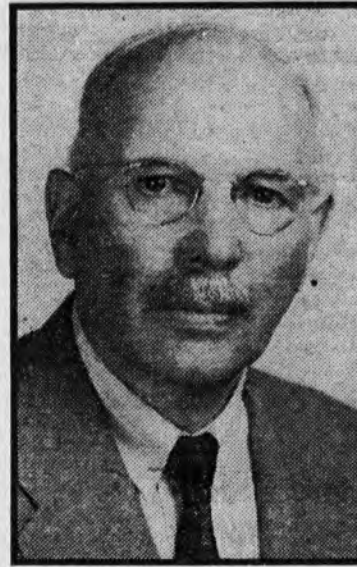
Headline Stories

Biggest headlines in years are now boiling in the cauldron of NY District Attorney's office. To break before the hot spell is over. . . . Major John Warner slated to be retained by Gov. Dewey as head of the NY State Police. . . . And captains of the State Police are due to be rotated, as a result of malpractices uncovered by the Dewey administration. . . . Contrary to reports, State Commissioner of Health Godfrey isn't slated for the axe—not just yet, anyway. . . . Item to OPA employees: Worst black market in the metropolitan area is at Long Beach and vicinity. . . . Two top OPA lawyers in NYC office Army-bound soon. . . . A flood of applications are flowing from lawyers in the Internal Revenue Department to new U.S. Attorney Jim McNally. . . . Edwin Jaecle: The GOP, which now looks so unified, will suffer a split within the next 3 months as wide as that between the left-wing and right-wing ALP. . . .

Around the Town

Mayor LaGuardia: We told you 4 days before the dailies got the story that former Governor Charles Poletti, now a lieutenant-colonel, had the job you wanted. . . . Paul J. Kern, former NYC civil service commissioner, has applications in for Army and Navy commissions, with good backing. . . . Is it true that Sanitation firebrand Abe Kasoff, who damned, then joined the CIO municipal union now has coc. d toward the SCMWA?—or is it vice versa? Rumor has it that Abe is tired, wants his pension. . . . NYC Civil Service President Harry W. Marsh, approached by a reporter with the question: "Have you any ideas on the subject of post-war civil service?" answered: "No, I haven't any ideas about it." . . . The rift between subway boss John H. Delaney and his fellow-commissioners is said to have healed. . . .

Merit Men



Smugglers' Nemesis

worth of diamonds. By the time the case was completed, several persons were in jail. The minister of a foreign government and his official family—the jewels belonged to that government, which thought it would be a good way to raise some money—were on their way home.

The boy was paroled to Mr. Trumble, who saw to it that he got an education. Then the youngster became an American citizen and is a respected business man today.

The Customs guard who made the seizure was one of those trained by Mr. Trumble.

Prohibition Problems

Prohibition represented probably the most difficult part of his career. His men were subject to constant temptation while enforcing a law in which most of them didn't believe. And more than once a guard walked into Deputy Surveyor Trumble's office and put down a sum of money representing several years' salary which had been offered to him to look the other way. And it is a tribute to Mr. Trumble's training and inspiration of these men that they served their trust faithfully.

His career with the Government ends on July 25, when he retires, and he looks back at a steady rise through the ranks to one of the most important Federal jobs in this area.

On the Way Up

He began as an Inspector of Customs. Five years later he was promoted to staff officer. In 1909 the Guards Division was organized and he was placed in charge of it. In 1914 he was placed in charge of the Cargo Division. Later that year he was placed in charge of the Guards Division, a position which he now holds.

Today he is in charge of 700 men who vigilantly guard the shores together with the FBI, Naval Intelligence, the Coast Guard, and other Federal agencies.

And when he retires, he will spend his time at his little farm at Great Neck, Long Island, but it's a fair chance that this alert man who doesn't look a day over 50, and stands erect at 5 feet 11, will find plenty of things besides Victory gardening to occupy his time.

BACK IN 1900, a farm boy from upstate came to the big City via civil service. On July 28, next, hundreds of the men who have been working with him, and scores who have started their careers under him and have risen high in public service, will honor him royally as he picks up his hat and says "Good-bye to the Customs Service."

In fact the growth of the Customs Service and the biography of Worcester W. Trumble read like the same book!

He started for the government with a few borrowed pencils and a ream of paper. But he had ideas to protect the nation against the entry of illegal matter, and the neatly uniformed Custom Guards who today watch the arriving ships, are to a great extent the result of his one-man campaign of security.

Intuition

When he started, the customs watchman sat in a little glass booth on the pier and relied on his intuition to tell him when something didn't look exactly right. Today, they still rely on their intuition, but their scientific training has made the business of smuggling an extremely hazardous occupation.

And thousands of people have spent long periods of time sitting in prison cells, wishing that Mr. Trumble had taken up some occupation other than customs work.

His busiest time came after World War I, when there was an orgy of smuggling. Narcotics, morphine, and diamonds left Europe in a steady stream headed for this country. But very little got through.

The Little Boy

The case from which he got the most personal satisfaction happened in 1920. A 16-year-old cabin boy stepped off the gang-plank of a boat for a shore leave.

He was an unusual little boy, because all about his person were distributed thousands of dollars

letters

The LEADER invites all readers to write in upon any Civil Service subject. Letters receive the careful attention of the editors. Those of general interest will be printed. Letters which appear in these columns may be answered by readers with other points of view. All letters should be signed, but names will be kept confidential if requested.

ODB Employee Wants Training

Sirs: I am employed at the Office of Dependency Benefits in Newark. As I understand the situation there, the officials say that they are trying to find employees who will make capable supervisors among the staff.

Why can't the Office give training courses to the employees to qualify them for higher jobs in the bureau?

I know that most of the workers here want to get ahead, and would be only too glad to devote some of their time-off in preparing themselves for better jobs. The war, and these jobs won't last too long, but the training and experience would be valuable and would help the employees find better post-war positions. And it would improve morale by giving the em-

ployees something to work for.
J. F.

See article on page 2, and also ODB stories in preceding issues of The LEADER.—Editor.

Uniforms for War Dept. Employees?

Sirs: Why is it that civilian defense people can parade around in uniforms and Government employees working with the Army or Navy cannot? I am an Air Force Inspector under the supervision of the U. S. Army Air Force. My age is twenty-two years old. I have been classified 4F. The reason I entered the Army as an inspector was that I wanted to be as near as possible to the Army Air Force as I had my heart set on that branch of the service before I was deferred on account of my physical disability. There are hundreds just like me. Uniforms would help a fellow out a lot.
F. M.

What About That Correction Test?

Sirs: I am one of the applicants who took the test for correction officer which was given on May 8.

Inasmuch as there were only two thousand applicants for the job what is the reason for the delay in getting the marks and giving us the opportunity to take the physical tests?

Is there a shortage of manpower or not? If so, what is the Civil Service Commission of New York City waiting for?

M. K.

First, the Temporary Patrolman-Fireman test had to be marked in a hurry, which means the Commission's staff wasn't available to get on with the Correction Officer test. Second, this is not an unusually long waiting period, so far as civil service tests go. Third, the physical tests are just starting, anyway. Turn to page 16.—Editor.

POLICE CALLS

Over-Age When They Filed

The Supreme Court has said "Halt" to the Municipal Civil Service Commission and the Police Commissioner.

George F. McInerney and Anthony Locascio filed applications to take the last City examination for patrolman. They're on the force, and were about to be fired. Reason: The Commission ruled that they were overage when they filed their applications.

They thought they weren't, and started a court action to prove their point. The Court ruling prevents the Commission or the Police Commissioner from taking any action on their cases until it has issued an opinion on the matter.

Younger Men Vs. Older Ones?

A favorite argument heard, especially among certain members of the legal profession, is the one about the "young policeman versus his more mature contemporary."

We listened in on a discussion about the relative merits of the two groups the other day and found out some interesting things about police personnel. To quote one young lawyer: "The new type of cop has it all over his predecessor in brains and intelligent application of the laws!"

Now, we resent this kind of talk. We can't follow along with the idea that the new cop has everything and the old-timer has nothing. Fact is, we think that just about the same things—good and bad—can be said of both types of men.

The Real Issue

Now the real issue, as we see it, is something else.

If the new men resent certain things done or rather more correctly NOT DONE, especially in the matter of the entrance salary of \$1,200 per year and the niggardly treatment accorded them in reference to pensions, then they do have legitimate squawks.

After conversing with some of the men who have been a long time in the department, we conclude that the veterans feel the young man does have a real complaint to make, and they would like to see the youths of the department helped out of their difficulties. How this will be accomplished with the present hostile attitude of the administration is something else again. Perhaps one way to settle the controversial pension set-up would be to have a departmental referendum of all the members by a secret ballot. This would create a show-down in the matters of pensions and would also perhaps give another answer to the much-talked-about (but never proved) "fast count" that the pension ballots allegedly received when this system was put into effect in 1940. It may be an interesting thing to see what all the men think about a pension system. It would at least show the resentful young man that the old-timer is willing to try to help, and it may tend to bring about more solidarity in the ranks.

Another reason for cleavage between the younger and the older men is the constant statement by the youths that "We have no representation in the PBA." They refer to the fact that they've had no voice in the choice of delegates. They can't make themselves heard on any problem which affects them. "We pay our dues and that's all it means to us."

Summing Up

Seems to Police Calls that sooner or later this situation has got to be remedied.

But over and above all this, we have something we think is mighty important to say:

It doesn't do the police service of this town a damn bit of good to have the men divided into two groups—younger and

older. We don't think the cleavage is anything like as big as it's sometimes made out to be. But we have to admit it's there. If the younger men have grievances, those can be taken care of, but not by sniping at the older men. And if some of the older men have a condescending air toward the younger fellows, they should remember that they were young once, too. Particularly do we resent the attitude expressed by the lawyer who airily made the statements we quoted above.

Unity is needed. Pull together, boys—or they'll pull you apart.

Aqueduct Cops Must Stay Put

Fifty of the men who passed the examination for jobs with the Police Department back in 1939 were offered jobs as patrolmen with the Board of Water Supply and accepted. They entered the Aqueduct Police force.

When they took these jobs they were told that at some future day they would get regular police jobs with the City.

Now they hear about the manpower shortage and would like to get on the regular police force.

But according to the Civil Service Commission, they have not much of a chance.

For one thing, when they took the jobs, they signed waivers which gave up their right to a P. D. job for one year. If the list of eligibles for the Police Department expired that year, then they can't be appointed.

And then, if they weren't reached on the Police list before it expired, they can't be appointed either.

So, it looks as though they'll have to stick with the water supply police.

Issues Delayed

Well, the officers of the PBA were duly installed last week with all the proper ceremonies. And so, as it happened, the business of the organization got laid over again.

There's no word from Pat Harnedy about the committee that was to be chosen to give the facts ("both sides") on the vote-for-every patrolman issue. As if there were more than one side when it comes to granting the democratic right of vote to Americans. But anyway, that issue just keeps dragging along.

If Pat Harnedy or anybody else thinks that the men on the force don't want the vote—or that they don't know what the score is on this issue—just take a gander around town and have a little talk with the boys. You may be surprised to find they are quite intelligent men, long-suffering, perhaps, but with a realization of what the rights and wrongs of a situation are. Even the delegates are pretty well convinced that the vote-for-every patrolman is coming, delaying tactics notwithstanding.

An interesting development is the firm support which all three defeated candidates for the PBA presidency—Joe Burkard, Ray Donovan, and Al Smiles—are giving to the democratic voting principle.

Another matter that a number of the delegates are interested in pushing is the idea of a publicity man for the PBA. It's rumored that Harnedy has several men in mind, if this thing goes through: two of them are Jim Murphy, formerly of the 10th Precinct, and John O'Brien, formerly of the Juvenile Aid Bureau. Both are retired.

For straight, impartial, objective civil service news, written in simple understandable style—read **The LEADER** regularly.

JOB-FREEZE

Tight Grip

This week's news for City employees who'd like to get out and take another job isn't any too cheerful.

As you may know, the second step after you have been refused a certificate of availability—which you need in order to accept another job—by your department head, is to apply to the War Transfer Unit of the Federal Civil Service Commission.

And latest word from that organization is that it's going to be tougher and tougher to override the decision of your department to hold on to you.

City Work Essential

The War Transfer Unit is taking the view that municipal government is an essential function, and it isn't going to allow any large scale exodus.

For instance, you may have been taking night courses to give you a trade which you can apply in war production. But that is one type of reason which won't be acceptable. So, unless you have some vitally needed skill which isn't being used in your City job, and can be used in some effort more directly linked with the war, you are definitely frozen to your City post.

If the people in the War Transfer Unit think that you're entitled to a release from the job, they haven't the final word on the matter.

They have to submit their opinion to a panel of the War Manpower Commission headed by Stephen Sheridan, acting area director of the WMC. Your department can also submit evidence to this panel showing why it wants to hold you on the staff.

The only consolation is the fact that you are still able to take a 30-day vacation and then shift to another job.

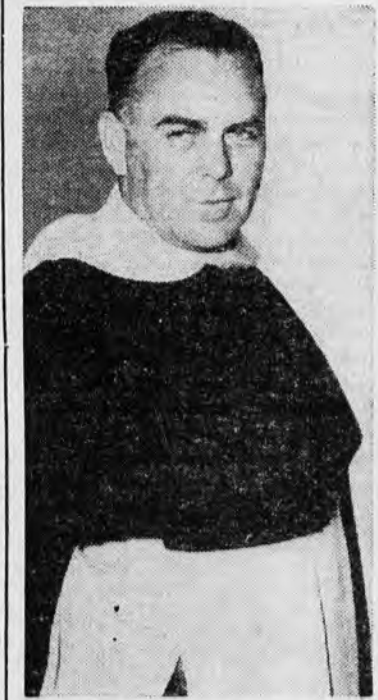
HOSPITALS

19,000 Raises

About 19,000 of the 21,000 employees in the City Hospitals got the \$120 pay increase on the July 15 paycheck. But the job of changing the paychecks around and deducting the cut which goes to Uncle Sam took so much time that a lot of the people didn't get paid until the end of the week.

And the department reports that the business of readjusting the payrolls moved without a hitch, and all those who had to sign waivers to get their duration increased, put their names on the dotted lines.

But the new raises aren't making 19,000 persons happy. The drums are beginning to beat for more cash to meet the times.



The Rev. Thomas A. Joyce, a distinguished Dominican orator, with a brilliant record as a preacher in missionary fields, will conduct the nine-day Summer Novena to St. Jude Thaddeus and St. Anne until July 26, at the Dominican Church of St. Catherine of Siena. Many persons in civil service are attending.

V For Vetgossip

By ARTHUR LIEBERS

Security

The work that's being done at the Veteran's Administration is darned important. The policies issued out of 902 Broadway concern practically every man in the armed forces. The files are valuable and probably irreplaceable . . . and full of military information. But still 902 is just about the most poorly protected building of the Federal Government in New York City.

When you visit the O.P.A., or the O.W.I., or practically any of the other alphabetical agencies, you are stopped at the door and asked "Who you are?" "Whom do you want to see?" and "Why?"

But at Vets, people are constantly walking in and out of the building. They walk in carrying packages, and walk out carrying packages. And there's no way to tell an employee from an outsider.

In the other agencies, each employee has a badge, with a number if not a photograph. Every visitor is given a pass he has to wear while he is on the premises. In and outgoing packages are checked at the door.

Now, we see that an information booth is being built on the upper level, but there's still no way for the person in the booth to tell who belongs around and who doesn't.

And here's another thing. The booth is being built on the upper level, but there's nothing to keep anyone from taking the elevator below and riding upstairs.

No Gun

In other buildings, the guards are armed. At Vets, No. A while ago, a guard on night duty asked for a gun. He explained that if anyone were to break into the building, there wasn't much he could do. But he was told that there wasn't one available for him.

Just the other day, a young man came walking down the stairs and out of the building with his arms full of papers. Under the present setup, the guards have no authority to stop him and ask questions. Their job is to do what the head of the building wants them to do, and in Vets, it seems they just stand around and look, and tell people "This is 902 Broadway, and you're in the wrong place," and so on. Also, they're expected to drop into the gentlemen's lounges from time to time and make sure that no long gab sessions or smoking fests are on.

They feel they're being paid to protect government property and they'd like to do a good job, but their hands are tied until the men in the fourth floor offices decide that a little sign downstairs "The public is not allowed" isn't quite enough to safeguard vital secrets in time of war.

VACATION

A Way to Spend It

Civil service workers have a chance to invest their vacations in making sure that they, and everyone else, have enough to eat next winter.

New York State is one of the leading agricultural states in the country, and the upstate farmers are anxious to have the city slickers come up and lend a hand with the crops. The Government says it's a real way to aid the war.

Short-time agricultural workers are usually paid on a piece-work basis, or between 35 and 50 cents an hour. But when it rains you can't work, so you needn't figure on making much more than your expenses for the time.

The work-day averages be-

About Promotions And Things

A lot of the New Yorkers employed in Vets are always complaining about the fact that the Washingtonians are always sticking together and getting the breaks. Well, t'other day one of the Washingtonians poured his woes into our ear and he has TROUBLE. He was promised a grade raise when he left the capitol, but he's still waiting. Other people in his section are being promoted, and he's just sitting. He says his efficiency rating is OK. He gorges twice a day, and read a book by Dale Carnegie, but he still isn't getting ahead.

Has anyone any suggestions for this poor Vet?

Farmerette

I happened to bump into Vet Rebecca Gorewitz last week in the hall, and she looked tanner and healthier than anyone else who has been on vacation. The secret:

She went off to the farms with the Farm Victory Corps. Had a wonderful time, didn't work too hard, and she can buy Bonds with the money she saved.

Softball

Coding met the Elevator up-and-downers last week in a hectic match on the ball grounds. The "What Floor" boys must have been on the downtrip, because Coders came out on top. Either 9-5, to 10-6, depending on whose fingers kept the score . . . and the boys' teams are making that funny noise with the mouth from the Bronx at the gals. They say all the talk about a female soft-ball team is the bunk, and that women may be all right in the kitchen or the WAVES, WACS, etc., but not on the baseball field? . . . Well, girls?

How'd You Like

To Wear Uniform?

How would you like to wear a uniform?

This isn't a recruiting drive for the WAVES or WACS; but in a lot of Government agencies, the girls have adopted a uniform. We hear that some of the local gals at Vets think it would be a good idea for all of you femmes at 346 Broadway to dress in uniforms. Here are some of the reasons they give:

1. The money you'd save by wearing a neat inexpensive uniform would make up for the withholding tax cut you've just taken.
2. A uniform is a proper sign of recognition of which a Government gal can be proud.
3. It would improve morale in the building, and get public recognition of the fact that you're helping the war effort too.

In other agencies, the employees got together and picked out the uniforms they wanted. The administrators ok'd the matter, and they feel much happier and natter now.

Well Gals: How do YOU feel about this? Drop Vetgossip a line with your point of view. I'll be glad to print your letters on this subject.

tween 9 and 11 hours. You'll eat fresh food right from the fields or the barn, and you'll get plenty of exercise.

The Farm Placement Service of the United States Employment Service is where you apply. Their local office is at 44 East 23d Street.

Where You'll Go

Your destination depends on the need for workers at the time you apply. The greatest demand is during the latter part of August and September and October when the harvesting season is on. And if you can organize a group of your friends to go up together, the agency will try to arrange for you to live and work in a group.

For straight, impartial, objective civil service news, written in simple understandable style—read **The LEADER** regularly.



Letter to
a
P.O.W.

WILL YOU WRITE A LETTER to a Prisoner of War . . . to-night?

Maybe he's one of Jimmie Doolittle's boys. Perhaps he was left behind when Bataan fell. Anyway, he's an American, and he hasn't had a letter in a long, long time.

And when you sit down to write, tell *him* why you didn't buy your share of War Bonds last pay day.

"Dear Joe," you might say, "the old topcoat was getting kind of threadbare, so I . . ."

No, cross it out. Joe might not understand about the topcoat, especially if he's shivering in a damp Japanese cell.

Let's try again. "Dear Joe, I've been working pretty hard and haven't had a vacation in over a year, so . . ."

Hell, better cross that out, too. They don't ever get vacations where Joe's staying.

Well, what are you waiting for? Go ahead, write the letter to Joe. Try to write it, anyhow.

But mister, if somehow you find you can't finish that letter, will you, at least, do this for Joe? Will you up the amount of money you're putting into War Bonds and *keep* buying your share from here on in?

FIGURE IT OUT YOURSELF



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OPEN EVENINGS & SUNDAYS

LIQUOR LICENSE

NOTICE is hereby given that License No. EB 000131 has been issued to the undersigned to sell beer at retail under the Alcoholic Beverage Control Law at 154-60 East 59th Street, City and County of New York for on-premises consumption. H. L. Green, Inc., 902 Broadway, New York, N. Y.

NOTICE is hereby given that License No. EB 00115 has been issued to the undersigned to sell beer at retail under the Alcoholic Beverage Control Law at 48-50 West 14th Street, City and County of New York for on-premises consumption. H. L. Green, Inc., 902 Broadway, New York, N. Y.

NOTICE is hereby given that License No. EB 00081 has been issued to the undersigned to sell beer at retail under the Alcoholic Beverage Control Law at 22 East 14th Street, City and County of New York for on-premises consumption. H. L. Green, Inc., 902 Broadway, New York, N. Y.

FEDERAL EXAMS

(Continued from Page Ten)

RADIO INTERCEPT OFFICER, \$2,000 and \$2,600. Announcement 288 (1943) and General Amendment.*
RADIO MECHANIC-TECHNICIAN, \$1,440 to \$2,600. Announcement 134 of 1941 and amendments.*
RADIO MONITORING OFFICER, \$2,600 and \$3,200. Announcement 166 of 1941 and amendments.*
RADIO OPERATOR, \$1,620 and \$1,800. Announcement 203 (1942) and General Amendment.*
RADIOSONDE TECHNICIAN, Sr., \$2,000. Announcement 128 of 1940 and General Amendment.

SCIENTIFIC

See also Announcements 256, 279, and 282 under "Engineering" and Announcement 298 under "Medical."

ASTRONOMER, Junior, \$2,000. Naval Observatory, Washington, D. C. Announcement 179 of 1941 and General Amendment.*
CHEMIST (Explosives), \$2,600 to \$5,600. Announcement 162 of 1941 and General Amendment.*
JUNIOR CHEMIST, \$2,000. **CHEMICAL AIDE,** \$1,800. (Open to both men and women). Announcement 274 (1942) and General Amendment.*
CHEMIST, \$2,600 to \$5,600. Announcement 235 (1942) and General Amendment.*
GEOLOGIST, Junior, \$2,000. Announcement 249 (1942) and General Amendment.*
JUNIOR SCIENTIST (NAUTICAL), \$2,000. Needed—Persons with appropriate education supplemented by responsible navigational experience, to examine source material and assist in preparation of publications dealing with hydrography, navigation, etc. Announcement 306 (1943).

METALLURGIST, \$2,600 to \$5,600. Announcement 238 (1942) and General Amendment.*
METALLURGIST, Junior, \$2,000. Announcement 254 (1942) and General Amendment.*
METEOROLOGIST, \$2,600 to \$5,600. Announcement 237 (1942) and General Amendment.*
METEOROLOGIST, Junior, \$2,000. Announcement 127 of 1941 and amendments.*
PHARMACOLOGIST, \$2,600 to \$4,600. **TOXICOLOGIST,** \$2,600 to \$4,600. Announcement 186 (1942) and General Amendment.*
PHYSICIST, \$2,600 to \$5,600. Announcement 236 (1942) and General Amendment.*
PHYSICIST, Junior, \$2,000. Announcement 253 (1942) and General Amendment.*
TECHNICAL AND SCIENTIFIC AIDE, \$1,620 to \$2,600. Options: Chemistry; Geology; Geophysics; Mathematics; Metallurgy; Meteorology; Physics; Radio. Announcement 297 (1943) and General Amendment.*
TECHNOLOGIST, \$2,000 to \$5,600. Any specialized branch. Announcement 188 (1942) and General Amendment.*

TRAINEE, SCIENTIFIC AND TECHNICAL AIDE, \$1,440 (Written test required). For service in Washington, D. C., and vicinity only. Announcement 294 (1943) and General Amendment.*

TRADES

Positions exist at Ordnance, Naval, and Air Corps establishments. The salaries shown below vary according to the place of employment.
INSTRUMENT MAKER, \$7.44 a day to \$1.24 an hour. Announcement 162 of 1940 and amendments.*
LENS GRINDER, \$5.92 to \$8.00 a day. Announcement 158 of 1940 and amendments.*
LOFTSMAN, \$1.04 to \$1.12 an hour. Announcement 159 of 1940 and amendments.*
MACHINIST, \$1,800 a year to \$1.06 an hr. Announcement 161 Revised, 1941 and amendments.*
SHIPFITTER, \$6.81 to \$8.93 a day. Announcement 160 of 1940 and amendments.*
TOOLMAKER, \$7.20 a day to \$1.08 an hr. Announcement 133 Revised, 1941 and amendments.*
Technical Aid, Quartz Crystals (Trainee)
\$1,620 a year (plus overtime pay)
Overtime Pay—The Standard Federal work-week of 48 hours includes 8 hours

of overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 percent of the basic salary.

I. Closing Date, September 10.

NOTE—Applicants who meet the requirements and whose applications are received on or before July 23, 1943, will be examined in the first group and a register of eligibles established from which certifications will be made. Applications received after July 23, 1943, but before the closing date specified above, will be examined at later dates.

II. Employment Opportunities—The positions are in Washington, D. C. Present vacancies exist in the National Bureau of Standards. Persons appointed to these positions will obtain training in a definite scientific technique, make a material contribution to a critical war activity, and receive a salary of \$1,620 a year plus overtime pay. After a short training period, successful trainees are eligible for promotion to positions paying \$1,800 a year.

III. Duties—Under direct supervision, aids will learn to inspect and grade quartz crystals and to perform closely related technical work in the laboratory.
I. Requirements—(a) **Written Test**—Competitors will be rated on a written test, which will consist of questions designed to measure the applicant's aptitude for learning and adjusting to the duties of the position, on a scale of 100. No sample questions are available.
(b) **Citizenship and Age**—Applicants on the date of receipt of application:

1. Must be citizens of or owe allegiance to the United States. Foreign-born applicants who meet the citizenship requirement must furnish proof of United States citizenship before they will be eligible for appointment under civil service rules.

2. Must have reached their eighteenth birthday unless they reside in Washington, D. C., or in the area within a 50-mile radius of Washington, D. C., in which case they may apply if they have reached their sixteenth birthday. There is no maximum age limit for this examination.

(c) **Physical Requirements**—Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or endanger their fellow employees or others. A good general physique is required to perform the duties of the position. However, persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties stated above are invited to apply. Applicants must be able to distinguish basic or saturated colors (lantern, yarn, or other comparable test).

The determination as to whether an appointee meets the physical requirements for the particular position to be filled will be the responsibility of the appointing officer.

Holders-On

U.S. Navy Yard, Brooklyn

Salary: \$6.72-\$7.20-\$7.68 per day, plus time-and-a-half for overtime for all time over 40 hours.

Duties: To hold rivets for riveters with a dolly gun, riveting gun, jam machine, or heavy hammer.

Requirements: 3 months' experience as a holder-on.

Applications: Obtain application form 6 or 60 from the Recorder, Labor Board, U.S. Navy Yard, Brooklyn, or from the Second U.S. Civil Service Region Office, 641 Washington Street, Manhattan. No written test required.

Trackmen

U.S. Navy Yard, Brooklyn

Salary: \$7.04-\$7.52-\$8 per day, plus time-and-a-half for overtime for all time over 40 hours.

Duties: To handle air-driven drilling machines, ballast tampers, paving breakers, and chipping hammers; bend nails to specified ratio, and have a working knowledge of the different weights of the standard rail; to lay standard gauge railroad and crane track to given lines and grades.

Requirements: 6 months' experience as trackman. No written test required.
Applications: See under "Holders-On."

Riveters

U.S. Navy Yard, Brooklyn

Salary: \$9.12-\$9.60-\$10.18 per day, plus overtime for all work in excess of 40 hours.

Duties: To drive all types of rivets in constructing and repairing ships.

Requirements: 6 months' experience as riveter.
Applications: (See under "Holders-On.")

STATE EXAMINATIONS

Written Examination application forms may not be issued by mail after August 19. When writing for application form specify number and title of position and enclose 3/8-inch by 9-inch or larger self-addressed return envelope bearing 6c postage. Address request and application when completed including fee, to State Department of Civil Service, Albany, N. Y. Applications may also be obtained at Room 576, State Office Building, 80 Centre Street, New York City. Persons interested in any of the following exams may see full requirements at THE LEADER office.

Property Manager

Division of Placement and Unemployment Insurance, Department of Labor. Usual salary range \$3,450 to \$4,200. Application fee \$3.

Deadline for receiving applications is August 19. These may be obtained at Room 576, 80 Centre Street, New York City, or the State Office Building, Albany, N. Y. The written examination is scheduled to be held on September 18.

Duties: Under general direction, to supervise the acquisition and maintenance of all physical properties and physical equipment used in connection with the offices of the Division of Placement and Unemployment Insurance, and to do related work as required. Examples: Making surveys to determine suitable office locations and rental values; drafting standard specifications for building and property requirements for typical offices; negotiating with prospective landlords for desirable space; preparing lease and alteration specifications, space and equipment layouts and floor plans; periodically inspecting premises and investigating complaints re: light, heat, maintenance, etc.; providing technical advice on equipment and telephone layouts.
Minimum Qualifications: Candidates must meet the requirements of one of the following groups: Either (a) seven years of satisfactory experience in public administration or business administration, of which three years must have been in renting, leasing or managing business properties on a large scale, and of which two years must have been in a responsible supervisory capacity, and graduation from a standard senior high school; or (b) three years of satisfactory experience in renting, leasing or managing business properties on a large scale, two years in a responsible supervisory capacity, and graduation from a recognized college or university from a four-year course

(Continued on Page Thirteen)

CAR APPRAISAL SERVICE BUREAU
CIVIL SERVICE LEADER, 97 Duane Street, New York City
If you wish to sell your car, send in the following information: We will get an estimated valuation for you based on the best market price we can find from a reputable dealer.

Make of Car Year
Type Mileage
Equipment
Condition of Tires
Your Name
Address Phone

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CARS WANTED High Top Cash Prices
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Buyer Will Call Anywhere
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Carpet Cleaning EDDY THE CARPET CLEANER — Rugs Scoured, Cleaned, Shampooed, 42 East 9th St.

Shirts SHIRTS ARE SCARCE AND EXPENSIVE—Lengthen the life of your shirts with our brand new pre-shrunk replacement collars for only 25c.

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Pianos and Musical Instruments CASH PAID IMMEDIATELY for Pianos and Musical Instruments.

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Mortician WHEN IN BEREAVEMENT, call JOHN W. SHORTT, Funeral Home.

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Convalescent Homes GARDNER NURSING HOME — M. Lamar, Prop. Chronic, aged, specialist in convalescent patients.

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Corrective Footwear H. C. VITANZA ORTHOPEDIC SHOES—for deformed feet. Awarded diploma and gold medal at International Exposition.

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WHERE TO DINE MATUSIK'S RESTAURANT, a stone's throw from the Civil Service Leader.

FOR A SANDWICH THAT'S A SANDWICH—a cup of Coffee that is COFFEE or a meal "what is a MEAL"—try CHARLIE'S LUNCHEONETTE.

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COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches.

WHEN HUNGRY, Drop in at the HARMONY RESTAURANT for a sandwich or a wholesome meal.

CHAMBERS TAVERN — 277 Broadway — 71 Chambers St. A real place for real people to wine and dine.

J. & B. LUNCHEONETTE, 415 Second Ave., cor. 24th St.

RESTAURANT AND COCKTAIL LOUNGE—Wines, liquors, sea food, steaks, chops, PAPPAS, 254 W. 14th.

EAT AND MEET at the RED BRICK RESTAURANT, 147 E. 51st St.

SELF DEFENSE CAN YOU DEFEND YOURSELF? HENRY RIST will teach you how quickly!

SWING YOUR PARTNER! Dance Instruction IF IT'S DANCING—WE TEACH IT! Special rates to civil service employees.

LISTS City's New Ones

The following lists which have been released by the Municipal Civil Service Commission are available for inspection at the offices of The LEADER during business hours:

Playground Director, grade 1, 81 names.

Assistant Maintainer (Office Appliance Maintainer's Group), 88 names.

Promotion to Signal Maintainer, Group B, all divisions, 26 names.

Law Assistant, Grade 2 (Torts), 88 names.

Military Eligibles May Decline Jobs

If you're on a special military eligible list because you're in the service, then this recent ruling of the Municipal Civil Service Commission may interest you.

The Commission decreed last week that persons on these lists have the same right to refuse an appointment as any other person on a list of eligibles.

An appointment may be declined for a reason acceptable to the Commission, and the person declining remains at the same place on the list for the next appointment.

Some acceptable reasons for refusing jobs are: Temporary inability to accept the job; insufficient salary; too far from home (prefer another borough), etc.

STATE EXAMS

(Continued from Page Twelve)

for which a bachelor's degree is granted; or (c) a satisfactory equivalent combination of the foregoing training and experience.

Subjects of Examination: Written examination on the duties of the position, relative weight 5; training and experience, relative weight 5.

Candidates are required to attain at least 75 percent in each announced subject of the examination. The Commission reserves the right after this announcement is made to subdivide into subjects the whole or any part of the written examination.

As an aid in rating training and experience, interviews may be required also at some later date.

Unless otherwise definitely stated, there are no age restrictions. The attention of candidates is called, however, to the State Education Law and the State Child Labor Law.

If you're a Federal employee, you can't afford to be without the regular news which The LEADER furnishes.

Shoppers' Bulletin

Arch Supports Suffering From Your FEET? ARCH SUPPORTS (Patent Pending) Individually Handmade From Leather Only to Your Measurements.

J. T. VIDAL 25 years of reliability MFRS. OF FINER FURS 'Quality, Plus Economy' is His watchword.

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Birth Certificates (Official) Can be obtained for you anywhere in the U.S. on short notice. SATISFACTION GUARANTEED. See JOHN J. EDMEADE

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Checks Cashed No Red Tape No Delay CITY STATE GOVT CHECKS 20c Any Amount Up To \$100.00 GEM TRADING CORP.

Moth Protection For clothes, blankets, woollens, rugs, furs, etc. A necessity in these days of conservation. PURE PARA CRYSTALS

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Home Ownership is the Only Reliable Hedge Against Inflation

Easy H.O.L.C. Terms

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He will give you the benefit of his experience backed up with a motto of Honesty, Reliability, and Dependability...

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FOR SALE at PATCHOGUE, L. I. 7-Room All-Year Type BUNGALOW

In fine condition, all improvements, coal heat, large attic, open fireplace...

PRICE \$2,800 — \$1,300 CASH Bank Mortgage of \$1,500 May Remain

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HOUSE and HOME

1-Family Homes in Demand

The number of one-family homes which will be sold in Queens and Nassau Counties during the next three months is limited only by the supply of such houses...

Further evidence of the heightened sales activity in the field, Mr. Messer points out, is the high percentage of interested prospects who become buyers.

For straight, impartial, objective civil service news, written in simple understandable style—read The LEADER regularly.

Fur Styles

A really beautiful and large selection of all furs is now to be seen at the Brand Fur Shop "House of Fine Furs" at 2508 Broadway between 93rd and 94th Sts.

For straight, impartial, objective civil service news, written in simple understandable style—read The LEADER regularly.

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every home CERTIFIED! PARK-LIKE SECTION

Detached 6 rooms, porch, steam-coal, large plot, garage, close to everything. \$4350

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and would be interested in securing a beautifully wooded plot 50 x 200 (not scrub oak) with boating and bathing privileges situated in the village—write for free map.

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The LONGACRE 317 WEST 45th ST. FOR WOMEN ONLY

Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry, Kitchenette Service, Restaurant.

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Homelike Rooms—other features incl. Library, Clubrooms, Special Laundry, Kitchenette Service, Restaurant.

1351 WEBSTER AVE. 3-4 room apt. Frigid-ware, combination sink. Boxboard, Schools, Churches, 3rd Ave. L. Concourse, 8th Ave. Subway. \$26 to \$32.

RESORTS

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PARKSTON HOUSE & COUNTRY CLUB LIVINGSTON MANOR, N. Y.

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STAR LAKE CAMP In the Glorious Adirondacks Between Thousand Islands and Ausable Chasm.

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TRIPLE LAKE RANCH Succasunna, N. J. WESTERN SPIRIT AND ROMANCE AT YOUR DOORSTEP

The MANOR and MAYFAIR HIGHGATE FALLS, VERMONT Get booklet, describing extraordinary reasonable vacation paradise...

Twin Pines on Trout Lake An ADIRONDACK Adult Camp; Complete—Modern

How You'll Be Fired After the War; Seniority Will Count, Not Efficiency

WASHINGTON—Mark this down as good news for the veterans in Government service.

Mark it down as bad news for the relative newcomers. Anyway, questions that have to do with your chances of keeping your job after the war are very much in official minds these days. And the men who are thinking about the matter recently have come to some important decisions. Briefly:

Seniority is going to be a lot more important than your efficiency rating in deciding whether you keep your job.

In fact, seniority is going to be the major factor.

Efficiency ratings are going to be a relatively minor factor.

That's the way it shapes up now. Civil Service Commission officials have been studying the matter in conjunction with the Council of Personnel Administration. At this moment, their minds are pretty well made up that the above policy is the one which will be followed. Here is why the decision is so important to you:

Why It's Important

Civil Service Commission already has a policy to regulate

mass firings of employees whenever that becomes necessary. It is, however, vastly different from the tentative new policy outlined above.

It puts the emphasis on efficiency ratings.

It gives very little weight to seniority.

In fact, under the present policy a Government employee with 25 years of service and an efficiency rating of Very Good would have to be fired before an employee with two years of service and an efficiency rating of Excellent.

Obviously, that works out to the disadvantage of veterans in the service. And that's why a new policy is being formulated.

How They're Fired

The present policy says that employees with Unsatisfactory ratings must be fired first; those with Fair ratings next; those with Good ratings next, and so on up the line. Seniority is a factor only within the various rating groups. Thus, if it becomes necessary to fire a group of Fair employees, those with the longest seniority would be the last to go.

When Efficiency Counts

Under the tentative new plan, employees with only 5 years service would be fired before those with 10 years service, etc. Efficiency ratings would be the deciding factor only when it became necessary to make a choice between employees in a particular seniority group.

Vets Protected

Incidentally, the new plan will fully protect the preference rights of veterans. However it works, they will be the last to go.

officials both men are extremely competent, could return to their company jobs tomorrow, and are in fact an asset to the State.

After abolishing a \$6,500 job in the mortgage liquidation bureau in Albany, the State Comptroller created a new position at \$5,000 in his New York City office, that of real estate consultant. It is already filled by a Brooklyn appointee.

Other exempt or non-competitive jobs created with approval of the Civil Service Commission recently include a "special field investigator" in the Audit and Control Department; a motor vehicle operator and a physiotherapy aid in Social Welfare; a plumber and steamfitter at the State Psychiatric Institute and Hospital, and three confidential clerks in the office of the District Attorney of New York County.

OVERTIME No Precedent?

ALBANY — Checks averaging more than \$1,000 each will go to 95 employees and former employees of State Agricultural and Industrial School for overtime worked by them in violation of the 1936 statute limiting employment in State institutions to eight hours a day.

The award was made this week by Judge Emanuel Greenberg of the State Court of Claims after the 1943 Legislature had enacted Chapter 644 specifically authorizing the payment of overtime to the employees enumerated in the bill itself. Representatives of the Law Department, with the liability, already fixed by statute, had only to reach agreement upon the individual amounts due, and it is now unlikely that there will be any appeal from the decision of Judge Greenberg.

State Comptroller Moore is ready to make out the checks as soon as notice of no appeal is filed with him by the Attorney General. There will be no deductions for Victory or Federal income taxes, it is said, because the checks will be in payment of a court judgment.

Typical Awards

Here are some of the typical awards: Hospital cook, 51 cents an hour for 1,200 hours overtime, and 53 cents for 200 hours, total \$718; supervisory instructor, 74 cents an hour, total \$1,118; waitress, 50 cents an hour, total \$726; instructor, 76 cents an hour, \$1,109 total; guard, 70 cents an hour, total \$898; supervisor, 72 cents an hour, \$1,152, and matron, 57 cents an hour, \$855.

The employee-claimants were required to work overtime between July, 1937, and September, 1938. The school is run by the social welfare department.

In signing the enabling legislation Governor Dewey warned that it should not be taken as a precedent.

Near Double

State Civil Service officials checking examination marks thought they were seeing double. Margaret Collins of Albany had a mark of 90.40 for assistant stenographer. Margaret Collins of Rochester also got 90.40.

Buy The LEADER every Tuesday.

EXAMS Correction Job Procedure

Men who have filed for the examination for Correction Officer (Men) and have passed the written test will be interested in the following procedure which the Municipal Civil Service Commission has adopted for their medical and physical examinations. These examinations start on July 22, and continue until August 16. Candidates are notified by the Commission when to appear.

Successful candidates in the written test, who must now pass the last part of the examination to be eligible for the jobs in municipal penal institutions, number 1,190.

MEDICAL

1. The results of the medical examiners' findings will be expressed in one of the following ways:

- (a) Passed
- (b) Conditionally Rejected
- (c) Rejected

2. Those who are "Passed" or "Conditionally Rejected" must compete in the physical examination on the same day. Any candidate, having been passed or conditionally rejected, who does not enter, or having entered does not prosecute the physical examination to its conclusion on the same day, shall be entirely eliminated and carried and counted on the records as "Failed or Withdrawn in Competitive Physical."

3. By the term "Conditionally Rejected" is meant that the candidate has presented some substandard defect, which is ordinarily and usually curable and is deemed to be so by the Medical Examiners of the Commission. Common cause of Conditional Rejection are these:

- (a) Defective Teeth
- (b) Varicose Veins
- (c) Hemorrhoids
- (d) Slight Hernia

Candidates with Conditional Rejections, who attain a place on the eligible list for Correction Officer (Men), must request and pass medical reexaminations after publication of the list.

4. Those who are "Rejected" by the medical examiners will be notified by the Commission to appear for one reexamination some time before the last day for medical and physical examinations, to be later announced by the Commission. Candidates who are notified by the Commission to appear for such defects as the following:

- (a) Defective Vision
- (b) Heart Ailments
- (c) Defective Hearing
- (d) Short Height

If on reexamination they are "Passed" or "Conditionally Rejected," Regulation No. 2 above shall apply.

If they fail to appear or are rejected again on reexamination, they are entirely eliminated.

5. Examinations or reexaminations beyond those provided for cannot be allowed.

PHYSICAL

6. The physical examination is competitive and therefore under no circumstances are reexaminations ever granted regardless of accidents, injuries, sickness or other misfortune.

7. Since the physical examination is competitive, the period of competition is limited by these provisions. Regardless of accidents, injuries, sickness or other misfortune, candidates must compete in this examination sometime between the first day set for these examinations and the last day. Postponements beyond this last day will not be granted under any circumstances except those provided for applying to those in the armed forces of the United States. There has been no deviation from this regulation in the past, and there will be no deviation from it in this examination.

Fire Dept. Quota

July 19

	Quota	In Service
Chief of Depart..	1	1
Deputy Chiefs..	64	64
Battalion Chiefs.	150	138
Ch. Med. Officer	1	1
Chaplains	5	5
Captains	365	325
Lieutenants	1,069	1,017
Medical Officers.	11	11
Ch. Fire Marshal	1	1
Eng. of Steamer	36	30
Chief Marine En.	2	2
Marine Un. (Un).	80	75
Pilots	40	37
Firemen	8,973	8,504
Stokers	55	41

TAX DEPT.

Fails Test, Gets Special Job

ALBANY — Although Arthur Kimball failed to qualify as a senior damages evaluator, after more than a year's service as a provisional, Tax Department officials have found him so valuable they have created a special job and title for him and he is now back on the payroll.

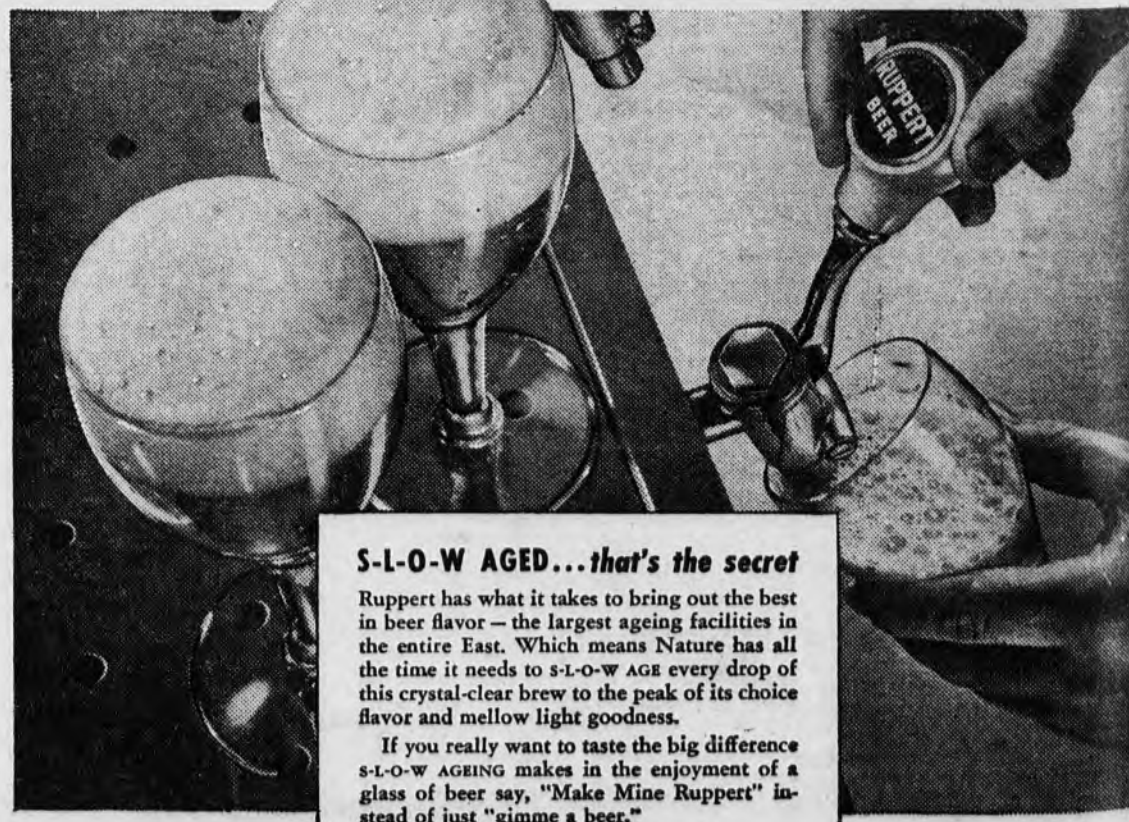
This is one of the curious examples of how civil service is working in Albany at the present time, and whether there will be other curious episodes under the new Dewey GOP regime remains to be seen.

Mr. Kimball was appointed January 2, 1942, in the Motor Safety Responsibility Bureau of the Tax Department. He sought to qualify as a senior damages evaluator and when he failed to do so a year later his services were ordered terminated as of June 25, 1943, according to civil service records. Reputedly a hard worker and an efficient employee, Kimball's services were regarded as "indispensable," and so the Tax Department, through motor vehicle bureau officials, ordered Kimball restored to the payroll as of July 6, 1943, under the title of "temporary property damages consultant" at \$2,500 a year. The appointment, now in the works, was made under a special rule of the Civil Service Commission, permitting appointments for six months under unusual and extraordinary circumstances.

Brand New, Exempt

ALBANY—Two brand new, exempt jobs, have been created also in the Motor Safety Responsibility Bureau. They are carried under the title of "chief damages evaluators" at \$5,000 a year each. Competitive jobs of similar nature are senior damages evaluator and evaluator, but it was felt that there should be a chief so the two new jobs were created, one for New York City, one for Albany.

When the bureau was created more than two years ago, the underwriters assigned two of their men to supervise the set-up, since the cost of administering the bureau is assessed back to the insurance companies. They were employed on a per diem basis. Now, according to motor vehicle bureau officials, it has been decided to make the positions permanent and George Fox, who had been assigned by the Globe Indemnity Company will be chief evaluator in the New York City office of the bureau and John L. Woods, assigned by the Fidelity and Casualty Company, in charge of the Albany office. According to State



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