

Political Candidates Polled on Civil Service

See Pages 4, 11

**Civil Service
LEADER**

**How to Get
A Christmas
Post Office Job**

See Page 2

Vol. 3 No. 7 ★★★ New York, October 28, 1941 Price Five Cents

**500 SUBWAY JOBS
WILL BE OPEN TO PUBLIC**

See Page 5

**NEW U.S. TESTS
for Accountants, Border Patrol**

See Page 10

City Will Care for Employees' Bad Debts

See Page 8

THE 11-SQUAD SYSTEM IN ACTION

By Two PBA Delegates

See Page 6

**Defense-Bond Bonus
for U. S. Workers**

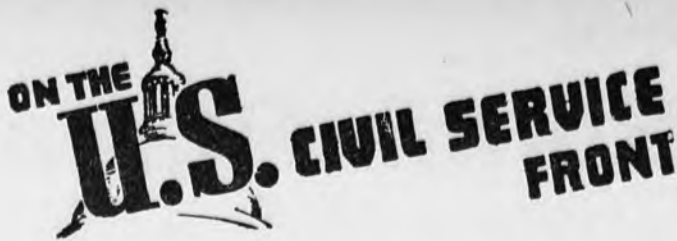
See Page 3

Official Answers to State Clerk, Steno Test

See Page 9

POLICEWOMAN TEST COMING

See Page 7



By CHARLES SULLIVAN

How to Get a Xmas Job in the Post Office

Interested in a temporary Post Office job over the Christmas holidays?

Postmasters have received their instructions from Washington on the hiring of temporary employees, and the instructions indicated what procedure is necessary if you want the job. Post-

masters are informed that—"Competent and deserving men and women on the civil service registers of eligibles, who are unemployed and have dependents, should be given first consideration in employing extra help for Christmas. The next should be those applicants, in the order of

their necessitous circumstances, who have the required ability, are unemployed, and who have dependents. Postmasters should work with relief agencies and war veterans organizations in selecting temporary help, always stressing the necessity of excluding the incapacitated for the arduous work incidental to the handling of Christmas mail. Persons who were employed in previous years and have demonstrated their ability should be considered for employment this year."

This, however, doesn't limit the postmaster's choices, because another paragraph in the instructions to him say this:

How it Works in Practice

"Postmasters are instructed to conform to this program only in so far as it is possible for them to secure persons who are physically and mentally able to stand the severe strain of temporary Christmas work."

In actual practice, each postmaster fills these temporary jobs as he sees fit. He has jurisdiction, and he may take on whomsoever he pleases and in whatever manner he desires. There are few restrictions upon him, except, of course, that he may hire only citizens. In actual practice, too, it is common for those desiring such temporary positions to obtain the aid of their organizations and of political friends. But in any case, regular application forms must be filled out at the local post office.

Among the positions to be filled are these: Temporary substitute clerks, temporary substitute carriers, and temporary substitute laborers.

Working Hours

Working hours are 12 hours a day tops for classified subs; 10 hours a day tops for temporary subs on clerical or carrier duties, except where emergencies require a longer period of service.

Following is a list of the Post Offices in New York City and their postmasters:

Manhattan and Bronx: Albert Goldman, Postmaster, General Post Office, 31st street and 8th avenue, New York City.

Brooklyn: Francis J. Quayle, Jr., Postmaster, General Post Office, Washington and Johnson streets, Brooklyn.

Flushing: Joseph A. Doyle, Postmaster, General Post Office, Main street and Sanford avenue, Flushing, L. I.

Long Island City: Francis J. Littig, Postmaster, General Post Office, Long Island City, N. Y.

Far Rockaway: Mrs. Euphenia M. Fitter, Postmaster, General Post Office, 1836 Mott avenue, Far Rockaway, L. I.

Staten Island: Charles F. Palister, Postmaster, Federal Building, 45 Bay street, St. George, S. I. Residents in upstate New York, New Jersey, and other areas interested in temporary Post Office work for the Christmas holidays should apply directly to their local Post Offices.

**GOOD? WHY IT'S THE BEST!
WE GIVE YOU FIRST
INFORMATION ON ANY TEST.**

CIVIL SERVICE LEADER
Copyright, 1941, by Civil Service Publications, Inc. Entered as second-class matter Oct. 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879.

Records of U. S. Investigator Eligibles Go to New York

The General Investigator Eligibles Association reports a development of great significance to local eligibles on the general investigator lines. The District Manager of the Second United States Civil Service District is sending out to all such eligibles within his District on the registers for customs, customs patrol and immigration inspector a highly important notice and an application form to be filled out and returned.

The notice indicates that records of all eligibles in the Second District have been transferred to the New York Office from Washington and that this decentralization will result in "more effective and extensive use of the registers" because it makes a much greater number of field positions available.

List to Be Widely Used

Moreover, in addition to the positions for which the eligibles qualified, the District Manager is putting into effect the U. S. Civil Service Commission's original promise to use these registers for clerical and office positions at appropriate salary levels. Moreover, positions as junior investigator in the Alcohol Tax Unit (Internal Revenue) will be filled from the general investigator lists. The clerical positions pay from \$1,260 to \$2,000, appointments may be made anywhere in New York and New Jersey, and naturally those in the lower salary brackets are much more numerous. The junior investigator positions in Alcohol Tax Units pay \$2,000, but for vacancies in New York and New Jersey those appointed must reside in the State where the vacancy exists.

States Where He'll Work

The application form sent out

by the District Manager makes it possible for each eligible to state specifically where he is willing to work in the States of New York and New Jersey in all the positions that may become available, at what salary, and whether he will consider temporary, seasonal or probational appointment. It also permits him to put on his record supplemental experience or specialities of a helpful nature such as supervisory experience, accounting, statistics, typing, stenography, telephone operator, operator of various office devices, etc.

The General Investigator Eligibles Association considers this is the natural result of the extension of the general investigator registers. Having extended the lists to October 2, 1942, the U. S. Civil Service Commission intends to use them. The Association asks all eligibles to cooperate with the District Manager's office by filling out the new application forms correctly, legibly and fully and to note that they must be mailed back immediately.

1,444,985 Work For Uncle Sam

Civilian employment in the executive branch of the Federal government on September 1 was 1,444,985. A total of 53,296 new employees were hired during August. War Department hired 29,603; Navy, 18,952; Agriculture, 2,167; Tennessee Valley Authority, 1,974; Post Office, 1,024, and Panama Canal, 591. The following decreases were reported: Federal Works, 1,405; Justice, 950; Interior, 483, and Treasury, 434.

Civil Service employees should follow **The LEADER** regularly. Every week **The LEADER** contains special articles dealing with forthcoming and current tests.

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Bonus-in-Defense-Bonds Planned

Suggested As a Way of Paying Salary Raises to Federal Employees

WASHINGTON—Latest on the pay-raise-for-Federal-employees-front:

1. The possibility has been discussed by Federal officials in policy-making positions of presenting members of Congress a plan that would pay Federal workers a bonus in defense bonds. Remember that Treasury Secretary Morgenthau has called on private industry to pay their employees Xmas bonuses in defense bonds. And what's that old saying about what's sauce for the

goose is sauce . . .

Of course, any such plan would have to be voted by Congress and it's generally conceded that Congress is in no frame of mind to pay its employees a bonus now in defense bonds or cold cash. However, sentiment for a pay raise is rising and it will continue to rise along with the High Cost of Living.

Promotions

2. Administrative promotions under the Ramspeck-Mead Act, the uniform promotion plan, will be made retroactive to October 1,

whether Congress likes it or not. That's the ruling by Comptroller General Lindsey Warren, the man appointed to the job Congress created to interpret its laws. The comptroller's decisions hold good in any court.

In effect, Warren said that Congress had no right to tell departments and agencies not to incur a deficiency by making promotions effective with October 1, the day the act was to go into force, but he did indicate that it would be good policy to wait until Congress had approved funds for the promotions.

The comptroller's decision was requested by Archibald MacLeish,

librarian of the Library of Congress, after Congress had refused to provide the funds for payment of the promotions and after it had forbidden agencies to use money on hand for the promotions.

When the money does become available, which won't be before another month or six weeks, the employees will be paid a supplemental check covering the promotions from October 1.

Several Plans

The bonus-in-defense-bonds plan is the latest of a number of projects for increasing the pay of federal employees. Roughly, these projects, some of which have al-

ready been incorporated into Congressional bills, fall into the following categories:

(a) Flat pay increase for everybody.

(b) Percentage increase in accordance with salary earned.

(c) Bonus over and above the salary.

(d) Sliding scale in accordance with the cost of living.

It is freely admitted, even by economy-minded politicians, that one way or another, a salary raise for federal employees is definitely in the wind. U. S. employee organizations, however, dourly say they'd prefer to have it in their pockets.

The LEADER would be interested in hearing what employees think of the various plans.

FOREIGN AFFAIRS ENLARGES U. S. STATE DEPARTMENT

WASHINGTON—Latest on the department is no longer the smallest of the 10 Federal departments. It reposed on the bottom for years. Now State is a notch higher and Labor Department is the tail-ender.

The reason: national defense.

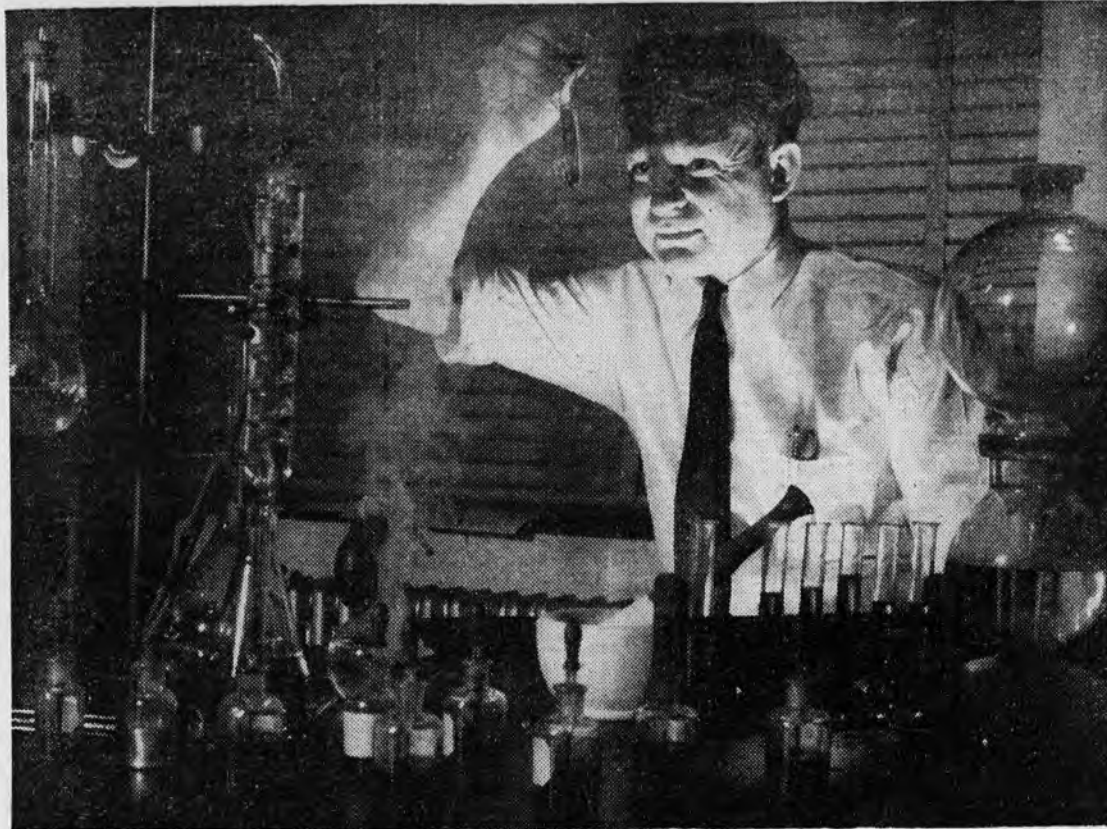
State now has 6,388 employees and others are being hired daily. It has added 2000 new employees in the past year and nearly 2500 since the defense crisis. Naturally enough, State was the first department to feel the emergency. Its offices began a 24-hour schedule when Hitler's legions broke the peace of Europe by invading Czechoslovakia. They have remained on that schedule since.

It has been almost impossible for the State Department to foresee its needs. Last spring an appropriation was approved for the fiscal year that begins July 1, 1941, which carried funds for an increase of several hundred employees. By August 1 these new employees had been hired and the work on hand continued mounting. Technically, the department violated a law by hiring 590 additional personnel without congressional authority. Just a few days ago Congress gave this authority by approving fund for the salaries of these employees.

Most of the new State employees are stenographers, typists, messengers, translators, communication experts, and foreign affairs experts. Civil Service covers most all State jobs.

Ramspeck Act Won't Cover P. O. Hourly Workers

Comptroller General Warren has ruled the Ramspeck-Mead Act doesn't cover clerical-mechanical employees in the Post Office Department whose salary is paid on an hourly basis.



No, he's not a movie scientist concocting some blood-chilling chemical. He's just a Civil Service employee, who got his job by taking a test, and now works in the laboratories of the Bureau of Entomology and Plant Quarantine, U. S. Department of Agriculture. Here studies are directed toward finding a way to prepare insect blood synthetically. How this synthetic blood is affected by insecticides indicates ways of destroying the pests. It's just one of those services which American Government employees perform quietly and without ado for the American people.

20 Jr. Assistant Exams On Way

Professional Lists Being Used Up With Great Speed

A new junior professional assistant test will be announced in January. It was hinted here several weeks ago that the popular exam would be repeated around the first of the year in an effort to attract mid-year college graduates.

The January exam, it was learned, will be comprised of roughly 20 options.

College graduates out of jobs

will be urged to take the tests. The commission is making a special effort to contact students who will graduate in February and interest them in the test. Speakers will be sent to colleges and universities to tell the students directly about the tests. Moreover, school officials—college deans and professors—will be urged to inform their students of the exam.

Junior professional registers are fast being depleted. In many instances the Civil Service Commission

could very well use more eligibles. If you are on an eligible register and haven't been offered a job—please be patient—your number will be coming up soon. The register on the writing and editing assistant was set up only a month ago but already all the eligibles who make grades of 87 or above have either been placed, disqualified, or have refused appointments.

Options that most likely will be announced in the January test are: engineer, chemist, economist,

EFFICIENCY APPEALS BOARDS

WASHINGTON—The U. S. Civil Service Commission this week released the names of those making up the Boards of Review on efficiency ratings of the various Federal departments. The Boards consist of both departmental and employee representatives.

Boards of review on efficiency ratings for the current term expiring June 30, 1942:

Smithsonian Institution

Thomas A. Flynn, Jr., chairman; Frank A. Taylor, department member; Herbert S. Bryant, alternate department member; Lester E. Commerford, employee member; Jeremiah A. Collins, alternate employee member.

Federal Power Commission

LeRoy W. Valentine, chairman; Calvin Dold, department member; E. C. Bebb, employee member; Cass March, alternate employee member.

Department of Labor

Thomas A. Flynn, Jr., chairman; Laura A. Thompson, department member; Louise Stitt, alternate department member; Harry Spenser Moon, employee member; William R. Shiland, alternate employee member.

United States Maritime Commission

Thomas A. Flynn, Jr., chairman; Joseph M. Quinn, department member; Samuel Peacock, alternate department member; E. B. Hayes, employee member; E. W. Anderson, alternate employee member.

Veterans Administration

LeRoy W. Valentine, chairman; Harry W. Farmer, department member; Willis R. Clark, alternate department member; Raymond J. Abbaticchio, employee member; Mary A. Coyne, alternate employee member.

Federal Security Agency

Food and Drug Administration
LeRoy W. Valentine, chairman; Dr. Dan Dahle, department member; Ralph F. Encelard, alternate department member; Albert G. Sterling, employee member; George P. Larrick, alternate employee member.

District Unemployment Compensation Board

Oliver C. Murray, chairman; E. C. Holden, department member; Lewis S. Springer, alternate department member; Catherine O'Brien, employee member; William C. Looker, alternate employee member.

administrative technician, agronomist, animal nutrition, biologist, forester, geologist, zoologist, business analyst, home economist, horticulturist, meteorologist, range conservationist, physicist, soil scientist, and writing and editing.

Hatch Act Cracks Down

Civil Service Employee Fired for Political Activity

Sec. 12 (a) No officer or employee of any State or local agency whose principal employment in connection with any activity which is financed in whole or in part by loans or grants made by the United States or by any federal agency shall (1) use his official authority or influence for the purpose of interfering with an election or a nomination for office, or affecting the result thereof, or (2) directly or indirectly coerce, attempt to coerce, command, or advise any other such officer or employee to pay, lend, or contribute any part of his salary or compensation or anything else of value to any party, committee, organization, agency or person for political purposes. No such

officer or employee shall take any active part in political management or in political campaigns. All such persons shall retain the right to vote as they may choose and to express their opinions on all political subjects and candidates.

Section 12a

Dizzingly, a sharp sword slashed down last week, cutting down a civil service employee in Ohio, threatening three others working in his bureau—the Ohio Bureau of Unemployment Compensation. The charge: Political activity. And federal employees may not indulge in political activity, nor may State or local employees who collect part of their salaries from federal funds.

Active in Campaign

Harry J. Patterson held the title of Local Manager, top official of

the bureau. He made the mistake of distributing campaign literature and emblems, asking employees to influence still other employees to contribute funds to a political campaign. Said the Civil Service Commission: Patterson had called 10 employees into his office "during office hours . . . for the express purpose of discussing contributions to the Republican campaign fund, and asking them to convey to other employees the information that it was lawful to make donations. . . ."

So important was the matter considered that all three Civil Service Commissioners—Mitchell, McMillin, Fleming—sat as a body of judges. The trial was conducted under the rules of evidence.

And today Mr. Patterson is out of his job. The Commission found that his activities "amounted to coercion." Charges against

three other employees were dismissed.

What They Can't Do

In Washington, in New York, wherever federal employees are at work, this decision will cause deep rumblings. For it confirms that federal employees are no longer free, as they were until July 19, 1940, to act as political individuals.

These are the acts which an employee of the Federal Government may not indulge:

He may not serve in political conventions as delegates.

He may not act as an officer of a political meeting, convention, caucus, nor make addresses, nor assist in preparing resolutions. However, he may attend and cast his vote if he goes no farther.

He may not serve on a political committee.

He may join a political club, but he is forbidden to be active.

He may not solicit, collect, re-

ceive, or even handle funds for political purposes.

He retains the right to express his opinions on political subjects or candidates, but not in such a way as to "constitute taking an active part in political campaigns."

He may not coerce or intimidate anyone in a federal election—and if he does, it becomes a criminal offense. Nor may he promise employment to anyone in exchange for a vote—and this, too, is a criminal offense.

He may not solicit votes, nor serve as an election officer.

He may not be with a newspaper having a partisan political complexion, nor even write a letter for publication, favoring or opposing a candidate or party.

He may not participate in a political parade.

He may sign petitions, but not ask to sign them.

He may not distribute campaign literature, buttons, or badges.

The Hatch Act cuts off every effective political expression of federal employees with the exception of the right to vote.

CIVIL SERVICE IN NEW YORK CITY

Candidates Polled On Civil Service

Leader Questionnaire Reveals Trend Toward Higher Salaries, Wage Minimum, Freedom of Organization

O'Dwyer Favors Civil Service Salaries Adjusted to Living Costs; States Views on Variety of Employee Problems

William O'Dwyer's response to The LEADER'S questionnaire follows, in full:

"The questionnaire of the Civil Service LEADER brings up a number of points of vital interest and concern to the Civil Service employees of this city and I shall answer it as fully as possible.

"The whole question of salary schedules of Civil Service employees should be treated as an entity and not in piecemeal fashion. It requires, and as Mayor I shall have a comprehensive study made of the entire question by a competent, impartial body, guided by the principle that Civil Service salaries must be directly related to the actual cost of living. There are many inequities presently existing; they must be ended, then a minimum salary can and should be determined.

"I believe that city employees should receive the prevailing rate of wage which obtains in private industry for comparable work and service. They should be paid on a per annum basis, except for that limited group of workers who are specifically hired to perform day to day services for short periods of time. Before attempting to solve the problem of a particular group, the first requirement, as I have said above, is a complete survey.

"Obviously, Civil Service employees ought to be free to join organizations of their own choice, unhampered and uninfluenced by any department official. As to their political activities I make this distinction—they ought to have the same right as any other citizen; but they should never be subject to political control for the benefit of any political officeholder or political party.

"There is no difficulty in finding competent men and women who are residents of the city to fill every post in the city's service, and I believe that the city owes a duty to its citizens to choose its employees from city residents.

"You ask if I know of any cases of inefficiency or low morale in city departments. Of course I do; the extent of it amounts to an open scandal in many instances. I intend first, to point them out, and as Mayor, to weed them out. How, you ask? First, by appointment of competent and experienced commissioners and officials possessing force of character and capacity for decision. The present fault lies at the top; that is the place to attack the problem.

"I know that many, perhaps most Civil Service employees personally favor a uniform city-wide system of disciplinary procedure, and they have been led to the belief by abuses in several departments. I am not at all sure that that is the proper remedy. Different services, different departments may require different standards of procedure. A uniform city-wide system would inevitably lead to a one-man control, which I oppose. But I do believe that there should be a reviewing board to which a disciplined employee could take his appeal."

New Yorkers are going to the polls, to elect the men in whose hands will rest the affairs of the city, in some cases for two years, in some cases for four.

It is a fighting contest, and large numbers are arrayed against one another in the battle.

For civil servants, such an election is of enormous significance. For in the hands of the candidates, in large measure, lies the future of government employees. To learn what these candidates think about important civil service issues, The LEADER sent each of them a questionnaire. The eight queries were simple and direct, avoiding the smaller issues. We asked the candidates:

The Questionnaire

1. Do you feel that the salaries of New York City civil service employees should remain at their present levels, or rise in line with the increased cost of living? If you favor an increase how would you put it into effect? What, in your opinion, should be the minimum salary paid to New York City employees?

2. Should city employees be paid the prevailing rate of pay in private industry?

3. Do you believe that all city employees should be paid on a per annum basis? Or, would you make certain exceptions, and pay those exceptions on a per diem basis? (City doctors and dentists, for example, are paid on a per diem basis).

4. Should civil service employees be free to join organizations of their own choosing? Do you feel that departmental officials should exercise any influence whatsoever in the conduct of employee organizations?

5. Should the political activities of New York City civil service employees be in any way curtailed? Or should they have the same right of political activity that all other citizens have?

6. Should a residence requirement be placed upon all city employees?

7. Do you know of any cases of inefficiency or low morale in any city department? If your answer is in the affirmative, what do you intend to do about it?

8. Today, each city department determines its own disciplinary procedure. Do you prefer this system, or would you rather see a uniform city-wide system of disciplinary procedure? Please state the reasons for your opinion. Do you believe there should be a Board of Appeals to which a disciplined employee could bring his grievance for ultimate disposal?

Favor Wage Raise

Most of the candidates have answered. The replies, tabulated for a quick view of each man's views on the problems, appear on page 14. An analysis of the replies reveals certain significant trends, and surely casts a light upon what civil servants may anticipate from their legislators in the coming year. First, there is surprising unanimity among the candidates upon the question of civil service salaries: and the unanimity cuts across party lines completely. The candidates recognize the fundamental fact that as the cost of living goes up, so must the salaries of civil servants. There is little hedging upon the necessity of salary raises, though the candidates are not yet certain in what precise manner the increase will be brought about. Upon the questions of salary minimums, there is a strong division of opinion. While most of those who answered the questionnaire favor such a minimum, a smaller number name a definite amount. Among those who state a figure, the sum most frequently mentioned as a minimum is \$1,200. This does not mean that hospital workers and others in New York City who earn less than \$1,200 will be brought up to that level as soon as the election is over. It does mean, however, that among those elected will be many who recognize the validity of a proper minimum wage in civil service, and who will be inclined to help put such a minimum into effect.

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Per Annum Pay

Should city employees be paid on a per annum basis? The question has sorely aroused tempers and created strong antagonisms in recent years. And here, too, among the candidates there seems to be something less than certainty. The over-all maximum of opinion favors a per annum wage except in cases where the work done is on a temporary basis.

Should civil service employees be free to join organizations of their own choosing? Here, too, without regard to party lines, a strong liberal trend is clear in the replies. Almost all candidates favor freedom of choice for employees in joining organizations and freedom from interference by officials. The same feeling carries through with regard to the question of political activities on the part of civil servants. Regardless of the fact that the federal government has drastically curtailed the political privileges of governmental employees, New York City candidates strongly feel that the right of private citizens inhere in civil servants, too—and they should not be prevented from exercising any political right. Where there are reservations, it is on the other side: to the effect that city employees should be free from coercion by political bosses.

Present Residence Law Stays

The problem of residence has chafed many, and the Lyons law holds that to work for the city one must not only live in the city, but must have lived here three years prior to appointment. That law will stand. The objections are firmly stated, but few in number.

Trouble in Sanitation

One question invoked an interesting response: number 7. It inquired of each candidate whether he knows of any cases of inefficiency or low morale in any city department. Many of those who answer say frankly No. But an unusual number have pointed fingers at one department—Sanitation—and referred to the Four Horsemen who have long been under scrutiny. It may be predicted, as a result of this questionnaire, that the Sanitation Department and its personnel are in for further reckoning to New York's public.

Discipline

The final question dealt with the

problem of discipline. Today, each department imposes its own, and a violation which in one department may result in a reprimand may, in other, bring about dismissal. The LEADER questionnaire inquired whether the candidate favored a uniform procedure. There is wide divergence of opinion here, and it may be predicted that any steps for uniformity in the forthcoming year will come, if at all, from departmental officials and employees rather than from those elected to office.

Await LaGuardia Reply

By press-time, not all candidates had returned their questionnaires. Mayor LaGuardia's reply was still being awaited; but William O'Dwyer's came in. Mr. O'Dwyer's statement, in full, appears elsewhere on this page:

Now turn to page 14 for a complete listing of the opinions of several dozen candidates. There will be more in next week's issue. And those candidates who have already replied may expand their views.

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Nurses Ask Full Civil Service Status in New Title Change

The path to eliminating the title of trained nurse from the city service, and establishing two grades each for registered and practical nurse, was cleared last week when the Municipal Civil Service Commission approved a resolution so amending the non-competitive class. Approval by the Mayor and the State Civil Service Commission must be gained before the change becomes effective.

Under the terms of the amendment, the titles of registered nurse will pay \$900-\$1,680 plus maintenance, and \$1,260-\$2,040 plus

maintenance, while practical nurse is to pay \$540-\$1,200 plus maintenance, and \$780-\$1,440 plus maintenance.

At hearings on the amendments before the City Commission, representatives of the nurses have pleaded for competitive status. Officials of the Commission have explained that two obstacles remain in the way, even though they favor competitive status:

1. The shortage of nurses brought on by the defense effort severely limits the number of applicants.

2. Competitive status is opposed by the Hospitals Department and the medical profession.

Promotion Tests Don't Attract Subway Men; Wide Open Exams May Come for 500 Jobs

BULLETIN

At a late hour yesterday The LEADER learned that the 500 subway jobs mentioned in the story below will probably be opened to the public in December. The Commission plans to readvertise for the promotion tests during a short period in November, but frankly has little hope that there will be extensive filing. At the end of this new filing period the Commission will further consider the matter, and open competitive tests seem the only solution.

Unfamiliarity with Civil Service procedures as well as the fact that promoted subway employees frequently have to shift

from day to night work were listed by officials of the Municipal Civil Service Commission yesterday as chief reasons for the disappointing number of candidates for the October series of subway promotion exams.

Although definite figures on the number of applicants were not known as The LEADER went to press on Monday—the filing deadline—it is certain that only a fraction of the 8,500 men eligible will take the nine promotion tests—for motorman, railroad clerk, and towerman on the BMT, IRT, and IND divisions.

Commission officials explained that similar difficulties were encountered when the first group of promotion exams were given some years ago for employees of the Independent line. Under subway procedure, the preferred day shifts go to employees enjoying seniority. When an employee is promoted, he usually is placed on a

night shift in his new job as he is then lowest in seniority.

Just Don't Know How

The Transport Workers' Union was impressed into service last week by the Commission in an attempt to break down the apathy of the employees. It was felt that the subway employees, recently taken under Civil Service following unification of the city's transit lines, just don't know how to go about filing for promotion tests.

Subway workers queried by Leader reporters with the question: "Why don't you file for the promotion test for which you are eligible?" gave a variety of interesting replies.

Among them were these:

- "Not interested in night work."
- "You take the test, then you're not sure you'll get more money."
- "I'll wait and see what happens."
- "I like the job I've got now better."
- "What promotion test?"
- "The boys who know the ropes tell me it's a tough test. So why should I pay out my good money

for an application when I'm gonna flunk anyway?"

Actually, the LEADER is able to say on the authority of Commission officials that there will be no attempt to make an unusually difficult test. One of the primary purposes of the tests, they say, is to bring order out of the chaotic condition on titles as they now exist in the subway systems.

Probable result of the puny filing will be open competitive exams for motorman, railroad clerk, and towerman. More than 500 vacancies exist in these titles for the three lines. The Civil Service

Commission is aware that the situation is a ticklish one.

Although talk of open tests in the future has not yet come out into the open, we can get some idea of details from the announcements for the promotion tests. Motormen earn 83 cents to \$1.06 an hour, railroad clerks get 58 cents to 65 cents an hour, and towermen are paid 80 cents to 88 cents an hour. One year's experience on the job was called for.

Further details on coming subway tests, promotion and open competitive, will appear regularly in The LEADER.

Macy Work Shop Features Civil Service Specials

The Men's Work Clothes Department of R. H. Macy & Co., Inc., has a number of messages today for Civil Service employees in all services:

Its heavy oak-leather shoes, good for all types of weather, are

particularly suited for policemen, letter carriers, and others who spend a good portion of their working day on their feet.

For comfort as well as style, the durable white foot socks are recommended. These socks have white bottoms with colored tops.

Shirts for every possible use may be found, including those worn with uniforms.

City Engineers Willing To Accept New Titles

Reclassification of the city's engineering service, which sets up 50 titles where 1,000 now exist, moved one step closer to reality last week when the Municipal Civil Service Commission approved an amendment making the reclassification mandatory. It is expected that Mayor LaGuardia and the State Civil Service Commission will speedily approve the new set-up, as all opposition has been won over.

When the reclassification resolution was originally approved more than a year ago, hundreds of the city's 7,500 employees in the engineering service asked that it be made optional. They wished to be able to choose whether they would assume a new title or continue work under the old title.

Commission officials agreed, but predicted that all would seek the new titles before long. Their

prophecy came true two weeks ago when delegates from all engineering employee groups appeared before the Commission to register approval of an amendment making the new titles mandatory.

Minor Matters

The Commission, at last week's meeting, also ruled on two minor matters in conjunction with the engineering reclassification:

1. The title of senior engineer was removed from the engineering and architectural service. The Civil Service Technical Guild opposed including the senior engineer within the service on the ground that it further disturbed the set-up of new titles and added to confusion.

2. The request of Board of Education employees that they be included in the titles engineer and architect was denied on the ground that they belong as assistant engineer and assistant architect.

SUPERMEN DO ALL RIGHT, SAYS QUEENS

The supermen are doing a good job in Queens.

The supermen, in case you didn't know, are the lads who survived the tough sanitation man examination a year and a half ago. Of 80,000 who filed applications, only 8,826 passed. The test was purely a physical examination. It consisted of lifting 80-pound dumbbells in each hand, slinging a 120-pound ashcan over your head, running, jumping, climbing ladders, scaling walls in a limited amount of space and an even more limited period of time. The boys who passed this test were considered to be such perfect physical specimens by such expert authorities on the subject as Professor Francis Patrick Wall, head of the physical education bureau of N. Y. U. and Paul Brennan, chief medical and physical examiner of the Civil Service Commission, that they quickly earned the sobriquet "supermen."

Appointments

When the sanitation list came out, only a few hundred of the boys were appointed to the Sanitation Department during the first half year of its existence. Under the process of selective certification, the Civil Service Commission certified them to other departments to fill appropriate jobs as laborer, cleaner, porter, etc. One of the first departments to make use of the supermen was the Highway Bureau of the Borough President's office. The Highway Bureau used the top of the list, the very cream of the crop. To date 75 eligibles

on the Sanitation Man list have been appointed to the Highway Bureau in Queens as laborers. And how do the supermen shape up in Queens?

Busy, laconic, Cyril E. Fyles, superintendent of Highways paused in his work to say, "The services of the men from the Sanitation list are very satisfactory. The boys are doing a good job."

Officers Installed by Queens Water Association

Julius F. Yunker will be installed as president of the Queens Water Register Association at a beefsteak dinner in the Stadium, 40-15 Queens Blvd., Friday, Nov. 10. Deputy Commissioner Richard Ankener, borough head of the Department of Water Supply, Gas and Electricity, will act as installing officer. Former Queens head, First Deputy Commissioner William H. Corrales, officials of Water Register Associations in other boroughs and 300 employees and friends from the local office are expected to attend.

Other new officers to be installed with Mr. Yunker include George J. Elsasser, vice-president; James P. Finnerty, treasurer; John F. Egan, recording secretary; Charles A. Hund, sergeant at arms; retiring president Edward J. Stader, Wilbur Lincoln and George Link, trustees.

Michael J. Hanley, chairman of the entertainment committee, has arranged for an excellent array of talent to amuse the guests. Included among the guests will be special delegations of fifty from the Manhattan, Bronx, Brooklyn and Richmond Water Register Associations.

THE CIVIL SERVICE LEADER BRINGS MORE TO EVERY READER.

Closed All Day Tuesday, November 4 (Election Day)

PATROLMAN PREPARATION

An examination for Patrolman has been officially ordered and is expected to be held in 1942. Few men regardless of physical condition or education can hope to pass either the physical or mental test with a high percentage without specialized training. During the last twenty-five years close to 90% appointed to and promoted in the Police Department have been prepared by us.

Any young man who is interested in taking the coming Patrolman test is invited to call and be examined by our physician without cost, attend a mental class and observe a physical class in session. The special features of our physical training are the 12 laps to a mile track on the roof of our gymnasium, the agility test and the coordination machines.

ASSISTANT GARDENER

Entrance Salary—\$5.50 Per Day Age—21 to 35 No Experience Required
Physical and mental classes meet three times weekly at convenient hours.

SUBWAY PROMOTION EXAMINATIONS

TOWERMAN — MOTORMAN

Classes for the above examinations meet twice weekly at convenient hours.

HEALTH INSPECTOR, GR. 2

Classes meet WEDNESDAY and FRIDAY at 10:30 A.M. and 8:30 P.M.

MOTOR VEHICLE LICENSE EXAMINER

Entrance Salary \$1,800 per annum. Classes meet TUESDAY and THURSDAY, at 1:15, 6:15 and 8:30 p.m.

MOTOR VEHICLE INSPECTOR (Bus)

Entrance Salary \$2,400 per annum. Classes meet on WEDNESDAY and FRIDAY, at 8:30 p.m.

CARD PUNCH OPERATORS

Applications will be received until further notice for Alphabetic Card Punch Operator. Another test for Numeric Card Punch Operator is expected within the next few months. Our course not only prepares you for Federal examinations, but also qualifies you for employment in the commercial field. A good typist may efficiently operate a card punch machine after 60 hours of instruction.

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Classes in preparation for this examination which should be held within the next few months are meeting on MONDAY and FRIDAY of each week at hours to suit the convenience of the student.

INSPECTOR OF HOUSING (Gr. 2)—Wednesday and Friday at 8:30 P.M.

INSPECTOR OF ELEVATORS (Gr. 2) — Class Forms Friday, Oct. 31 at 8:30 P.M.

STATIONARY ENGINEER'S LICENSE — Classes meet Wed. and Fri. at 7:30 P. M.

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Clerks Sent to 10 Departments

Eligibles on the open-competitive list for clerk, grade 2, male were certified to ten city departments for appointment this week. 13 names, up to eligible number 979 were certified to the New York City Tunnel Authority for the only vacancy in the actual title of clerk, grade 2, at \$1,200. The remaining certifications were made to fill vacancies in the title of clerk, grade 1, at various salary levels.

123 to Hospitals

The largest certification was made to the Department of Hospitals when 123 names were sent to fill vacancies at \$840 per year. The highest number reached on this certificate was eligible number 9,882. 18 names were certified for two permanent jobs and 35 names for three temporary jobs in the Board of Education at annual salaries of \$858. The highest number reached on the permanent certification was 7,534; on the temporary, 5,593.

Eligibles up to the same number 7,534, were certified to the Comptroller's office and the Dept. of Purchase for permanent jobs, 19 names were sent to the comptroller's office to fill one vacancy, and 23 names to the Purchase Department to fill an unspecified number of vacancies. Other departments which took names from this list to fill permanent jobs as clerk, grade 1, at \$840 annually were Welfare and Housing. 47 names up to eligible number 8,197 were sent to the Welfare Department and 19 names, up to number 7,534, to the New York City Housing Authority.

Temporary certifications for jobs not to exceed six months were made to the Teachers Retirement System, the New York City Housing Authority, and the New York City Tunnel Authority.

Why the 11-Squad System?

'Men On the Job' Explain in Their Own Words What's What



Patrick W. Harnedy, president of the Patrolmen's Benevolent Association

By Alphonse Smiles and Ashley W. Holmes
PBA Delegates, 30th Precinct

The 11-squad system, when it goes into effect, will be the biggest thing that has happened to the New York City patrolman since the 1929 election, when the people voted him a salary that finally bore some relationship to the price level of that year.

We say "when it goes into effect" because this reform is as inevitable as it is desirable. The present City Council last week

passed the bill providing for the 11-squad system. The bill still has two hurdles—the Mayor's signature and the OK of the Board of Estimate. But ultimately the bill must pass.

Passage will be compelled by the terrific force of a simple truth voiced by the 18,000 members of the greatest police department in the world. That truth, expounded as well by doctors, public health officers, sociologists, personnel administrators and efficiency experts is this: An employee must have a full day of rest from his labors every week.

Under the present 10-squad system the patrolman does not have this day of rest. At present, after terminating six 8-hour tours of duty, he "swings" for 32 hours. Since the "swing" between any two tours in a series of six tours is 16 hours, a 32-hour "swing" actually represents a "day" off of only 16 hours. In practice, for example, a patrolman who finishes his last 12 p.m.-8 a.m. tour at 8 a.m. on Saturday returns to work Sunday at 4 p.m. This shifting from one tour to another is euphemistically referred to as a day off. It is not that. It is a shift from one tour to another accompanied by a grinding of the nerves and stomach, caused by a too rapid change in sleeping and eating schedules and by the lack of a sufficient period of rest between this shifting of tours.

The New System

The 11-squad system will abolish all this. Under that system the patrolman will enjoy a 48-hour "swing" in place of the present 32. In the case already mentioned, that of the patrolman who completes his last 12 p.m.-8 a.m. tour on Saturday at 8 a.m., this patrolman's next tour would be Monday from 8 a.m. to 4 p.m. Here, for the first time, will the patrolman have a full day off. Not only that, but in every 21 weeks he will have three Sundays off—to spend with his family and friends—a great luxury which is taken for granted by the average person, but which the patrolman considers a rare occasion.

How will this change from the 10 squad to the 11-squad system actually affect the total number of hours that a patrolman will devote to his job?

Under the present 10-squad system a patrolman theoretically

works 50 4/10 hours a week. It is not a 48-hour week, as it may appear, because after performing six successive 8-hour tours followed by a 32-hour "swing" a patrolman returns to perform another 8-hour tour; and this tour is within the same week as the six tours already performed. But even this figure of 50 4/10 hours is computed, however, on the assumption that the patrolman's working day is only eight hours—that he walks into the station-house, for example, at 8 a.m., and walks out at 4 p.m. Actually, however, he must be in the station-house at least a half-hour before his tour begins in order to obtain the Teletype Alarms and the orders of the day. Actually, at the end of his tour, he must wait on his post until he is relieved by one of the patrolmen who does not turn out of the station-house before the hour is struck. When the patrolman is then relieved he must return to the station-house to make out the necessary reports. He cannot, therefore, possibly be through before a half-hour after his tour has theoretically ended.

It is plain, then, that a patrolman's 8-hour day is actually at least a 9-hour day. His theoretical 50 4/10-hour week is actually at least a 56 7/10-hour week.

Under the 11-squad system the patrolman's work week, theoretically, will be 45 9/11 hours. Actually, it will be 51 6/11 hours.

A Few Other Things

This, then, is the case for the 11-squad system. Let us forget the inconveniences, discomforts and dangers of the job. Let us forget the loss of a normal family and social life that is the patrolman's lot. Let us forget the time he loses in court regularly throughout the year; the extra time he puts in at regular events such as Registration and Election; the extra time for special duty on strikes, war emergency, etc. Let us forget all these sacrifices—they are an inseparable part of the patrolman's job.

But forgetting all this there is still one simple fact that illuminates the argument like a million-watt lamp, a simple fact that amplifies itself a million-fold to drown out the voices of the captious critics and professional complainers of the Merchants Association and Citizens Budget Commission:

The 11-squad system will reduce

Traffic Fines—They Make It Painless

Biggest headache to Queens residents is the lack of proper parking and garage facilities in the borough. Annually, over 200,000 automobile owners visit the modern, streamlined traffic court in the basement of Borough Hall. Courteously, efficiently, quickly, fourteen traffic court employees receive their none-too-happy visitors, collect fines, and speed them on their way.

If you plead guilty, you won't have to sit around a half hour waiting for your name to be called out. There is no unnecessary delay in this court. You get on a rapidly moving line, proceed quickly to the window, give your name, pay your fine and go. It is just as quick and painless as walking up to the cashier's window in your bank, depositing two or five bucks and leaving.

On an average day—Monday, Oct. 20, for example—566 people visited the court, paid a total of \$1,437 in fines. Over 50 percent of these fines were for parking violations. Approximate monthly take in the court is \$25,000. Each year, the traffic court collects about \$300,000, which ain't hay.

To date, no one has been drafted from Traffic court. Because of the small number of employees, promotions are infrequent. Most recent promotion was that of Martin Glass, who advanced from clerk, grade 1 to clerk, grade 2.

Temporary Employees Can Be Fired Any Time

Dismissal of city employees in the inverse order of their appointment, does not apply to temporary employees, the N. Y. C. Civil Service Commission ruled this week. The ruling was made when a temporary employee in the Board of Transportation objected to his dismissal. The employee contended that the board acted unfairly in dismissing him. On the recommendation of Examining Assistant W. J. McCue, the Commission backed the previous decision of the Board of Transportation in this matter.

the patrolman's actual work week from its present 56 7/10 hours to 51 6/11 hours.

In this day and age a group of men are asking for a 51 6/11-hour week!

That is why the 11-squad system must come.

11-Squad Bill Passes; But It's in High Jeopardy

The patrolmen's 11-Squad Bill passed the City Council last Wednesday by the overwhelming vote of 16 to 3. This successful ending to the first round in the fight of the Patrolmen's Benevolent Association, led by President Pat Harnedy, and of the Civil Service LEADER, to obtain for patrolmen a full day off each week gave hope to the advocates of the Bill.

The Bill, sponsored by Councilmen Louis Cohen and Joseph E. Kinsley, grants patrolmen 48 hours off after 6 tours of duty. It now goes to the Fusion-dominated Board of Estimate, where the sentiments of the Mayor towards the Bill are likely to prevail: These sentiments are negative.

Whether the bill will pass or be killed now depends upon the "ifs":

1. IF the Board of Estimate fails to pass the Bill, that will be the end of it for the present.
2. IF the Board passes the bill it will then go to the Mayor who must hold a public hearing and act upon it within 30 days.
3. IF the Mayor then signs the bill, or fails to veto it within 30 days, it becomes law.
4. IF the Mayor vetoes the bill, the Council may pass it over his veto by a 2/3 vote.

What Happened

The high-light of the heated debate on the Bill in the Council was the reading into the record of a letter opposing the bill written by Police Commissioner Valentine to Mrs. Genevieve B. Earle, Council minority leader. Mrs. Earle voted against the Bill,

as did Councilmen Straus and Baum.

The Commissioner estimated that 1200 additional patrolmen would be needed to maintain the Police Department at its present strength if the Bill were passed. Making no mention of the fact that there are approximately 700 vacancies in the Department at the present time for which budgetary appropriations exist, the Commissioner added:

"While I am in favor of any legislation that would improve the working conditions and efficiency of the police force, and which would contribute to the maintenance of the fine morale of the force, in the absence of any assurance that I will be able to obtain a substantial number of additional patrolmen, and in view of the questionable status of our young men under the selective service training act and national and international conditions, I am compelled to oppose the enactment of this measure at this time."

Draft Problem Unimportant

Councilman Vogel replied to the Commissioner's letter in the debate that followed. He argued that less than 40 of the 1427 men on the patrolmen's eligible list promulgated in 1939 were likely to be called for selective service. He pointed out that there are between 3000 and 4000 patrolmen who are eligible for retirement and who would be less likely to retire if the 11-squad bill were passed, and that the savings in pensions would more than off-set the salaries for the additional patrolmen.

Where Should the Bill Go?

Delegates of the P.B.A. who attended the Council debate expressed surprise upon learning that the bill, after passing the Council, would go to the Board of Estimate. They told The LEADER that they had been informed, at the time the bill was introduced, that it would be sent directly to the Mayor upon its passage in the Council, of which they had been assured. They had apparently hoped that favorable consideration of the Bill on the part of the Mayor was more likely before Election Day than after.

Several legal luminaries familiar with local legislation were interviewed by The LEADER on the question whether the 11-Squad Bill could have been sent directly to the Mayor after the Council passed it. Opinion was divided on the subject, both sides quoting Section 39 of the City Charter as their authority.

The date of the next meeting of the Board of Estimate, and whether the 11-Squad Bill will be on the calendar of that meeting, have not yet been announced.

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HERE ARE SOME OF THE TITLES:

- When the Defense Boom is Over.
- Your Chances for a Pay Rise in 1942.
- How the Government Investigates You.
- Seniority.
- Easiest Way to Get a Leave of Absence.
- ABC of the Pension System.
- Who Can Fire You — and How.
- How Much Vacation Do You Get?
- You and Your Job — If War Comes.
- Can You Hold an Outside Job?
- Your Civil Service Privileges—and Restrictions.
- Overtime.
- How to Prepare for a City Promotion Exam.
- "I'm on the List": Just What Does It Mean?
- Which Departments Offer the Best Opportunities.
- Your Salary, and How It Goes Up.
- Suppose You're a Draftee.
- What You Can—and What You Can't—Do in Civil S
- Getting a Transfer from One Department to Another.
- Appealing Your Grade on an Exam.
- If You Feel Wronged — What You Can Do About It.
- Who's Who in Your Department.
- Can You Argue With a Superior?
- Civil Service Dictionary.
- How to Get a Leave of Absence.

Beginning November 4

IN THE

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Are You Deeply in Debt?

New Plan Will Help City Employees

A new plan to help city employees who are deeply in debt to refinance their obligations was made public this week in a joint announcement by Patrick W. Harnedy, president of the Patrolmen's Benevolent Association, and the office of the Comptroller. The plan has the approval of Police Commissioner Lewis J. Valentine. Full credit for the idea goes to the Patrolmen's Benevolent Association, following a conference at which the plan was discussed with representatives of a dozen banks having personal loan departments. The plan is not applicable to brand new loans but is available only to employees already embarrassed by debt.

The new policy provides that the Comptroller's office will issue to employees, at their request and on payment of a two dollar fee, a certificate indicating whether or not there are any garnishees, judgments or assignments outstanding against them. With the approval of the department head, wage assignments may be made to the lending institution, which, in turn, will agree to reduce interest rates and will not require a co-maker on the loan. Such loans will, of course, be subject to new federal restrictions on borrowing which will go into effect on November 1.

The intention of the idea was not to encourage additional borrowing but merely to enable employees in debt to refinance their obligations. The new procedure was adopted on the basis of an opinion from the Corporation Counsel.

Under the new plan, with the various banks competing for the

business, interest rates should be sharply cut for the benefit of borrowers.

How It Would Work

What was the origin of the plan?

The Police Department and the Patrolmen's Benevolent Association have for some time been deeply concerned by the borrowing habits of many policemen, who are in "over their necks" to so-called "Shylock" money-lenders. More than once, officials have attributed the depressive attitude of some cops to the unbearable debt-burden they had assumed. Until the present time, no feasible solution for the problem had been found.

Roughly, the present plan would operate like this: a man will add up all his debts, and be permitted to borrow enough from a single loan company to pay them off. A portion of his salary would then be assigned to the loan company, and the entire loan would be buttressed by an insurance company against dismissal, resignation, and disability. Because of the insurance, no co-makers would be necessary. How could insurance companies undertake the risk? The LEADER learned this week that they have available sufficient information on employee salaries and credit habits to be able to work out the risk. No employee could go into the plan without the OK of the department head.

Originally, the Patrolmen's Benevolent Association planned to work with one bank. After conference at the Comptroller's Office, some 15 banks with personal loan branches were called in, and the element of competition will probably lower the rates.

While the whole plan originated with the PBA, the probability is strong that it will operate for all New York City employees.

Ellis to Submit Bill

Emil K. Ellis, who so far has assumed costs running well into five figures in his work as counsel to the City Council committee investigating the Municipal Civil Service Commission and its president, Paul J. Kern, plans to submit a bill to the city within the next few weeks.

The LEADER learned this yesterday, on the eve of publication of the third and final section of the report of the committee's findings. The third section, a catch-all and summarizing report, comes to more than 300 printed pages, bringing the full report close to 600 pages. Ellis has paid for it all.

Ellis explained that he never realized the size of the work when he accepted the job as counsel more than a year ago, and feels that the city has benefited considerably from his work.

Recommends Changes

Many subjects are covered in the third report, including the personnel of the Commission it-

self, the Borough Superintendent case, the Grade 4 Tax Counsel exam, the Bacon case, and specific recommendations for change in the Civil Service law, rules, and regulations.

Ellis intimated that his findings show that its rules and regulations are being especially flouted by the City Commission within its own staff.

Ellis and Kern spent another few days in headline fisticuffs last week. The second report featured the political activities of Kern, charging that the Commission head, though not proved to be a member of the Communist Party, has materially aided the Communists through the support of a number of allegedly "front" organizations.

Kern, in his answer, pointed to the fact that he has never been connected with five of the mentioned organizations. He also gave a detailed answer to charges made by Ellis in the first report, listing the charge and the answer in parallel columns. He termed the answer "Ellis and the forty lies."

WARNING

All Police Officers and others owning automobiles are subject to all the severe penalties of the New Financial Responsibility Law effective January 1st, 1942.

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Don't do as the Farmer did and buy a lock for the barn after the horse was stolen.

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CIVIL SERVICE IN NEW YORK STATE

By MORTON YARMON

Official Clerk Answers Appear Candidates Have Opportunity to Appeal Key

The official tentative key answers for the State tests for junior and assistant clerk, junior and assistant stenographer, and junior and assistant typist have just been released by the State Civil Service Commission.

Within the next few weeks, copies of this tentative key will be mailed to each of the 65,000 candidates. No candidate should submit appeals from the key until he receives his own copy. Instructions will be enclosed with

the copy of the key, explaining this procedure:

A formal written appeal may be submitted only within five days after receipt of the key answers, and it must be sent to the New York State Department of Civil Service, Albany, N. Y. An appeal, to be considered, must include the question number, a statement of the question as it appeared in the question booklet, and the candidate's specific reason for disagreement with the key answer. Page references must be given when authority is quoted.

Final Answers

After the appeals from the ten-

tative key have been considered, final key answers will be drawn up. Any changes made as a result of appeals will be incorporated into the final key, on which the papers will be marked.

These answers are the first official answers to come from the State Civil Service Commission and are not to be confused with unofficial keys that have appeared previously in *The LEADER*. Answers by two business school principals appeared in *The LEADER* of October 7 while a set by *The LEADER*'s own board of experts was published on October 14. Appeals are to be made only on the basis of the official key.

ASCSE ADOPTS NO-STRIKE RESOLUTION

ALBANY—A last-minute and wholly unexpected contest for representative of the Audit and Control Department on the executive committee of the association of State Civil Service Employees marked the election and induction of officers at the annual meeting of the group last week.

By less than 50 votes, Benjamin J. Newell defeated Charles Swim, incumbent, as the Audit and Control representative, while Joseph Reilly of the DPUI won easily over John Henry, incumbent, as the Labor Department representative on the committee. Reilly's margin of victory was about 2 to 1. The Newell-Swim contest developed at the last moment.

Resolutions adopted by the 120 delegates representing some 35,000 members included one amending the by-laws to prohibit strikes in public service. Another urged emergency increases in salaries "commensurate with the increased cost of living," and others urged extension of the career service law and enforcement of the eight-hour day law in institutional employment.

Officers Elected

The officers elected were Harold J. Fisher, president; Charles L. Campbell, first vice-president; J. Earl Kelly, second vice-president; John Livingstone, third vice-president; Janet Macfarlane, secretary; Earl P. Pfannebecker, treasurer, and an executive committee as follows:

William F. McDonough, Agriculture and Markets; Benjamin J. Newell, Audit and Control; Elizabeth Staley, Banking; Joseph Tammaney, Civil Service; Arthur S. Hopkins, Conservation; Harry Fritz, Correction; Wayne W. Soper, Education; Charles Foster, Executive; Clifford C. Shoro, Health; Harry S. Deevey, Insurance; Joseph Reilly, Labor; Francis C. Maher, Law; Patrick J. McCormack, Mental Hygiene; William Hunt, Public Service; Edward J. Ramer, Public Works; William C. Hinckley, Social Welfare; Harold J. Fisher, State; John A. Cromie, Taxation and Finance.

J. Earl Kelly, who was elected second vice-president, is the president of the New York City Chapter of the association, and Mr. Livingstone, elected third vice-president, is president of the Hudson River State Hospital Employees Association at Poughkeepsie, and vice-president of the Association of Em-

'We're True Supermen,' Say Prison Guards



A crimp in the superman claims of the sanitation eligibles has just come to light from those on the State prison guard list. We publish this information with considerable trepidation, trusting that the two supermen groups won't clash head-on. But in the interests of truth we are forced to report the following:

When the Sanitation exam was first announced, a group of 35 hopefuls observed with horror the requirements of a mile run. They took their woes to the athletic director of one of the city's oldest settlement houses, Morris Kulekofsky, of Riis House.

Kulekofsky took the gentlemen in hand, mapped out a full athletic program for them, and put them through paces that allowed most of them to pass the rigorous Sanitation physical.

Passed Guard Test

Around the same time, Kulekofsky thought that he too would

want a Civil Service job. Whereupon he filed for and passed the State Prison Guard test.

Now that Kulekofsky is active in the Prison Guard Eligibles Association, while his colleagues proudly point out that one of their members taught the supermen how to be supermen.

The prison Guard eligibles announce that their next regular monthly meeting is scheduled for Monday, November 3, at 8 o'clock, at Alhambra Hall, 15 Second avenue, New York City. Eligibles who have not yet joined the organization may get further information through the recording secretary, Charles O'Garra, 702A Halsey street, Brooklyn.

Legal Matter Still Hold Referee List

Legal matter are still holding up further action on the unemployment insurance referee list. Attorney General Bennett has not yet been served by attorneys for Benjamin Firshein, candidate who seeks to have the exam thrown out. The case was thrown out in Supreme Court last summer but is being appealed. Assistant Attorney General Patrick H. Clune plans to prepare and file his brief as soon as he is served with a copy of the Firshein brief.

The test papers themselves are practically rated although some clerical tasks must be finished. There's still no word on what type of experience interview is to be held.

Future State Tests

The State law says that titles of open competitive tests requested by departments and institutions must be publicly announced for 15 days before the State Civil Service Commission takes action. During this period employees who believe there is a field for promotion to the title are urged to communicate with the State Commission. The following titles are now being advertised (the date denotes when the fifteen days are up):

- October 29—Health Department—Clinic Physician, Tuberculosis.
- October 29—Mental Hygiene Department—Assistant Social Worker.
- October 29—Public Works Department—Highway Light Maintenance Foreman.
- October 30—Village of Amityville—Patrolman.
- October 31—Schuyler Public Welfare Department—Investigator.
- November 1—Onondaga County Court—Court Stenographer.
- November 1—Allegany Public Works Department—Investigator.
- November 2—Suffolk Board of Child Welfare—Investigator.
- November 5—Social Welfare Department—Transfer Agent, Hudson Training School.

ployees of the State Department of Mental Hygiene.

No-Strike Resolution

This is the text of the no-strike resolution passed at the meeting:

WHEREAS, this Association has been consistently opposed to strike action by government employees and has made public announcement of its policies on innumerable occasions in the past, and

WHEREAS, it would be desirable to incorporate this principle in the by-laws of the Association, I move that the by-laws of the Association be amended by renumbering present Article V to be Article VI and adding a new article to be known as Article V to read as follows:

**ARTICLE V
Policy**

This Association adopts, as its policy, the principle that there shall be no strike action by government employees.

Appointments From Examiner List

Here are the appointments to date from the promotion list for Senior Unemployment Insurance Claims Examiner:

- No. 1, 3, 4, 6, 8, 9, 10, 12, 14, 15, 16, 17, 18, 19, 20, 21, 22, 25, 26, 27, 28, 30, 31, 32, 34, 35, 36, and 38, all at \$2,800.

Civil Service Employees: Watch for the coming issues of *The LEADER* for special articles on your seniority rights, promotions, retirement, and other subjects of subjects of vital interest to you.

Official Tentative Key Answers—New York State Examination for Clerk, Typist, Stenographer Held Oct. 4

**TEST ONE—SECTION A
(Jr. Clerk, Jr. Stenographer, Jr. Typist)**

- Weight 20.
- 1. T
 - 2. F
 - 3. T
 - 4. T
 - 5. F
 - 6. F
 - 7. T
 - 8. F
 - 9. F
 - 10. T
 - 11. T
 - 12. T
 - 13. F
 - 14. T
 - 15. T
 - 16. T
 - 17. F
 - 18. F
 - 19. T
 - 20. F

**TEST ONE—SECTION B
(All Candidates)**

- Weight 40.
- 21. C
 - 22. A
 - 23. A
 - 24. B
 - 25. C
 - 26. B
 - 27. A
 - 28. B
 - 29. C
 - 30. B
 - 31. E
 - 32. B
 - 33. C
 - 34. A
 - 35. C
 - 36. D
 - 37. A
 - 38. E
 - 39. C
 - 40. B
 - 41. C
 - 42. A
 - 43. B
 - 44. D
 - 45. C
 - 46. C
 - 47. B
 - 48. B
 - 49. E
 - 50. D
 - 51. C
 - 52. D
 - 53. D
 - 54. B&C
 - 55. A
 - 56. B
 - 57. E
 - 58. E
 - 59. A&B
 - 60. C

**Test TWO
(Assistant Clerk, Assistant Stenographer, Assistant Typist)**

- Weight 20.
- 61. D
 - 62. D
 - 63. A
 - 64. A
 - 65. D
 - 66. A
 - 67. C
 - 68. B
 - 69. B
 - 70. C
 - 71. C
 - 72. D
 - 73. B
 - 74. A
 - 75. B
 - 76. B
 - 77. D
 - 78. B
 - 79. A
 - 80. C

**TEST THREE—SECTION A
(Jr. Clerk, Jr. Stenographer, Jr. Typist)**

- Weight 10.
- 81. B
 - 82. A
 - 83. A
 - 84. A
 - 85. B
 - 86. A
 - 87. B
 - 88. A
 - 89. A
 - 90. B

**TEST THREE—SECTION B
(All Candidates)**

- Weight 10.
- 91. C
 - 92. B
 - 93. A
 - 94. B
 - 95. A
 - 96. C
 - 97. D
 - 98. A
 - 99. B
 - 100. D

**TEST THREE—SECTION C
(All Candidates Except Jr. Clerk)**

- Weight 10.
- 101. N
 - 102. G
 - 103. S
 - 104. C
 - 105. N
 - 106. S
 - 107. N
 - 108. G
 - 109. N
 - 110. N

**TEST THREE—SECTION D
(Assistant Stenographer, Assistant Typist)**

- Weight 10.
- 111. G
 - 112. S
 - 113. O
 - 114. N
 - 115. S
 - 116. S
 - 117. O
 - 118. S
 - 119. N
 - 120. S

**TEST FOUR—SECTION A
(All Candidates Except Assistant Clerk)**

- Weight 5.
- 121. A
 - 122. C
 - 123. X
 - 124. B
 - 125. B

**TEST FOUR—SECTION B
(All Candidates)**

- Weight 5.
- 126. B
 - 127. B
 - 128. A
 - 129. A
 - 130. X

**TEST FOUR—SECTION C
(Junior Clerk, Assistant Clerk)**

- Weight 10.
- 131. D
 - 132. D
 - 133. B
 - 134. D
 - 135. C
 - 136. B
 - 137. A
 - 138. B
 - 139. C
 - 140. C

**TEST FOUR—SECTION D
(Assistant Clerk Only)**

- Weight 5.
- 141. B
 - 142. C
 - 143. D
 - 144. B
 - 145. B

How a State Employee Answers Discipline Charge

The LEADER is publishing latest available data on the procedures to be used in putting the new Halpern Discipline Act into action. This act, which went into effect October 1, extends possible punishment to include demotion in title and grade, suspension without pay up to two months, fine up to \$50, or removal, but permits appeal to the State Civil Service Commission or the courts.

Last week we outlined the form for transmitting charges to employees about to be disciplined. This is the procedure to take place after such charges have been forwarded:

(1) The law requires that the employee be allowed "reasonable time for answering same in writing." Ten days would appear reasonable for most cases. A departmental hearing is not required at this point unless the employee is a veteran or a volunteer fireman. In fact, such a practice would duplicate the present law because a hearing must

be held by the Civil Service Department if the employee appeals. (2) The employee is notified of the final decision of the department, as in the following sample letter:

STATE OF NEW YORK
DEPARTMENT OF ———
NEW YORK CITY
May 31, 1941.

Mr. John Smith,
Department of ———,
New York City.

Dear Sir:

Your written reply to the charges which were forwarded to you on May 15, 1941, has been received. The final decision of the Department of ——— is that you be removed from your position effective June 1, 1941.

COMMISSIONER

(3) A copy of the charges and a copy of the employee's reply, together with the decision, must be transmitted to the Evaluation Unit of the Civil Service Department. (More next week.)

No Promotion Expected In License Test

ALBANY—The State Civil Service Commission will probably turn down the request of a second group of employees of the Bureau of Motor Vehicles for a promotion exam for Motor Vehicle License Examiner. Although no decision was reached on the appeal made at the Commission's meeting late last week in Albany, it is known that the sentiment was thumbs-down.

This means that an open-competitive exam only is soon to be announced by the Commission. It is possible that the applications will be issued in about a month, with the test itself to be held in January.

Probable requirements will be: minimum height of five feet six; minimum weight of 135 pounds; five years' driving experience.

Candidates should follow *The LEADER*'s study material. See page 18.

New Tests Coming For DPUI Interviewers

ALBANY—The State Civil Service Commission, at its meeting last week, agreed to give a promotion examination for assistant employment interviewers in the DPUI. It was decided also by the Commission to conduct an open competitive examination for the same position. The promotion list takes precedence, as dictated by Civil Service law.

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Private Defense Work

The following defense positions are available in private industry. If you feel that you can qualify for any of these jobs, telephone the designated interviewer at the New York State Employment Service. Applications from those employed in essential defense industries will not be considered.

Technical

(Apply to Mr. Moore, LEXington 2-0160)

Draftsman, Topographical—To work in Venezuela. Must have had experience in survey drafting for development project, preferably oil fields, in Central or South America. Two-year contract, transportation paid, maintenance allowance. Must be single, able to pass physical examination. (Ask for Mr. Alexander.)

Draftsman on Kitchen Equipment—Must have had experience on monel metal and stainless steel equipment for hotel and restaurant kitchens. To detail ranges, steam tables, bain-maries, coffee urns, etc. (Ask for Mr. Mooré.)

Mechanical Designers—At least five years' experience on automatic machinery, power turrets, precision instruments, etc. To design mechanical control equipment. (Ask for Mr. Pope.)

Radio Development Engineer—For development work on magnetron type of radio tube. Must have had experience as transmitting tube engineer in electron physicist research. (Ask for Mr. Pope.)

Marine Draftsman—Minimum of five years' experience on hull, structure or mechanical equipment of cargo or passenger ships. Experience on small pleasure craft not acceptable. To work on mosquito boats for Navy. (Ask for Mr. Pope.)

Industrial

(Apply to Mr. Hawes, LEXington 2-8910)

Arc Welder (on Marine Work)—Able to read blueprints, lay out own work, do three-position welding, use coated rod. Must have passed Navy test or Hartford Fidelity & Casualty test. Weld must stand 58,000-pound pull. Must be citizen.

Boilermakers (Shipbuilding)—Able to perform all machine and hand operations, read blueprints and do own layout. Must be able to roll tubes. Must be citizen.

Coppersmiths (Marine)—Experienced in marine work. Kitchen equipment and related lines not acceptable. Must be citizen.

Gas Engine Mechanic (Marine)—Must be thoroughly experienced in assembling and dismantling marine gas engines up to 175 h.p., Fairbanks-Morse type or Palmer preferred but not essential. Must have chauffeur's license and have own tools. Must be citizen. Only marine engine mechanics need apply.

Lathe Hands (Marine)—Experienced setting-up and operating 24-inch to 48-inch swing lathes on all types of heavy marine work. Must be citizen.

Shipfitters—On new and repair work. Able to make templates, layout special forms not predetermined in mold loft and able to lift templates. Must be citizen.

(Apply to Mr. Burnham, LEXington 2-8910)

Coil Winders (Female)—Experienced on single and multiple wire-winding machines.

Coil Calibrators—Experienced making A.C. bridge measurements and coil adjustments.

Exhaust Operators—Experienced on high voltage in manufacture of air-cooled radio tubes, complicated process sealing, breakdown tests, etc.

Flare and Fire Setters—Job setters experienced in manufacture of radio tubes, to set, adjust and inspect die blocks, seal-in pins, etc. Able to do all work pertaining to making stems.

Radio Laboratory Technicians—Must have heavy manufacturing experience on UHF transmitters.

Radio Production Foreman—To supervise complete production operations on radio receivers. Must be able to lay out work from laboratory samples. Permanent job with a growing concern doing non-defense work.

Radio Testers—Must have recent manufacturing experience on multi-band sets.

Radio Wiremen—To do cable lacing, bus bar wiring, etc. Must have transmitter or set manufacturing experience.

Wires and Electric Hand Iron Solderers (Female)—Must be experienced in radio set manufacture.

(Apply to Mr. Brosseau, LEXington 2-8910)

Plier Workers—Must be experienced claspers, tippers, bead-ers, stringers, pasters, enamellers and have had other similar experience.

(Apply to Mr. Kopf)

Metal Spinners—Must have experience on stainless steel (hollow ware). Experience on other materials will not qualify.

(Apply to Mrs. Rafter, LEXington 2-8910)

Machine Shop Foreman—To control production and set rates. Able to supervise and instruct 100 or more employees in all phases of machine shop work; Lathes, milling machines, planer, shaper, grinders, all drill press operations. Age 40 to 50. Must be citizen.

ACCOUNTANT, BORDER PATROL EXAMS ANNOUNCED

Examinations for Assistant Accountant and Auditor, \$2,600 a year; Principal Accounting and Auditing Assistant, \$2,300 a year; Border Patrolman, \$2,000 a year; Public Health Nurse, \$2,000 a year; Graduate Nurse, \$1,800 a year; and for five grades of armored force school, automotive instructors at salaries of \$2,000 to \$4,600 a year were announced by the U. S. Civil Service Commission as the LEADER went to press.

Accountant and auditor appli-

cants must have had at least three years experience in rail lines, pipe, private car, and water line carriers, and must be familiar with the accounting work of the Interstate Commerce Commission.

Applicants for Border Patrolman must have had at least one year's experience in a position requiring a regular program of arduous physical activity or training, such as park ranger, forest ranger, C. C. C. employee, utility company lineman, etc.

The Nurse openings are in the Indian Field Service in Alaska. Civilian instructor applicants for the Armored Force School must have had experience in one of the following six optional branches.

Applications for these examinations can be obtained at the U. S. Civil Service Commission, 641 Washington Street, New York City.

Jr. Business Analysts

Urge College Seniors, Grads to File

Annually, the Civil Service Commission announces an examination under the title of "Junior Professional Assistant" which includes a number of optional fields. It is intended to promote a career service in government professional and scientific fields by enabling graduating students at colleges to compete for and enter the service at the junior grade level, requiring no experience in these fields. The registers established for junior administrative technicians, business analysts, and economists from the Junior Professional Assistant examination announced early this year have been used extensively. In anticipation of continuing heavy demands the United States Civil Service Commission has announced the Junior Professional Assistant examination in these three fields. The new examination is announced to augment—not to replace—those registers agencies of the government are in need of these three types of eligibles. The positions pay \$2,000 a year.

It is expected that the annual junior professional assistant examination covering other subjects will be announced in January 1942, but without these three fields. Accordingly, all interested persons, including college seniors and graduate students, who are qualified and will complete the required special courses prior to July 1, 1942, are urged to make application under this announcement. Applications must be filed not later than November 3, 1941 with the Civil Service Commission in Washington, D. C. Applicants must not have passed their thirty-fifth birthday.

Full information as to the requirements for these examinations, and application forms, may be obtained from the secretary of

the Board of U. S. Civil Service Examiners at the post office or customs house in any city which has a post office of the first- or second-class, or from the United States Civil Service Commission, Washington, D. C. In New York City, applications are available at 641 Washington Street, Manhattan.

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Defense industries are using the services of machinists and lathe hands similar to the worker pictured above

Here's What You Should Do When You Lose Your Job

Milton O. Loysen, executive director of the Division of Placement and Unemployment Insurance, today urged all workers to register with the New York State Employment Service immediately in the event they lose their jobs.

"Recently many workers who have lost their jobs because of priorities, seasonal business trends or other reason have neglected to register immediately" said Mr. Loysen. "Many of these workers are apparently under the impression that, with another job possibly coming alone in two or three workers, they would be wasting their time in registering for work and filing a claim for unemployment insurance benefits."

"The New York State Employment Service wants to have an accurate check at all times on the available labor reserve," continued Mr. Loysen. "This is impossible unless every man and woman registers as soon as they become unemployed. This item is of paramount importance in view of the exigencies of the defense program. Hundreds of new jobs

are opening up every day and it is the duty of the Employment Service to know where men are located who can fill them.

Useful Waiting Period

"From another angle, a worker can accumulate part of the mandatory three-week waiting period, which is required of every unemployment insurance claimant, by registering for work and filing a claim for benefits each time he becomes unemployed. For instance, if a worker should be out of work for two full weeks, he can accumulate two weeks of his waiting period if he files his claim as soon as he is cut from the payroll. The next time he is out of work during the course of that benefit year he can complete his waiting period after another full week of unemployment, thus speeding the payment of his insurance benefits when he really needs them.

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CITY EMPLOYEES TAKE WEEKLY AIRPLANE COURSE

Every Tuesday afternoon, seven executives of the United Aircraft Corporation of Hartford, Conn., embark in a silver-tipped plane headed for New York City's LaGuardia Airport. Two hours later they hurry to the Academy of Aeronautics at the airport, where New York City is giving a course in Airport Training in National Defense.

Both private airport employees and civil service workers are among the 92 students registered at the course, which is sponsored by the Department of Docks' Bureau of Aviation and administered by the Bureau of Training of the Municipal Civil Service Commission. The non-civil service workers have been admitted at the request of Mayor LaGuardia in his capacity of director of civilian defense.

Continues for 10 Weeks

The course started several weeks ago and continues for a 10-week period. Each lecture, beginning at 4 p.m., continues for an hour and a half, followed by a half-hour discussion period. Chairman is Major Elmer Haslett, director of the airport, with outstanding experts on the faculty.

The aircraft executives in the class are W. Y. Humphreys, director of the plant protection division; Martin F. Burke, director of personnel; F. G. Dawson and C. L. Burns, assistants to the general manager of the Pratt and Whitney Division; B. L. Whelan, general manager of the United Airport Division; J. T. Brown, assistant factory manager, Hamilton Standard Propeller Division; J. Hosters, assistant factory manager, Bought-Sikorsky Division.

Next week, because of election, THE LEADER comes out on Monday, November 3, instead of Tuesday, as usual. Remember to get your copy on MONDAY.

WARNING
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Lonergan for Pay Raises

A flat promise to put all permanent civil service workers on a per annum basis was made yesterday by Joseph Lonergan, candidate for City Councilman in Queens. Mr. Lonergan, who as attorney, has represented physicians and day laborers without fee in their protests against being placed under the per diem system, has prepared a bill for presentation to the City Council if he is elected.

"The only fair way of paying anyone of whom you expect a fair day's work, is to place him on a per annum basis, so that he can budget his income and meet his obligations when they fall due," he claims. "As a usual thing, the salary is small and few efficient workers are willing to be on constant call on a per diem basis."

Mr. Lonergan spent twenty years in the city service as supervisor and chief of the Department of Health and was sanitary advisor to the Commissioner of Health. One of the organizers of the Sanitary Association of the Department of Health, he is still a member. He is also a member and past president of the Municipal Engineers of the City of New York.

RETIREMENT BILL HAS NEW FEATURES

WASHINGTON—The liberalized retirement bill, another Ramspeck measure, has been favorably reported by the House Civil Service Committee. Chairman Ramspeck of the House Civil Service Committee believes he can get unanimous consent to take up the bill and get it passed without difficulty. In the Senate, Ramspeck's teammate, Senator Jim Mead, will pick up the retirement bill and put it over.

Briefly, the bill provides: eliminates 62 and 65 as ages for automatic separation; optional retirement at 60 after 30 years' service; optional retirement at 62 after 15 years' service; optional retirement at 55 after 30 years on reduced annuity, and an increase in the employe contribution from 3½ percent to 5 percent. All Federal and District government employes would be covered under the bill, including Congressmen.

Conroy Seeks Queens City Court Position

Declaring that the difference between himself and his opponent is that the latter has held a bench job for 10 years for which he seeks re-election and that he wants that job, Joseph M. Conroy of Richmond Hill, Republican candidate for City Court Justice, Queens, sets an all time high in political candor.

Conroy, who is one of the few candidates in the present campaign who is running on the single designation of the Republican emblem, has long been active in Queens social, fraternal, veteran and legal circles. He was president of the Queens County Bar Association in 1940-1941 and county commander of the Queens American Legion in 1931. Born in Brooklyn 47 years ago, he has lived at 114-01 95th avenue, Richmond Hill, since 1920, and has practiced law at 160-16 Jamaica avenue, Jamaica, since 1929.

Buying Furniture The Right Way

Here's one way in which Civil Service employees can beat the rising cost of living:

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Tuesday, October 28, 1941

An Important Question Left Out

THE Civil Service Assembly is the prestige organization of personnel administration. Important public officials and individuals interested in the advancement of the merit system belong to it. The Assembly has undoubtedly done a splendid job of helping to preserve and extend the principles of merit throughout the country.

It is all the more disheartening, therefore, to find that at its 33rd annual meeting held this week in Jacksonville, the Assembly completely fails to take up the question of Civil Service in wartime. Closest approach to the subject will be a discussion under the title "Meeting Personnel Problems in the National Emergency." This discussion deals largely with recruitment methods. That same national emergency has opened questions which are greatly troubling civil servants and prospective civil servants everywhere. In the event this nation would go to war . . .

- . . . will the merit system tend to break down?
- . . . what happens to the living standards of government employees?
- . . . is it feasible that government employees should be "frozen" into their jobs?
- . . . which jobs will become "indispensable," which transitory?
- . . . which government services will be curtailed, and what happens to the employees responsible for administering those services?
- . . . what changes are to be anticipated in the technique of Civil Service — promotions, retirement, age limits, training?
- . . . shall women be given a larger place in government employment? And what subsequent problems may be anticipated as a result of the great influx of women into government service?
- . . . what will the post-war problems be? How can we prepare now to cushion them?
- . . . is there anything we can learn from Great Britain's experience?

There is little indication that these questions, and countless others like them, are coming up for full discussion. Yet those who attend the conference are eminently qualified to give their knowledge and thought to these problems.

It seems a little academic, in October, 1941, to discuss such a subject as "Planning a Public Relations Program," while completely overlooking "Civil Service in Wartime."

The LEADER has sent a questionnaire to the Assembly. We hope, in the remaining days of this week, that the questions will come up for discussion.

Civil Service wants the answers now.

The next annual meeting of the Assembly may be too late!

Don't Hurt the Cops!

GENTLEMEN of the Board of Estimate: Last Wednesday, by the overwhelming majority of 16 to 3, the City Council passed the 11-squad bill to assure a decent working week for members of the police force. The bill now goes to the Board of Estimate, and it is sadly that we must report its chances for getting through aren't as good as they should be. There is widespread feeling that the Board of Estimate may not take the enlightened view, may kill the bill.

This would be most unfortunate. We feel that the cry of "politics" when the bill came up before the Council was unfortunate, too. We don't think it's "politics" to give a large sector of civil servants the same working conditions as are enjoyed by almost all other employees, public and private. And we don't think that budgetary considerations should dissuade the Board of Estimate from affirming the action of the Council. The Police Department is undermanned now, and if it costs the city another 1,000 men on the force—it's well worth it to the city. Just read what two patrolmen say about the 11-squad system elsewhere in this issue.

Merit Men



SHE'S UNITED STATES Civil Service Commissioner, and she comes from a distinguished background, but the first characteristic that impresses you about Mrs. Lucille Foster McMillin is her complete friendliness. She converses with frankness. There is no endeavor to impart to the visitor the fact of her importance in the government. She smiles easily, isn't averse to telling little jokes about herself, and frequently, after a statement, she'll ask her young secretary for confirmation: "Isn't that so, Vera?"

This informality, contrasted with the dignity of Mrs. McMillin's appearance, gives one the impression of a delightful, Alice-in-Wonderland personality. And the more you learn about Mrs. McMillin, the more you feel this. Her heavy duties—aiding in the examining of millions of persons each year, lending her words and thoughts to the solution of the colossal recruiting problems occasioned by the defense program, using her influence to advance the interests of women in civil service, the Commissioner has not wearied under the task, has not lost her delicate humor.

She was born in Shreveport, La., in the cotton-growing part of the state. The tradition of the old south, with its culture and gentility, was deep in Lucille Foster, as it was deep in all the members of the large family—there were 11, of whom 8 grew up. Lucille's education was that of other girls in her class—she went to boarding school, studied diction, music, languages. She sang, played the piano. It was an interesting background, but who could have foretold that it would lead eventually to the grueling, pitiless hurly-burly of civil service administration?

She Marries a Governor

Lucille Foster travelled, and in the course of her travels she met and married Governor McMillin of Tennessee. As the governor's wife for two terms, she learned for the first time, the tough realities of political life. She adjusted quickly, and later, when her husband went to South America as Ambassador to Peru and to Guatemala, she fulfilled her role as "wife and assistant Ambassador" to perfection. She explained to this interviewer just what it means to be the wife of a public man:

"A woman in this position must work hard. She is constantly en-

tertaining or being entertained, and this isn't the carefree sort of thing that a woman in private life undertakes. These functions are important to her husband's work; they must be carefully planned; they must be attended no matter how one longs for the quiet of the home. When my husband couldn't be present to the laying of a cornerstone, I had to fill in for him. I had to pitch in and make speeches when he was upon other business. I had to placate, and make suggestions—all in a way that could be unnoticeable, yet effective."

Mrs. McMillin's speechmaking began when she was 21. It was when she was on the platform with her husband, who was scheduled to speak to 600 Tennessean farmers. The chairman rose and introduced "the first citizen of this state." As the Governor was about to rise, the chairman continued, "No, I don't mean you, Mr. Governor. I mean Mrs. McMillin." So, while her husband sat frozen, the young woman rose and addressed the farmers, making a clean, extemporaneous speech. The farmers gave her a rousing cheer while her husband wiped his brow in relief.

While in her early 20's, Mrs. McMillin was drafted to become president of the State Federation of Women's Clubs. Her interest in women's problems has carried over to this day, and she recently wrote a book about women in civil service.

Good Speaker

Mrs. McMillin, who freely admits that she knows all the tricks of effective public speaking, tells the story of one embarrassing occasion:

"It is common for public speakers to pick out one person in the audience and speak directly to that person. Well, I was addressing a large group of women, and on the right side of the audience my eye caught one woman who seemed to follow everything I said with great intentness. Not for a moment did she remove her gaze from my face. It was a real inspiration to me. When I had finished, the woman edged her way to the platform, and I squeezed her hand in gratification."

"She said, dryly: 'There's a hair-pin sticking out from your head, and it's had me worried all evening. Please fix it.'"

Goes Into Dramatics

Mr. McMillin died in 1933. Thereafter, she put her early training to good use, giving dramatic recitals all over the country. She became interested in the little theatre movement, and did much to further its progress. She did a good deal of lecturing, too. She became so popular that she began to draw good fees. And of these Mrs. McMillin says, philosophically: "You don't know you're doing good work unless you're paid for it."

And with all of this, she found enough time to study the Mayan civilization in Peru, and had fun contributing to our knowledge of this abstruse subject.

Mrs. McMillin's opinion on many subjects strike one as delightfully quaint. Here's an example:

"Men are more creative than women."

"Why?" you ask her.

"Why? Because the majority of

Don't

Repeat This!



IMPORTANT public officials are beginning to ask questions about that Mental Hygiene Superintendent list . . . All employees of the U. S. Civil Service Commission wear badges with their pictures — even the commissioners . . . One of New York City's ace newspapermen is handling the publicity for Emil Ellis, a personal friend . . . The draft has brought about a severe shortage in available jurymen . . . Many experts argue that some of the recent types of federal appointments, such as temporary probational indefinite, don't legally exist . . . Watch for five promotions in the Queens Borough Hall office of one of the city departments . . .

Music Department

In Washington they've changed it to "come up and hear my records." And they mean it. Collecting and playing phonograph records is approached only by bowling as the favorite indoor activity of federal employees in the capital . . . Informal musicales recently started by Health Department employees at 125 Worth street are now attended by employees of all departments in the building. Work shuts down regularly while the muse holds sway.

Weather Notes

Applicants on federal tests who live in Alaska above the Arctic Circle are given extra time to file as the mail must wait until the ice breaks through. . . An article on Civil Service opportunities for college people is featured in the first issue of *Threshold*, new youth magazine. . . Less than one in every five federal tests is of the written type. . . The Civil Service Reform League refuses to take a hand in the Kern-Ellis battle before election, feeling that it shouldn't enter politics. . . The much-publicized table used by Grover Whalen and the World's Fair Board of Directors now decorates the conference room of the Queens Borough President's office.

men always have some woman to pick up after them. So they don't have to worry about details. That's why."

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. It is the intention of this department to be an open forum for people interested in civil service.

Wants to Know Why She's Out of a Job

Sirs: I am on the federal list for junior stenographer, senior stenographer, junior typist and senior typist for New York State. I took these examinations on May 25, 1939, and April 1, 1940. My grades are high. I received many inquiries, which probably would have led to a job, but unfortunately I was ill, and couldn't accept any of these—a fact which I wrote to the Commission several times. After undergoing an operation and convalescence, I returned to New York on September 15, and immediately wrote the Commission that I was ready for a position. In all my letters, I have always asked the Commission to acknowledge receipt, but to date I have never received such acknowledgment. Finally, about three weeks ago, I

got a form letter asking the reason for my rejection of the last certification, sometime at the beginning of September. I replied, notifying the Commission of my illness, and that's the last I have heard. In the meantime, I am out of work and still your paper states that there are many vacancies for stenographers and typists. S. R.

In the first place, the shortages of stenographers and typists is in Washington, not New York. In the second place, the Civil Service Commission is overwhelmed with inquiries which burden its staff, and it isn't always possible to answer your letters with promptness or even to acknowledge them. In the third place, if you aren't free to accept a position, the Commission must pass you over and give the job to someone below you on the list. In the fourth place, if the facts are as you state, you will un-

doubtedly be reached in due course.—EDITOR.

Forgotten People

Sirs: Once again Christmas is coming, but not for most of the low-paid cleaners, porters and hospital workers, because they are the forgotten people in the city service. They are seldom, if ever, given a raise, promotional opportunities, and other privileges granted all other city employees.

Perhaps it's their fate. However, I don't choose to believe so.

I still think this seemingly perpetual condition amongst this group of city employees can be remedied if enough pressure and publicity is brought to bear. Any help The LEADER can give to the cleaners, porters, and hospital workers will be very much appreciated. READER.

Civil Service in England—After the War

By WILLIAM J. BROWN
General Secretary, Civil Service
Clerical Association of
Great Britain

In this article, the third of a series exclusively written for the Civil Service LEADER, Mr. Brown outlines points in the British Civil Service set-up where reform is necessary. These articles are published with an eye towards American public service, to point out the pitfalls of our British cousins so that we may profit by their experience.

The experiences of the war have convinced a wide and influential circle of people in Britain that important reforms in Britain are necessary. In the Civil Service not everybody who is interested in this matter would go as far as I myself desire to go. But many administrators in the service, many business men and many politicians would come with me a good part of the road.

I wish to secure four major reforms in the service. These reforms are as follows:

1. A modification of the system of "Treasury control" of the Service.

2. The abolition of the "caste" system in the Service.

3. The establishment of the right of voluntary retirement at any time with accrued pension rights.

4. Such changes as will give to the civil servants in peace time a reservoir of knowledge of industrial and commercial conditions in Britain.

Controlled by Treasury

To understand the first I must repeat what I said in an earlier article, that the Civil Service in Britain, so far as pay, hours, leave, overtime, and conditions of employment are concerned, generally is controlled by the establishments division of the Treasury. We have Civil Service commissions in Britain but that body is concerned only with the recruitment of civil servants. It lays down the syllabi for examinations. It conducts the examinations, it judges papers, it determines the successful listings, but after it has recruited the civil servant and allocated him to his department, it

has no further concern with him. Thereafter his conditions of service come under the control of the Treasury.

This control is exercised in meticulous detail. Not even a Cabinet Minister can increase the pay of a stenographer by \$1 a week without the consent of the Treasury. The Treasury controls not only pay and conditions of service, but also all major promotions within the service. It allows the department to make minor promotions, such as from Sub-Clerical to Clerical, without reference to itself. But all important promotions, especially to the very top posts of the service, require Treasury sanction.

This means not only that the Treasury has a general controlling power over the department in staffing affairs, but because the way to higher promotion depends upon Treasury approval. It has its nominees, so to speak, firmly entrenched in each of the ministries.

Under Exchequer

The establishment division of the Treasury comes under the Chancellor of the Exchequer and the Chancellor of the Exchequer is not very much concerned about the civil servants. His primary function is to determine what taxes should be raised and how revenue should be allocated between the various departments, and in this set up the civil service is very small beer indeed. So that in effect, control by the Treasury means control by a handful of men in one of the back rooms of that department.

The test which the department brings to bear upon every staffing problem, because the department is under the control of the Chancellor, is a narrow financial test. The function of the Establishments Division of the Treasury, may be described as being to see that as little public money as possible is spent on the civil service.

I do not deny for a moment that in any well-ordered government there must be control at the center of the expenditures of public money. But I affirm that all sorts of other things besides the narrow

financial criterion enter into good administration and into good staffing arrangements.

Wants Commission

What I should like to see in Britain is a Civil Service Commission with its functions as widely extended as to transform it into a Department of Personnel. This department would be responsible for negotiating with the unions on questions of pay and conditions of service and it would deal with the Treasury only in terms of a block grant for the requirements of the service just as other departments deal with the Treasury in terms of a block annual vote.

I would have a Ministry at the head of this Personnel Department so that the civil servants would have a voice in the cabinet—apart from the voice of the Chancellor of the Exchequer whenever civil service matters were discussed by the government.

In many modern businesses it is usual to have one member of the Board of Directors especially charged with the problems of staffing and personnel. It is this idea which I would like to see embodied in our civil service structure in Britain.

My second reform would be the abolition of the "caste" system. The Administrative Class is recruited from university men who went into the service at the age of about 24. When they come in they are usually attached for a few years to a senior officer and then they blossom forth as full fledged administrators. They have had no practical experience in the executive or clerical work of a department and so they have not a very clear understanding of the way in which the orders they give will work themselves out.

I think this is wrong. No man should be in a position to give an order without being fully aware, by the virtue of his own experience, of the consequences of that order.

I would not exclude university men from the civil service for they too are God's creatures, but I would insist that they should spend their early years in ac-

quainting themselves with the clerical and executive processes of the department before they were allowed to do any administrative work whatever. This reform will be strongly contested in Britain, but it very essential in my view to the efficiency of the service.

The third reform I should like to see, is the establishment of the principle that men can retire voluntarily at any stage with a proportion of pension which he has earned by his service.

Pays Own Pension

I want to see this reform for two reasons. First is that if a man receives less pay than he would otherwise get because he is pensionable, then, in effect, he is paying his own pension. Therefore whenever he goes out he ought to be entitled to the proportion of the pension which he has earned.

The second reason is this—many men after some years in the service discover that they have no vocation for the work, but by the time they discover this their pension rights would have become valuable. If they were free to take their proportion of pension with them, they would probably go out of the service and find an occupation for which they were better fitted, but they are unwilling to sacrifice their accrued pension rights and so they stay on as square pegs in round holes to the disadvantage of the public service, whose efficiency could be much improved if they went.

The fourth reform I should like to see would be to make expert knowledge of industrial conditions permanently available to the Civil Service.

Get Practical Experience

There are two ways we have of securing this result. One would be to arrange for an avenue of entry into the civil service at a much higher age than is now the case. In that way we could draw into service people with practical experience of industrial and commercial life.

Another way to achieve the same results would be to develop the system of "seconding" selective civil service for a period of service with big industrial concerns outside. We have already developed this "seconding" system to a certain extent. For example "seconding" customs officers in Britain train for service with the customs systems of colonial countries.

I think it should be perfectly possible to arrange that from time to time we could send selected men for service in industry, there to acquire knowledge and experiences which would be at the disposal of the State service on their return after the end of the "seconding" period.

These are the four main reforms which I should like to see. I think that at the end of this war there will be an opportunity to carry these reforms through, and it is my intention to do so if it is at all possible.

Civil Service in the Nation



The written portion of a promotional examination for police sergeant in Portland, Oregon, was given to a candidate in Manila, who is serving in the United States Army, on leave from his position of patrolman. The Portland Civil Service Board believes that this establishes the long dis-

ance record for conducting examinations by remote control.

An employees' association, with a membership of two thousand, has been organized by civil service employees in Philadelphia. The association was instrumental in the passage of a new law which provides that cases of dismissal be reviewed by the Civil Service Commission.

Competition of defense industries has reduced the number of applicants for city positions to such an extent that residence requirements have been waived on thirteen separate examinations given by the San Diego City Civil Service Commission during the past two months.

Only about one-fourth of the larger companies in private industry provide for absence with pay on all legal holidays; about one-third give two-week vacations and practically none allow vacations exceeding two weeks.

A new kind of dictating recorder which features a seven-inch wafer has recently been put on the market. The records, which can be filed like letters or mailed for a few cents, are advertised as being practically indestructible.



A health project has been set up for industrial trainees by the Rochester, New York Board of Education, which not only includes medical examinations to determine physical fitness, but also follows up those physically disqualified in an effort to correct defects. Of the originally physically disqualified men who visited the clinic in the first ten months, eighty-five per cent have been reclassified for employment.

The Superior Court of Los Angeles, California has established

a special branch to handle labor relations matters. This branch will hear and act on all original applications for preliminary restraining orders and injunctions in labor-industry and intra-labor controversies.



Ninety-nine per cent of the police in the Chicago Park District are now qualified marksmen. When the police training school started in 1935, only 12 per cent of the police attending school were qualified. During the training program, if the trainees could not qualify they were required to return on their own time and furnish their own ammunition until they did qualify.

A recent Order in Council grants authority for payment of benefits to civilian employees of the Canadian Government who suffer death or injury in the war, as the result of enemy action or counter-action taken against the enemy.

A study, designed to minimize sick-absenteeism, which exacts from the heavy industries alone an estimated cost of one billion man-hours a year, is being conducted jointly by the United States Public Health Service and the Industrial Hygiene Foundation of America.

Recent amendments to the Maine State Personnel Law include: the separation of the State Budget Officer from the position of chairman of the Civil Service Board and the appointment by the Governor of a wholly lay-member board; the elimination of control over the rules and regulations and the appointment of the director by the Governor's executive council. These two functions under the new law are restricted to the Civil Service Board and the Governor.

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Candidates Speak Out On Civil Service

The Civil Service LEADER has polled candidates in the current New York City election campaign upon a number of vital Civil Service issues. Here are their answers. Civil servants should retain this page for future reference against performance on these issues—Salaries, prevailing pay, right to organize, discipline, and other issues.

Candidate	QUESTION 1 Do you feel that the salaries of New York City Civil Service employees should remain at their present levels or rise in line with the increased cost of living? If you favor an increase, how would you estimate the increase? In your opinion, should be the minimum salary paid to New York City employees?	QUESTION 2 Should city employees be paid the prevailing rate of pay in private industry?	QUESTION 3 Do you believe that all city employees should be paid on a per annum basis? Or would you make certain exceptions, and pay those exceptions on a per diem basis? (City doctors and dentists, for example, are paid on a per diem basis.)	QUESTION 4 Should Civil Service employees be free to join labor organizations of their own choosing? Do you feel that departmental officials should exercise any influence whatsoever in the conduct of employee organizations?	QUESTION 5 Should the political activities of New York City Civil Service employees be curtailed? Or should they have the same right of political activity that all other citizens have?	QUESTION 6 Should a residence requirement be placed upon all city employees?	QUESTION 7 Do you know of any cases of inefficiency or low morale in any city department? If your answer is in the affirmative, what do you intend to do about it?	QUESTION 8 Today, each city department determines its own disciplinary procedure. Do you prefer this system, or would you rather see a uniform city-wide system of disciplinary procedure? Do you believe there should be a Board of Appeals to which a disciplined employee could bring his grievance for ultimate disposal?
George W. Hartman Mayor, (Sec.)	Every decent principle of compensation adjustment in wages whenever price level changes conspicuously, raised by taxes on extra profits and other means, should be applied to the city should be paid less than the monthly under present conditions.	Yes. The city as a public employer should be able to attract the best type of worker.	Wherever employees are on a per diem basis, the per diem rate should be the same as the per diem rate in private industry.	Of course, this is an elementary civil liberty which a democracy should not be allowed to curtail. It is a right which should be guaranteed to every citizen.	Not a single one of the normal privileges of citizenship should be curtailed in the status of a municipal employee.	None, whatsoever. Freedom to live where one wishes should not be interfered with.	An Index of Worker Morale should be prepared by an independent investigative body, for every department. The index should be not as serious as low morale in schools or in the general public. More democratic management is the best answer.	I believe all departments should re-examine their disciplinary procedure and that these should be uniform. It is not logical, however, to make a uniform system of disciplinary procedure. Do you believe there should be a Board of Appeals to which a disciplined employee could bring his grievance for ultimate disposal?
James J. Lyons Borough President, Bronx (Democrat)	I believe every citizen should be allowed to adjust the compensation of civil service employees to the cost of living. The plan of putting this into effect should be by the city administration.	I believe that the compensation rate of private industry is the best standard to follow.	I believe city employees should be paid on a per annum basis wherever possible. Certainly city employees should be paid on a per diem basis in some cases where it would be to the interest of the city to pay on a per diem basis. Exceptions should be made in the case of medical and dental professions.	Civil Service employees should be free to join labor organizations of their own choosing. I don't think departmental officials should exercise any influence whatsoever in the conduct of employee organizations.	I believe that civil service employees should have the same rights as all other citizens. No special rights should be granted and no special restrictions should be placed upon them.	The Lyons Residence Law is in my opinion a good one. It is an important part of the discipline of public employees.	Yes. Much has already come out in the campaign and there will be more to come.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.
Clement H. Smith Borough President, Bronx (Rep.)	The salaries of city employees in the lower brackets should be increased. Give them an annual increase.	It is my opinion that the salaries of city employees should be paid on a per annum basis.	In my opinion, it is the second question the answer is "Of course not."	I do not believe that the political activities of civil service employees can be curtailed.	I know of none at the moment.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Samuel M. Blinken Court of General Sessions, Manhattan (ALP)	Salaries should be adjusted to the cost of living. The minimum should be \$1,200 per annum.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Francis D. McGarey Surrogate, Brooklyn (Dem.)	I believe that the salaries of all civil service employees should be adjusted to the cost of living. The minimum salary should be \$1,200 per annum.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Margaret M. J. Mangin Member, Manhattan (Dem.)	I believe that the salaries of New York City civil service employees should be adjusted to the cost of living. The minimum salary should be \$1,200 per annum.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Robert J. Crews Sheriff, Brooklyn (Rep., Fun.)	I favor the payment of wages based on the prevailing scale in the private industry.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Maurice A. Fitzgerald Sheriff, Queens (Dem., ALP, F. U.S.)	While I was a member of the Assembly, I voted for the existing law providing for the payment of wages to civil service employees. I believe this is the best plan.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Eugene P. Connolly Councilman, Manhattan (ALP)	(1) Rise. (2) Legislation, (3) \$1,200 per year.	Yes.	(1) Yes. (2) No.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
George S. Counts Councilman, Manhattan (ALP)	(a) Should rise in line with increased cost of living. (b) Through adjustments at regular intervals to rising costs as determined by special commission. (c) Living wage as determined by such commission.	Yes, when all conditions are taken into account.	Yes. No.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
S. Samuel DiFalco Councilman, Manhattan (Dem.)	Yes. I believe salaries should be increased to the living cost of living.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
John Ellis Councilman, Manhattan (Ind.)	I believe that civil service workers should be protected against higher costs of living by increasing their salaries to an index of living. This should be done on a per diem basis. The cost of living should be \$2,000 a year.	No. Because their job is so important and many factors such as pensions enter into the real index of living. The cost of living analysis is what counts.	Yes. No.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Meyer Goldberg Councilman, Manhattan (Rep.)	Salaries should rise in line with the increased cost of living. Proper legislation.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Stanley M. Isaacs Councilman, Manhattan (F. U.S.)	As to the salaries of New York City employees, I believe they should be adjusted to the cost of living. The minimum salary should be \$1,200 per annum.	City employees should receive a salary which is comparable to that of private industry.	I believe that city employees should be paid on a per diem basis wherever possible. Certainly city employees should be paid on a per diem basis in some cases where it would be to the interest of the city to pay on a per diem basis. Exceptions should be made in the case of medical and dental professions.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Alfred M. Lilienthal Councilman, Manhattan (F. U.S.)	Keeping the salaries of city employees at their present level is a mistake. They should be adjusted to the cost of living. The minimum salary should be \$1,200 per annum.	Many city employees have high qualifications and are doing important work. They should be paid on a per diem basis.	I believe that city employees should be paid on a per diem basis wherever possible. Certainly city employees should be paid on a per diem basis in some cases where it would be to the interest of the city to pay on a per diem basis. Exceptions should be made in the case of medical and dental professions.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
John P. Nugent Councilman, Manhattan (Dem.)	Should rise in line with the increased cost of living.	Yes.	Yes to 1st. No to 2nd.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	
Charles L. Ornshein Councilman, Manhattan (Dem.)	Keeping the salaries of city employees at their present level is a mistake. They should be adjusted to the cost of living. The minimum salary should be \$1,200 per annum.	Yes, for the same reasons that I have stated in my previous answer. We face wholesale resignations.	I believe that city employees should be paid on a per diem basis wherever possible. Certainly city employees should be paid on a per diem basis in some cases where it would be to the interest of the city to pay on a per diem basis. Exceptions should be made in the case of medical and dental professions.	I believe the civil service employees should be free to join labor organizations of their own choosing.	I do not believe that the political activities of civil service employees can be curtailed.	I am in favor of the present system of disciplinary procedure. The Board of Appeals is a good idea.	I believe that individual departments are in a better position to determine their own disciplinary procedure. Different factors enter into the disposition of cases in the individual departments and a uniform system of disciplinary procedure would be a disadvantage.	

(More replies on Page 16)

In conducting this poll of opinion, The LEADER emphasizes the principles which guide this entire publishing venture, and were recorded in the very first issue. The LEADER has no axe to grind; it is bound to no organization, political or otherwise; it is entirely non-partisan and independent.

Candidates	Question 1	Question 2	Question 3	Question 4	Question 5	Question 7	Question 8	
Adam C. Powell, Jr. Councilman, Manhattan (ALP, Fus.)	Salaries of all workers should rise with the cost of living. The Federal Government Index of cost of living, No. New York City employee should make under \$80 per month.	City employees should by all means be paid the prevailing rate of pay in private industry.	I believe in payments on a per annum basis.	Employees should be free to join organizations of their own choosing.	Political activities of civil service employees should not in any way be curtailed.	I do not believe in residence requirements.	I think something should be done to aid the workers working in the schools, in the hospitals, in the work in the home, in the entire situation in the Sanitation Department.	I believe there should be a uniform city-wide system of disciplinary procedure because this would then wipe out favoritism in each department. I believe that there should be a Board of Appeals for all employees who have grievances.
Thomas E. Stephens Councilman, Manhattan (Rep.)	Salaries should be raised according to rise in cost of living, by proper legislation. Minimum salaries should be enough to provide adequate living standard.	Yes.	Annual basis.	Yes. Departmental officials should not exercise influence in conduct of employee organizations.	No. They should have the same rights other citizens have, and should not be forced to do things against their own will.	Yes.	Uniform city-wide measure all would receive equal treatment. I am in favor of a Board of Appeals.	
Robert K. Straus Councilman, Manhattan (Fus.)	Yes. I agree that civil service wages must be kept in equilibrium with the cost of living. It does not follow, though, that they must necessarily be increased. The Federal Government is trying to keep the cost of living down. The city should cooperate through changes in rent, watching food prices, etc.	Yes.	Exception to a per annum basis are necessary; such as, clinic doctors, etc.	Yes. Departmental officials should have nothing to do with union activities. The efforts of the Sanitation Department officials in this connection should be severely scrutinized.	No. I do not believe in a 100 per cent application of the Lyons Law.	No.	I believe in departmental grievance committees.	
Henry Vander Velde Councilman, Manhattan (Ind.)	a. Rise in line with the increased cost of living, particularly for the lower income groups. Tax contribution earnings in New York City. b. \$1,400—Which is still not sufficient to take care of emergency.	Yes, for the same class of work.	Yes. I believe the plan would be to the advantage of lower income groups.	Yes, New York is part of the U. S. A. Why not?	a. Not in the slightest. b. By all means, yes!	No.	a. I prefer the present system of discipline because the authorities are closer to the accused, hence truer justice. b. Yes.	
I. Robert Bassin Councilman, Queens (R.)	(a) Depends on circumstances. (b) \$1,500. (c) \$1,800.	Yes.	Some present city employees on per diem basis should be on per annum basis.	(a) Depends on what kind of organizations. (b) No.	They should be from political activities.	Yes.	(a) I believe there should be a city-wide system. (b) Yes.	
Patrick J. Beary Councilman, Queens (Ind.)	Salaries should rise with increased cost of living. Increase would be brought about by legislative action. Minimum salary, \$1,800.	Yes.	All should be paid on per annum basis.	Yes. No.	No. In most cases, however, yes.	No.	There should be a uniform city-wide system. This would do away with any tendency there may be on the part of some officials to be lenient with their subordinates in the same department. There should be a Board of Appeals.	
Charles Belous Councilman, Queens (Fus.)	I believe that in these difficult times when all are called upon to sacrifice, civil servants should do likewise and not seek any increase in pay. Their employer is in a non-profit concern and is not in the same position of those employees who are profiting by the national emergency. I do feel, however, that civil servants like other workers are entitled to a basic minimum wage which would enable them to live according to the highest standards of living. Many civil servants do not get this and I am for an increase by legislative requirement or by administrative budget making authority properly exercised.	Allowing for pension credits or equivalent "insurance" benefits, I believe the civil service employees should receive the prevailing rate of pay paid to a private employee doing similar work. I don't believe a any deductions should be made for "seasonal" vacation pay, etc. for those proper deductions to offset the disadvantages of being a civil servant and there are a few of those.	Certain work which is sporadic, irregular or seasonal should be performed on a per diem basis. Unless there is enough work to keep an employee occupied during the entire year, he should not be paid for an entire year. These should be on a per diem basis. All city employees whose work is regular and continuous should be on a per annum basis and this "choice" should not be used as an economy subterfuge.	In regard to this question, I feel civil service employees are no different from private employees and be free to join any organization of their own choosing. I feel furthermore that a governmental official has no more right to interfere with the employee's conduct in this connection than a private employer has.	Outside of the actual working hours, a civil service employee should have the same rights and privileges as any other citizen and be subject to the same duties and responsibilities. This goes for political as well as any other type of activity.	No. I am against the Lyons Residence Bill, as I believe in the principle of getting the best man for the job regardless of where he or she may come from or where they may desire to live. New York is much too cosmopolitan a city to begin that kind of provincialism.	I don't know of any specific cases, except through rumor and I have no definite proof of instances of inefficiency or low morale in a city department and if asked I will call it to the attention of the responsible authorities.	
Paul Crosbie Councilman, Queens (Com.)	Should be increased. Start with lowest paid, with allowances for length of service. \$1,200.	Yes with allowances for job security.	All regular city employees should be on a per annum basis.	(a) Yes. (b) No.	No. should have full rights of citizenship.	No.	Am not sufficiently informed to answer, but think that there should be a board of officials on which the employees should have equal representation.	
William Grogan Councilman, Queens (ALP)	Salaries of N.Y.C. civil service employees should be raised in line with the increased cost of living. Minimum weekly wage should be \$35 a week.	Positively.	Regardless of whether paid per annum per diem or otherwise, what matters is how much they get and what privileges they enjoy.	All civil service employees should have the complete right to join an organization of their own choosing and to be represented by it without interference.	There should be no restrictions whatsoever on the political activities of New York City civil service employees.	No.	There should be a uniform system with a Board of Appeals to dispose of grievances in cases where employee or his organization is not satisfied with disposition by departmental procedure.	
Leonard Lazarus Councilman, Queens (Soc.)	Salary should be increased at least enough to compensate for the increase in the cost of living and the Department of Labor statistics on subsistence and minimum agency wages and should be used as guides in setting minimum salaries.	Yes.	All those who work solely for the city on a full-time basis should be paid per annum; others who wish to maintain private affairs or seek other employment should continue to be paid on a per diem basis.	Yes. No.	The extension of civil service into all government fields and other service categories should never be made. The extension of the employee base should there be any curtailment of political activities.	Yes. Hearings should be had before departmental trial boards which consist of departmental employees, as well as executives.	I would prefer to see a uniform city-wide system in order that employees should know precisely what their rights are and what disciplinary will follow in various situations. This will stabilize tenure and prevent discharge at the whim of a Supervisor with exaggerated ideas of discipline. There should be such a board of appeals to which employees could take their grievances against their departmental executives.	
Joseph M. Lonergan Councilman, Queens (Ind.)	(a) My platform demands increased pay, at least, to meet the increased cost of living. (b) By increased mandatory at stated intervals up to a reasonable maximum. (c) Not less than \$1,500.	Most assuredly, if you refer to the labor groups. This to be by ordinance to prevent the present chiselling.	I am in favor of an annual basis in public and private industry.	(a) No. (b) Yes—They should sacrifice no right of any other citizen by becoming civil service employees.	(a) No. (b) Yes—They should have same political rights as other citizens.	Yes.	Primarily, I am in favor of a mandatory trial of charges with right of counsel. I do feel that departmental trials are better—certainly an unbiased Board of Appeals might supply a long felt want in this particular.	
Lowell H. Brown Councilman, Bronx (Rep., Fus.)	Civil service employees should be treated as well as employees in private industry and should be paid as well.	Yes.	Should be paid as in private industry.	Should be free to organize free of officials' influence.	Should have same political rights as other citizens.	City residents should get preference.	Disciplinary programs should be recom. by careful study. I have not had sufficient study by me yet. However, the program should be such as to give the squarest treatment to all.	

Next week The LEADER will conclude the answers to its poll of political candidates. Answers have already been received from R. Hart (Dem.), James A. Higgins (Ind.), Nathaniel Kaplan (Dem.), Harry W. Laidler (Fus.), Murray Rosof (Rep.), Hyman Ginsberg (Rep.) and Hyman Koffe (Dem.) The Brooklyn Council candidates have responded: Daniel Allen (ALP), Sydney S. Baron (Fus.), Peter V. Cacchione (Com.), Abraham Donner (Ind.), Walter R. Hart (Dem.), James A. Higgins (Ind.), Nathaniel Kaplan (Dem.), Harry W. Laidler (Fus.), Murray Rosof (Rep.), Hyman Ginsberg (Rep.) and Hyman Koffe (Dem.) We have also H. Smith (Ind.), and Rebecca Stein Yuttal (ALP). We have also Salvatore T. De Matteo, and Louis P. Goldberg, Brooklyn, and Saul D. Herman, Queens. These answers will all be published next week, along with any other statements that are received.

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**COMMUNION BREAKFAST,
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Fourth annual Communion Mass
and Breakfast of the BMT Divi-
sion Holy Name Society will be
held Sunday, Nov. 2. The Mass
will be celebrated by the Right
Rev. Bishop Thomas E. Molloy in
St. Joseph's Church, Pacific
Street near Vanderbilt Avenue.
Breakfast will follow in the Co-
lumbus Club.

Speakers at the Breakfast will
include the Rev. Francis X. Fitz-
gibbons, secretary of the Confrat-
ernity of Christian Doctrine of
the Brooklyn Diocese; Dr. George
A. Brenner, member of the Cath-
olic Evidence Guild and trial ex-
aminer of the New York Labor
Relations Board; Right Rev.
Monsignor Francis P. Connolly,
LL.D., Diocesan director of the
Holy Name Society, and the Rev.
James F. Kelly, chaplain.

**MEMORIAL MASS,
SUPREME COURT**

The annual Memorial High Mass
for deceased members of the Su-
preme Court, First Department,
will be held in St. Andrew's
Church, Duane St. and Cardinal
Place, New York, at 12.20 p. m.,
Wednesday, Oct. 29, 1941.

Next week, because of election,
The LEADER comes out on Mon-
day, November 3, instead of Tues-
day, as usual.

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Patrolman Test, N. Y. C.



The material that follows is the eighth part of a complete study course to prepare candidates for the forthcoming New York City patrolman examination. It has been prepared exclusively for The LEADER by Lieut. Bertrand P. Wray (Ret.), an authority on police education. The student is advised to pay as serious attention to this material as if he were going to school. Every portion of these lectures should be studied and clipped, week by week, in your own scrapbook. The plan is to cover every phase of information and method that will be necessary in the test. Answers to questions 19, 20, 21, 22 and 23, with complete explanations, appear below. Questions 24 and 25 will be answered in next Tuesday's LEADER. In the meantime, work out the answers for yourself.

ANSWER TO QUESTION 19

A is correct. All \$1 bills have the portrait of Washington. The question specifically states that it was a genuine \$1 bill that was 'raised.' Consequently the portrait would remain the same. (If there is ever a question on U. S. cur-

rency in the examination, always remember that you may be carrying some with you. If you are not certain of your answer, pull the bills out of your pocket and look at them).

ANSWER TO QUESTION 20

B is correct. A genuine \$10 bill

bears the portrait of Hamilton. The following portraits are on the bills specified: \$1—Washington; \$2—Jefferson; \$5—Lincoln; \$10—Hamilton; \$20—Jackson; \$50—Grant; \$100—Franklin.

ANSWER TO QUESTION 21

B is correct. Belief in any religion does not relieve a person from obeying a general law, if such law is not aimed or made to promote, help, restrict, or interfere with any religion or religious beliefs. The Supreme Court of the U. S. has, by an 8 to 1 decision, decided that if a law is passed to promote patriotism such as making school children salute the American flag, this is not idolatry to an image, (which is contrary to the teachings and doctrines of many sects), but it does help the promotion of patriotism to our country. A is wrong. If a law is unconstitutional it does not have to be obeyed. C and E are correct statements of Constitutional law, but they do not answer the ques-

tion. D is wrong. On June 3, 1940, the U. S. Supreme Court ruled as in answer B.

ANSWER TO QUESTION 22

E is correct. The area within the barriers erected in this particular situation is known as a frozen zone.

ANSWER TO QUESTION 23

A is correct. According to the regulations governing the election of city councilmen by proportional representation, the lowest numerical figure gets the credit on the first sorting.

QUESTION 24

Assume that Patrolman Black was assigned to direct traffic on the Queens side of the Queensborough Bridge. At a time when traffic was far below normal, he observes a car slow down, after the operator had given the proper hand signal, and approach him in manner which apparently indicated that the operator wanted to seek information. Patrolman Black should (a) give the operator a scowl and wave him on (b) ignore the operator completely (c) courteously signal the operator to proceed past him and keep going (d) be courteous, make sure that

QUESTION 25

Patrolman Wilmot Miller, while patrolling his post in a lonely section of Queens, comes across a victim of a hit and run accident. It appears that the victim has suffered a fractured leg. In the absence of suitable material to use as a temporary splint and pending the arrival of an ambulance the best of the suggested action for Miller to take is to (a) hang the victim by the armpits on the nearest lamppost as this will allow the leg to dangle and prevent its premature knitting prior to being properly set, (b) allow the patient to remain as he was found for he may have internal injuries (c) place patient on his back and caution him to remain quiet, (d) tie the fractured leg to his good leg, (e) cause the man to be lifted by the legs and armpits, put him in a taxicab and be removed to a hospital.

Auto License Examiner

The LEADER is publishing the 1936 exam for Motor Vehicle License Examiner as an aid to candidates planning to take the coming test. Here are the answers to the true-false questions which appeared in last week's issue:

- | | |
|------------|------------|
| 135. False | 138. False |
| 136. True | 139. False |
| 137. False | 140. True |

Test III—5 Problems (Weight 15)

Directions: Solve each of the 5 problems numbered 141 to 145 given below and place your answer in the blank space provided on the Colored Answer Sheet which corresponds by number to the number of the problem. Use the blank page opposite for your calculations. No credit will be given unless your answer is absolutely correct. Notice that **Example C** has been correctly answered on the Colored Answer Sheet.

Example: One license examiner "A" can examine a group of applicants in three hours. Another license examiner "B" requires six hours to examine the same number of applicants. Calculate how long it will take to examine the applicants if "A" and "B" work together.

Note: One mile equals 5,280 feet.

141. The "reaction" time of a motor vehicle driver is three-quarters seconds; he is traveling at 30 miles per hour and at this speed his brakes will stop his car in 50 feet. Calculate the total distance his car will have traveled

from the time he sights a danger until the time he has stopped the car.

142. In Vermont 400 persons were killed in automobile accidents during 1934 and 480 during 1935. The total number of accidents for these two years was 20,000 for 1934, and 16,000 for 1935. Calculate what was the percentage increase in deaths per 1,000 accidents of 1935 over 1934.

143. In 1933 a certain State collected \$3,060,000 from motor vehicle registration fees. The average registration fee for pleasure cars was \$15 and for commercial vehicles was \$25. Calculate the number of motor vehicles that were registered if one-fifth of the total number of registration certificates issued were for commercial vehicles.

144. Calculate the maximum safe rate of speed in miles per hour at which you may drive at night if your headlights illuminate the road for a distance of 150 feet in advance of the car and your car can come to a full stop within five seconds after you can see an obstruction. Give your answer to the nearest half-mile.

145. Two cars A and B are traveling in the same direction at 40 miles per hour. B increases his speed to 46 miles per hour in order that he may pass A. Calculate how many seconds it will take B to gain 132 feet on A so that he may safely pull into the right hand lane.

Answers and further material of interest to prospective Motor Vehicle License Examiner candidates will appear next week.

Park Topics

By B. R. MEEHAN

What the Ass't Gardener Physical Test May Be Like

The scope of the physical examination has not yet been released by the Civil Service Commission for the assistant gardener exam. Applications for this exam closed on Monday, October 27. However, the following physical test should give the candidate some idea of what the physical standard may be like. It is the test used in the physical examination of the competitive Assistant Gardner test held in 1938.

Candidates were allowed more than one chance at each test, but subsequent chances had to be taken immediately consecutive the candidate given the highest mark he attained in each test. A final mark of 70 per cent was required for passing.

Assistant Gardener—Physical Examination

Test 1. Weight Lift—Two hands. Full arms' length above head (four chances)—100 per cent for 100 pounds; 87½ per cent for 87½

pounds; 75 per cent for 75 pounds; 60 per cent for 60 pounds.

Test 2. Pectoral Squeeze—On machine that records strength in open view, (two chances).

Test 3. Bar Chinning (two chances)—Five times for 100 per cent; four times 80 per cent; three times, 60 per cent; two times, 40 per cent; one time, 20 per cent.

Test 4. High Jump (run permitted—four chances)—clear rope at 3 ft. 6 in., 100 per cent; 3 ft. 3 in., 90 per cent; 3 ft. no inches, 80 per cent, 2 ft. 9 in., 70 per cent.

Test 5. Abdominal Muscle Lift—Candidate from a recumbent position assumes a sitting position, lifts a weight behind his neck, (three chances) 35 pounds, 100 per cent; 20 pounds, 85 per cent; 15 pounds, 70 per cent.

Manhattan Park Council Meets

The regular meeting of the

Greater New York Park Employees Association, Manhattan Council, will be held at Harlem Court House, 121st Street between 3rd Avenue and Sylvan Place, on Monday, November 3, at 8 p.m. All members are urged to attend. Nomination of officers and delegates is scheduled. A committee report will also be part of the program.

October 31 Is the Night

The Greater New York Park Employees Association, Inc., Bronx Council, will hold their fifth annual dance at the Bronx Winter Garden, 1874 Washington Avenue, Bronx.

Tickets are still obtainable from members of the council.

Park Dep't Requests Stay for Temp

The Parks Department requested the Civil Service Commission to continue the temporary employment of 14 attendants, grade 1, for two months from October 10, 1941, and of three attendants, grade 1, for one month from November 1, 1941, pursuant to Rule 5-91b.

Progress on Gardeners Exam

The final key answers have been approved by the Commission.

POLICE CALLS

By MIKE SULLIVAN

Sergeant's List; Terry and the Pirates

Wonder why item 5671 was withdrawn from the calendar for the October 22 meeting of the Civil Service Commission? . . . The marking of the sergeant's tests will definitely be finished by the end of the year. You can expect to see your name on the list in the last week in January or the first in February. . . . The 80 lads who were unable to show up on June 14 and have been granted permission to take a special test can stop studying at the end of next month. . . . There's many a chuckle in "Hard Hearted Harrison," the prize short story authored by Patrolman Edward Bernstein of the 64th precinct in the current issue of Spring 3100. . . . Two new titles went to eligible on the regular P. D. list this week when 79 future bluecoats were certified by the Civil Service Commission to fill 13 \$1,200 per year jobs as Special Patrolman in the Welfare Department and the names of 12 of the lads, up to eligible number 904, were sent to the Department of Correction for three correction officer jobs at salaries of \$1,769 annually. . . . Accolades to Patrolman Charles A. Duffy of the 50th precinct. At the post-adolescent age of 37, in possession of a wife and two children, Patrolman Duffy has enrolled as a freshman at City College. Twice-cited, Patrolman Duffy has been in the job for 14 years. He was formerly attached to the aviation division and still holds a transport

pilot's license. Patrolman Duffy must have read Walter Pitkin's "Life Begins at Forty." When he matriculates from City College four years hence, he intends to start studying criminal law in Fordham University. Patrolman Duffy has had one well-deserved break to date. His boss let him work one shift steadily so that he could finish high school. Which just goes to show you what the 11 squad system will do for the rest of the boys on the force when it goes into effect. . . . Incidentally, how do you like this 28-page issue of The LEADER? We've got everything but Terry and the Pirates. . . . And we'll have them next week if Milton Caniff kills off Burma the way he did Raven Sherman.

Hallowe'en and The Honor Legion

Friday night is Hallowe'en. It is also the 29th annual entertainment and dance of the Police Honor Legion at the Hotel Astor the same evening. Which is just a reminder to the boys on the off-tours to stop removing gates from the neighbors fence-posts, playfully belting their pals with stockings full of flour, smearing green and red chalk over their best friends faded serge and hop over to the main ballroom of the Astor with the little woman. Max Wolf, the movie biggie, has promised to supply Dave Salter with an array of talent in the entertainment which will make the glamour boys and girls in Hollywood blush with shame—if such

glamour boys and girls are capable of blushing at all. Price of admission, in case you don't know by now, is two fish. Tickets can be obtained from the nearest bemedalled bluecoat in your precinct or from the offices of the Honor Legion in Room 707, 15 W. 44th Street. Ticket-selling Honor Legion members are requested to get their returns into the office by Thursday at the latest. As we mentioned previously, Howard Lally, who rates a rookie's annual pay for one week's work at the Savoy-Plaza, will toot his horn for the dancers. And, just one thing more. Don't attempt to crash the boxes if you're not a boxholder. If you try it, don't say we didn't warn you!

Coming Events

Thursday, October 30: Pension Forum for the 700 patrolmen appointed from the present list. The place: Stuyvesant High School, The time: 8 p.m.

Friday, October 31: 29th annual entertainment and dance of the Honor Legion at you know darn well where and when.

Saturday, November 1: Installation of officers of the William E. Sheridan Police Post 1059, American Legion, at the Morillon Restaurant, Brooklyn.

Sunday, November 2: Police Anchor Club Memorial service at St. Patrick's Cathedral, 3:45 p.m.

Friday, November 7: Entertainment and reception of the Police Holy Name Society, at the Hotel Astor.

Saturday, November 15: Entertainment and reception of the St. George Association at Manhattan Centex.

Mental Hygiene Notes

By JOHN F. MONTGOMERY

Progress of the Lists

Here's the latest on the progress of the Hospital Attendant lists:

The new list was exhausted last week for men in all zone four institutions with the exception of Manhattan State Hospital on Ward's Island. That takes in hospitals both within the five boroughs and outside.

As for women, the old list has been exhausted for institutions outside the city. Inside, latest certification is 8,914, latest appointment 8,110. The new list has been certified down to 1,991 for women outside the five boroughs while appointments have reached to 872. The new list hasn't been touched for women inside the city.

A total of 390 permanent appointments have been made from the old list in zone 2, reaching down to 14,792 for men and to 11,213 for women. Forty-eight permanent appointments have come from the new list, down to 3,947 for men. In addition, 16 provisionals are working.

Elected

John Livingstone is the new third vice president of the 35,000-

strong Association of State Civil Service Employees. John was elected at the annual voting last other jobs, including vice president of the Mental Hygiene Employees Association and president of the employee group at Hudson River State Hospital.

Representatives

The Mental Hygiene Department was well represented at the association's annual election, including Harry W. Schwartz, Buffalo; Mrs. Lucy Baumgras, Marcy, secretary-treasurer of the Mental Hygiene Employees Association; Ethel Kuehnle, Marcy; Fred Walters, Middletown; August Eitzen and Louis Garrison, Hudson River; John McDonald, Rochester, president of the department employees; Howard Kingston, Craig Colony; Alexander Maran, Manhattan; William McCarroll and Percy Lrabee, Matteawan.

Next week, because of election, The LEADER comes out on Monday, November 3, instead of Tuesday, as usual. Remember to get your copy on MONDAY.

Question, Please?

by H. Eliot Kaplan
Contributing Editor

No Pay Difference

M. M. R.: Drafted employees of New York State or city are not entitled to any differential in pay between the civil service salary and the amount they receive in military service. It appears unlikely that legislation along these lines will be adopted other than the possibility of what is popularly known as "severance" pay, that is, there may be an allowance of 30 days' pay upon an employee's entering the military service and 30 days' pay upon his return to the service—an adjustment pay to permit an employee to become alienated in his changing responsibilities. However, there is no assurance that even this will be adopted. The New York State legislature struck this provision out of the bill last year.

Following Orders Which Conflict

J.P.B.: Yours is a rather novel situation. Where two superior officers give you diametrically conflicting orders the most you can do is use your good judgment which order to follow. Your failure to follow both conflicting directions will not render you subject to dismissal for insubordination. Where it is shown that an employee has followed the direction of one supervisor which conflicts with the direction or order of another of his supervisors, such employee, it has been held, is not properly subject to discipline for failure to carry out a conflicting order. You had better be sure that the orders or directions are conflicting before you determine which order to follow. Naturally you cannot be two places at the same time.

Contributing to Campaign

Q. E. D.: As I understand your question, you want to know whether members of a civil service employees' organization can contribute, through their dues or through a special fund, toward a political campaign being conducted by an officer of the organization who is running for office, without violating Section 88 of the Charter. My answer is No. I believe this would be a violation, no matter whether the members contributed voluntarily, knowing for what purpose their money was to be used, or whether they were asked to contribute. Either way, they are doing indirectly through their organization what they cannot do directly and in person.

Political Advertisement

Democratic Candidate for Re-Election to the COUNCIL JOHN P. NUGENT

Born in the Old Ninth Ward, New York City.
Member of the Assembly for 8 years. Board of Aldermen 6 years.
First Candidate elected to the New City Council by 75,000 votes and over in 1937, re-elected again in 1939. His long record of Public Service has received the endorsement of countless Labor, Civil Service, Teachers, Tenants and Civic Organizations.
Member of Division 3, A. O. H. St. Joseph's Council, No. 443, K. of C.
American Fraternity Sons of Erin. Catholic Laymen of New York. Washington Heights Aerie, 1117, F. O. E.
President of the New York Society for the City of New York.
Married and lives at 41 Convent Avenue.

Vote No. 1 for NUGENT

NATHANIEL KAPLAN

Democratic Nominee for City Councilman (BROOKLYN)

Presents His 5-Point Program for Civil Service Employees

1. Adjusted wage in line with rising cost of living.
2. Review of all dismissals by City Board of Appeals.
3. No interference by Mayor with Board of Education.
4. Removal of any racketeering found in city departments. Employees should have right to join organizations of their own choosing.
5. Per annum pay for all city employees.

Executive Civil Service

P.M.D.: The "executive civil service" (Federal) means all departments and agencies of the Government other than the legislative branch (Congress and its

employee staffs) and the courts. The legislative and court employees are not under the jurisdiction of the U. S. Civil Service Commission. The FBI staff is not in the classified service. That bureau and the TVA, as well as the WPA administrative employees were excepted under the Ramspeck Act.

Postal News

By DONALD MacDOUGAL

Big Night

Saturday was as big a night as had been expected for the National Alliance of Postal Employees. What fun! What swing! What boogie-woogie! What dancing! The boys outdid themselves, and next year we're going again you bet.

Columbia

The fifth annual entertainment and dance of the Columbia Association will be held on Saturday, November 22, in the Promenade Ballroom at Manhattan Center. Joseph Scavuzzo, chairman of the entertainment committee, has booked a swell show. There will be two bands and continuous dancing. Columbians are asked to make the affair a successful one.

Early Start

The carriers are certainly starting early. They say "Keep this date open." And the date happens to be February 21, 1942, fifty-third annual ball and entertainment of the New York Letter Carriers Association.

Thanks, Carriers

New York Letter Carriers' Outlook: Thanks for that swell plug.

RMS Stuff

The national convention of the Railway Mail Association now under way at St. Paul, Minn., is of even greater importance now than in the past. Blame this on the press of history if you will, but on the shoulders of the RMA delegates falls the task of determining the place of the RMA in the scheme of things. . . . Many of the clerks in railway post offices travel 400 or 500 miles at a clip, brief stops being made to "go out for lunch," so victuals have to be taken along. And what meal is complete without coffee? Hence, on many trains coffee is brewed on portable stoves; and a good coffee maker in worth his weight in, well, coffee. One of

For Writers

For those who like to pick up some cash "on the side" from writing, "Where and How to Sell Manuscripts" (Home Correspondence School) is a MUST directory. In 330 pages are crammed directories, lists, and useful information brought up to the minute in this seventh edition. Practically, a complete list of the literary market, the volume is indexed topically and alphabetically. Especially helpful are sections on copyright, authors' rights and discontinued and foreign publications.

the most famous coffee makers in this neck of the woods is Jake Michel, of the New York and Chicago R.P.O. Says Jake, "My coffee has that extra something because the pounding on the rails and the swaying of the car gives it that Agile Agitation." Draw one! . . . Famous last words.—"If you don't know the rack, dump up."

TO RAISE AGE LIMITS ON HOSPITAL JOBS

(Exclusive)

New York State is preparing to open its hospital attendant jobs to men and women over 45 years old, as the shortage of persons willing to work in the State institutions this week reached its most acute stage.

Although extensions of the age limit has not yet been announced, it can be expected within the next few weeks, possibly sooner. Extension is one of the few remaining solutions to the problem of finding men and women to care for mental cases at \$54 a month plus maintenance when defense work is offering boom wages.

The distressing news of the week was the announcement that the new hospital attendant list, barely two months old, has already been exhausted for men in all zone 4 institutions with the exception of Manhattan State Hospital, Ward's Island. The previous list is already exhausted for women in zone 4 institutions outside the five boroughs. (Full details on the progress of the two lists appear in "Mental Hygiene Notes," page 18.)

Job Switches

The Hospital Attendant job was switched from the non-competitive to the competitive class on January 1 of this year, in a move hailed by all devotees of the merit system. It soon developed, though, that the switch had come at a most inopportune time, as most of the eligibles quickly turned down job offers. Another exam was held last June, but the list that resulted has met an equally sad fate.

The LEADER has commented on this situation on many occasions. We believe that the only real solution to the problem is for the State Legislature to raise the salaries of Attendants so that they are commensurate with the worth of the job. Then and only then will the job be appealing. We will keep plugging this thought.

King Arthur Restaurant

The well-known Jerry O'Neill of The LEADER staff, took your reporter to dinner last week at the also well-known King Arthur Restaurant at 405 West 23rd street in London Terrace. The King Arthur has banquet facilities up to 300 people. The restaurant was just redecorated and enlarged. There is a bar, cocktail lounge, main dining-room and a beautiful grill room downstairs for private parties. Dining at the King Arthur is accompanied by "Music by Muzak."

Next week, because of election, The LEADER comes out on Monday, November 3, instead of Tuesday, as usual. Remember to get your copy on MONDAY.

Hiring of Lawyers Still Up in the Air

WASHINGTON—Despite indirect disapproval by Congress, the Board of Legal Examiners is planning to go ahead on its plan to bring lawyers under a quasi-Civil Service system. Funds for the administration of the board will be taken from the till of the Civil Service Commission.

Attorney General Francis Biddle asked both the House and Senate appropriations for funds to finance the board. Both refused but neither took any action to prevent money on hand by the Commission to be used by the board. The board is an arm of the commission by presidential order.

The board now plans to hold a test for attorneys soon after the New Year.

Political Advertisement

Political Advertisement

VOTE FOR THE CIVIL SERVICE CANDIDATE

JOSEPH M. LONERGAN

20 Years in Health Department

FOR COUNCILMAN (Borough of Queens)

Organizer of Sanitary Association of Civil Service Health Department Employees

CIVIL SERVICE PLATFORM

- 1—Pay increases to balance increased cost of living.
- 2—Collective bargaining for Civil Service Employees.
- 3—Full union wages for employees in the labor groups.
- 4—Mandatory salary increases at regular stated intervals.
- 5—Right to trial with aid of counsel on charges preferred.
- 6—Immediate filling of all vacancies in city service.

VOTE ON ELECTION DAY, NOVEMBER 4, 1941 ON PROPER BALLOT

1 JOSEPH M. LONERGAN (Civil Service)

THOMAS E. STEPHENS

FOR

Councilman in New York City

Lawyer, experienced in legislative matters, two years Assistant Corporation Counsel of the City of New York, Legislative Division; Three and one-half years Executive Assistant to Newbold Morris, President of the City Council; Background of governmental and public affairs.

WRITE NUMBER 1 (not an X) BEFORE

THOMAS E. STEPHENS (For Councilman) ON YOUR PAPER BALLOT

FOR JUSTICE OF THE SUPREME COURT

NEW YORK AND BRONX COUNTIES

REGULAR DEMOCRATIC CANDIDATE

Justice Cornelius J.

SMYTH

Appointed a Supreme Court Justice by Governor Herbert H. Lehman.

Rendered distinctive public service as Assistant United States Attorney.

Prominently engaged in numerous social welfare and philanthropic activities, with particular attention to the care of orphans.

A former Professor of Law at Fordham Law School.

Has won the approval of business and civic organizations for his high principles and conduct on the bench.

A learned, just, able and patient judge.

Endorsed and RECOMMENDED FOR ELECTION by the Bar Association.

"KEEP HIM ON THE BENCH" — ENDORSED BY LABOR

VOTE EVERY STAR ON ROW B

RE-ELECT

Maurice A. Fitzgerald
Sheriff of Queens County

ENDORSED BY

Democratic Party, American Labor Party, City Fusion Party and Central Trades and Labor Council.

This Week's New York City Eligible Lists

Scata, Ralph M., 91.06
Sheely, John, 83.55
Savo, Louis A., 93.40
Lanone, Carmine P., 93.29
Greves, James L., 92.86
Gorman, Noel J., 92.60
Scata, Dominic J., 92.26
Anapey, Theodore, 92.19
Lentini, Thomas M., 91.99
Rigoli, Henry R., 91.95
Meredino, Jerome F., 91.94
Marian, Michael J., 91.49
N'Orsa Richard R., 91.31
Eder, Calvin T., 91.31
Santacroce, Tony J., 91.16
DiPaolo, Frank S., 90.80
DiGirola, John, 90.74
Hambel, Robert J., 90.71
Aprile, Nicholas J., 90.70
DiPietro, Vincent, 90.69
Scola, Salvatore L., 90.66
Cassa, Anthony A., 90.49
Bell, William J., 90.44
Gallagher, Terence, 90.39
Boylan, Thomas R., 90.26
Addio, Anthony A., 90.25
Werner, Roy C., 90.15
Pisano, John, 90.10
Stanganelli, Peter, 90.10
Gioia, Anthony, 90.05
Fazio, James V., 89.94
Cummings, John W., 89.94
Sanfilippo, Antonio, 89.90
Biscoglio, Philip G., 89.85
DeQuattro, Rosario S., 89.81
Capozziello, Joseph F., 89.69
Liguori, Frank, 89.69
Novara, Raimondo, 89.60
Palmer, Ernest J., 89.56
Palmer, William F., 89.29
Terry, John W., 89.26
Lynch, Patrick M., 89.25
DeVito, John, 89.20
Byrne, James F., 89.19
McCarthy, Jr., John W., 89.06
McLaughlin, Joseph V., 89.05
Cinquemani, Angelo, 89.01
Alivento, Sebastiano J., 89.00
Lisio, Gerard A., 88.96
Ging, John J., 88.96
Esposito, Nicholas A., 88.91
Aron, Jacob G., 88.91
Stephenson, Kendrick O., 88.84
Gallo, Frank, 88.86
Romano, Sabato C., 88.60
Lombardi, Frank N., 88.59
Wills, Charles J., 88.56
Behan, James J., 88.45
Forella, Lawrence F., 88.45
Gerard, Frank, 88.40
Priodan, Albert, 88.28
Scala, Anthony, 88.15
Dean, Harry E., 88.15
Padula, James P., 88.14
Pickup, Howard G., 88.10
Taylor, Richard L., 88.10
Cordileone, Harry B., 88.06
DeLisa, Angelo J., 88.01
Richardson, Harry, 88.01
Mislano, Nicholas J., 88.00
Donlon, John, 87.95
Schump, Fred, 87.95
Balsamo, Donato J., 87.90
Mayo, Ralph J., 87.89
Smith, Thomas, 87.85
Serravallo, Frank, 87.79
Lange, Augustine P., 87.70
Picciano, Louis L., 87.66
Coyle, Charles T., 87.63
Ritch, John J., 87.63
Gianonne, Louis J., 87.61
Brandon, Harry J., 87.61
Tierney, Thomas J., 87.60
Mondrano, John P., 87.60
Santoro, William, 87.60
Goldberg, Solomon, 87.55
Chiusano, Angelo M., 87.54
Mahoney, James V., 87.51
Ciccotta, Angelo V., 87.34
Rubin, Harry, 87.31
Mannino, Frank, 87.31
Giannone, Vito, 87.31
Wenz, John F., 87.29
Cappadona, Thomas, 87.19
Spagnoli, Jack, 87.19
Trautmann, Bernard F., 87.14
Mallie, Michael J., 87.11
Bacchi, James D., 87.11
Micaluso, Frank Joseph, 87.11
Biggs, Edward, 87.09
Garcia, John V., 87.09
Iannone, Emil C., 86.96
Sarro, Michael Ralph, 86.80
Pentangelo, Joseph J., 86.80
Mazza, Carmine J., 86.79
Tardella, Vincent J., 86.74
Shes, Gerard, 86.66
Lomonaco, Salvatore, 86.66
DiPaolo, Anthony J., 86.64
Murphy, Joseph J., 86.61
FBI Natale J., 86.56
Solkirk, Alex M., 86.51
Frazzer, Frank, 86.51
Gonzalez, Manuel, 86.50
Pravano, Salvatore, 86.49
Esposito, Ralph R., 86.41
DiPaolo, Thomas J., 86.39
Sweeting, Richard C., 86.35
Devlin, Robert J., 86.30
Albio, Salvatore, 86.25
Albano, James, 86.19
White, Joseph Michael, 86.11
Bethel, Herbert Earle, 86.00
McDonnell, Joseph, 86.00
Liberzelli, Dominick, 85.94
Fitzgerald, Nathaniel, 85.89
Carlin, James, 85.89
Catalano, Michael, 85.80

209 Patalano, Louis, 85.70
120 Lardner, Michael, 85.70
131 Kenny, Gerard J., 85.65
132 Casertano, Michael J., 85.61
133 Nigro, Robert M., 85.61
134 Malfr, Charles J., 85.60
135 Disarno, Frank, 85.59
136 Bigliola, Charles J., 85.54
137 Ballman, Angelo, 85.45
138 Agio, Salvatore, 85.45
139 Hayes, Robert J., 85.44
140 Fodor, Alexander, 85.40
141 Esposito, Emideo M., 85.39
142 Fiore, James A., 85.34
143 McFarland, Edward W., 85.30
144 Landini, George, 85.29
145 Kenny, Frank T., 85.19
146 D'Accord, Armando, 86.19
147 D'Ambrosia, James, 85.16
148 Romano, Anthony J., 85.16
149 Abitabile, Vincent J., 85.15
150 Henry, Michael, 84.99
151 Calizza, Vincent J., 84.96
152 Ruggiero, Leonar, 84.90
153 Taylor, William F., 84.89
154 DePhillips, Peter Paul, 84.84
155 Moffa, Nicholas V., 84.84
156 Hild, Walter, 84.75
157 Roberts, William J., 84.71
158 Blauvelt, George H., 84.69
159 Manna, Benjie, 84.65
160 Graci, Calogero, 84.65
161 Lupo, Antonio, 84.60
162 Marzango, Pasquale, 84.50
163 Schwitzer, George Emil, 84.56
164 Riggio, Francesco, 84.54
165 Priola, Edward L., 84.49
166 La Sala, Barney, 84.46
167 Shea, Matthew J., 84.45
168 Davino, Vincent J., 84.41
169 Romano, Salvatore, 84.31
170 Durano, Frank, 84.24
171 Maffi, Antonio F., 84.21
172 Abell, Homer, 84.20
173 Snyder, John P., 84.11
174 O'Neill, Walter A., 84.09
175 Gallo, Frank, 84.09
176 Shaw, Edwin, 84.01
177 Arthur, George W., 83.95
178 Villano, Anthony, 83.94
179 Inzagliato, Anthony G., 83.90
180 McAuliff, Michael, 83.89
181 Ward, Edward J., 83.84
182 Murphy, Edward J., 83.81
183 Ratto, Joseph A., 83.80
184 Valente, Angelo, 83.76
185 Asaro, Jerome, 83.75
186 Coppola, Robert, 83.75
187 Smith, Norwood T., 83.69
188 Marino, Louis, 83.65
189 DeNicola, Edward L., 83.64
190 Marchione, Joseph, 83.55
191 Kelly, Martin P., 83.55
192 Kitchin, William P., 83.44
193 Halpern, Harry, 83.36
194 Rossonato, Ralph C., 83.29
195 Vetter, Louis, 83.24
196 Loewer, Benjamin, 83.20
197 Scala, Joseph J., 83.20
198 Casiro, Thomas, 83.10
199 Keenan, Charles, 83.06
200 Butrico, Charles A., 83.05
201 Picciano, Rocco A., 83.04
202 Stefanski, Walter G., 82.99
203 Senz, Martin J., 82.96
204 Lanzetta, Joseph, 82.95
205 Hanemann, Andrew H., 82.91
206 Anton, Alonzo, 82.76
207 Hughes, James P., 82.69
208 Tomasino, Frank, 82.65
209 Baker, William T., 82.61
210 Dume, John G., 82.60
211 Polito, Joseph S., 82.60
212 Conzano, Ralph F., 82.44
213 Buttafuoco, D., 82.25
214 Carlucci, Luigi, 82.11
215 Trozza, Raffaele, 82.10
216 White, Joseph, 82.09
217 Merolet, Alfred A., 82.05
218 Monello, Charles A., 82.05
219 Alberano, Umberto, 82.05
220 Sciorra, Carl, 82.04
221 Garofalo, Salvatore, 81.95
222 Marino, Peter E., 81.94
223 Deuer, John J., 81.86
224 LaPenta, Patsy, 81.85
225 Ward, Harry W., 81.79
226 Haggerty, Francis N., 81.65
227 DeSena, Vincent, 81.60
228 Maritato, Joseph, 81.59
229 Lano, Charles T., 81.49
230 DeBiate, Anthony, 81.36
231 Iverson, John E., 81.29
232 Oliverio, John, 81.14
233 Behrens, William, 81.10
234 Auletta, Nicholas, 81.10
235 Bracco, Francis, 81.06
236 Rothstein, Louis, 80.96
237 Pechillo, Fred, 80.76
238 Jacobs, Louis M., 80.70
239 Englert, Gustave C., 80.45
240 Hall, Stephen J., 80.39
241 Richard, -ohn H., r., 80.10
242 Di Pietro, Joseph, 80.06
243 Di Paolo, Louis, 79.95
244 Longo, Charles P., 79.84
245 Campest, Carmelo C., 79.09
246 Haxton, Timothy, 79.64
247 Priest, Henry, 79.49
248 Lomano, Charles J., 78.80
249 Powers, Robert J., 78.45
250 Carramano, Joseph, 78.40
251 Madison, John A., 77.99
252 Sabatino, Thomas G., 77.09

253 Gardes, George, 77.70
254 Madigan, Frank E., 75.64
PROMOTION TO FOREMAN, GRADE 2
Borough President of Manhattan
1 Sheehan, Peter P., 83.54
2 Kelly, Patrick M., 82.05
3 McGoldrick, Eugene, 81.85
4 Emins, William J., 81.17
5 Weber, Philip, 80.54
6 McDermott, Thomas L., 79.515
7 Cafaro, Anthony, 79.510
8 Peley, Edward, 78.93
9 Trischitti, John A., 78.86
10 Chrono, Thomas E., 78.44
11 Gallagher, William H., 78.24
12 Donnelly, Thomas J., 77.51
13 Raab, Milton, 74.90
14 Rinaldi, Louis A., 73.77
PROMOTION TO FOREMAN, GRADE 2
Borough President, Brooklyn
1 Spron, Morris, 88.33
2 Kirk, Richard W., 85.80
3 Paine, William O., 84.78
4 Dailey, Thomas P., 84.02
5 Egan, Harry J., 83.15
6 Lowerre, DeWitt C., 82.92
7 Waegelin, Frederick, 82.78
8 Gall, John H., 81.64
9 Mahlmann, Theodore R., 81.41
10 Jones, Eugene W., 81.20
11 Hauser, Edmund G., 80.93
12 Ciancy, Thomas J., 80.90
13 Chernow, Max H., 80.87
14 Gallagher, Frank H., 80.61
15 Sternberg, Harry A., 80.56
16 Klein, Archie, 80.41
17 Stella, Cologero, 79.65
18 Casale, Vincent A., 78.93
19 Reil, Peter, 78.89
20 Cofone, Joseph W., 78.90
21 McGuinn, John, 77.81
22 Ferrette, Michael A., 77.87
23 La Penta, Louis G., 77.25
24 Caffa, Michael G., 76.40
25 Maloney, David C., 76.23
26 D'Andrea, Joseph T., 76.22
27 Campbell, h. J., Jr., 75.99
28 Rosen, Joseph, 75.90
29 Paschi, Michael, 74.50
30 Isou, Anthony, 73.97
31 Leavy, -ohn T., 73.96
32 Reilly, John V., 72.74
33 Fox, Daniel, 72.62
PROMOTION TO FOREMAN, GRADE 2
Borough President, Richmond
1 Delle, Raoul H., 84.48
2 Johnston, Joseph A., 81.19
3 Pucciarelli, Nicholas P., 81.00
4 Coughlin, James, 80.45
5 Coughlin, James J., 80.43
6 Falkner, Gustave, 80.10
7 Neolan, William J., 80.09
8 Mondello, Thomas, 79.53
9 McDonald, Thomas P., 78.53
10 De Ross, Yeo B., 77.53
11 Engelbrecht, B. R., 77.28
12 Perocco, Armando, 74.03
13 Ignozza, Louis, 73.02
PROMOTION TO FOREMAN, GRADE 2
Borough President, Queens
1 Barry, James T., 88.38
2 Joyce, Thomas J., 87.98
3 Alpert, Iver, 86.53
4 Myers, William F., 86.35
5 Roberts, Walter V., 86.29
6 Bieker, Michael A., 86.01
7 Dalton, John H., 85.85
8 Kehr, George, 85.58
9 Howe, Luther M., 84.55
10 Alberto, Marino, 84.39
11 Stallone, William, 84.21
12 Martignano, Paul, 84.18
13 Rice, Harold F., 83.88
14 Smith, Adam C., 83.86
15 Franz, George L., 83.38
16 Hendrickson, John E., 83.18
17 Gannon, Robert J., 83.08
18 Schaefer, Henry W., 83.07
19 Perry, Wilbur L., 83.00
20 Andrews, John E., 82.57
21 Powers, Joseph J., 82.59
22 Camera, Dominick A., 82.34
23 Zera, John L., 82.16
24 Schaff, Francis, 82.12
25 McDonald, Joseph, 82.11
26 Huenerfauth, Jacob, 82.10
27 Darnaud, Henry, 81.51
28 Banaletti, Peter A., Jr., 81.49
29 Bozzomo, Jack D., 81.29
30 Cella, Louis, 81.10
31 Miller, Frank A., 80.39
32 Paradise, Salvatore, 80.79
33 Brown, William J., 80.68
34 Callahan, David T., 80.665
35 Graver, Gustave P., 80.60
36 Chabot, Alphonse B., 80.65
37 McCabe, Thomas E., 80.35
38 Sheeran, Daniel J., 80.16
39 Huber, Albert L., 80.21

40 Massel, Patsy J., 80.14
41 Gerly, John M., 79.94
42 Engel, Carl F., 79.81
43 Murphy, Joseph E. J., 79.56
44 Rogers, Arthur A., 79.03
45 Laurita, Michael L., 79.00
46 Barratt, William G., 78.37
47 Davis, D. E., Jr., 78.16
48 Nerger, Thomas, 78.09
49 Caruso, Frank, 77.87
50 Stepanek, Joseph P., 77.49
51 Ebbecke, John F., 77.32
52 Guffieda, Vincent, 77.25
53 Feehan, Thomas, 77.21
54 Sober, Sam, 77.16
55 Hart, James G., 76.51
56 Gargiulo, Herbert, 75.86
57 Diglio, Victor R., 75.24
58 Nardin, Emilio Dewey, 74.96
59 Gimpel, Joseph J., 74.44
60 Feehan, Thomas, 74.17
61 Carinel, D. A., 74.11
62 DeSandro, Americo, 73.15
63 Shannon, Patrick T., 72.95
PROMOTION TO FOREMAN, GRADE 2
Borough President, Bronx
1 Brady, Joseph T., 83.58
2 McKenna, Owen B., 83.50
3 Sozia, Joseph, 82.87
4 Sapede, Vincent J., 82.74
5 LaPenna, Louis J., 82.19
6 Scarano, Victor S., 81.69
7 DiGiovanni, Ralph, 81.57
8 O'Brien, Daniel F., 81.55
9 Yallo, ohn P., 81.04
10 McConville, Michael A., 80.79
11 Lombardi, Frank M., 80.50
12 Ledogar, Charles S., Jr., 80.10
13 Walsh, David J., 80.38
14 Finn, James J., 80.19
15 Britlea, Angelo J., 80.10
16 Kramer, William, 79.64
17 Kasemeyer, -ar, 79.59
18 Lively, James P., 79.16
19 Monahan, Joseph, 78.82
20 Tommello, Thomas G., 78.17
21 Levy, 77.85
22 Ciarella, P. S., 77.67
23 Buckley, George P., 75.90
24 Boylan, Thomas R., 75.29
PROMOTION TO JR. ADMINISTRATIVE ASSISTANT, Brooklyn College
1 Robinson, Charlotte S., 78.14
PROMOTION TO JR. ADMINISTRATIVE ASSISTANT, Queens College
1 Mulhern, Richard, 76.03
PROMOTION TO JR. ADMINISTRATIVE ASSISTANT, City College
1 Stein, Eugene, 74.29
2 Feldman, David D., 73.53
PROMOTION TO JR. ADMINISTRATIVE ASSISTANT, Hunter College
1 Hallingsherst, Joan, 75.93
2 Seelen, Fanny G., 73.64
3 Steitz, Philip P., 73.55
4 Cooper, Alva C., 73.48
5 Hogan, Agnes D., 72.94
Promotion to Junior Administrative Assistant, Office of Comptroller, Bureau of Audit
1 Hyman Margulies, 82.420
2 Joseph F. Daly, 79.400
3 Winthrop L. Schnitzer, 79.170
4 Samuel S. Silverstein, 76.565
5 Bernard Shaw, 75.740
Promotion to Junior Administrative Assistant, Board of Education
1 Clarence A. Bloomfield, 83.885
2 Hans Spauld, 83.140
3 Ruth A. Stevenson, 81.930
4 Charlotte T. McGlynn, 81.465
5 Arthur G. Paletta, 76.910
PROMOTION TO YARDMASTER (Independent Division--New York City Transit System--Operating Division)
1 Clarence W. Blackwell, 81.935
2 Wilfred C. Dressel, 81.790
3 William J. McKinley, 80.875
4 Edward Hutchinson, 80.875
5 George E. Brown, 80.830
6 Hance Montgomery, 80.175
7 Ernest P. Anhalt, 80.565
8 Irving M. VanSteen, 80.490
9 Phillip B. Colman, 80.475
10 Alexander S. Cunedig Jr., (Promotion)
11 John J. Kelly, 80.285
13 E. Fred Sibel, 80.000
14 Adrian H. Hamakers, 79.975
15 Dale V. Prosser, 79.975
16 John J. Nolan, 79.975
17 John J. Gillespie, 79.735
18 David Trager, 79.580
19 Joseph A. Roome, 79.525

20 Percy H. Marr, 79.285
21 John William Panza, 79.255
22 John Ervin Chester, 79.185
23 Patrick H. Meehan, 79.109
24 George L. Smith, 79.075
25 Russell C. Anstead, 78.830
26 Edward H. Buford, 78.785
27 Edmond Cronin, 78.780
28 John J. Yarwood, 78.925
29 Alan D. Lord, 78.515
30 Matthew O'Sullivan, 78.465
31 Elliott P. Abbott, 78.315
32 Edward P. Kierman, 78.250
33 Lynden A. Lyford, 78.015
34 Harold H. Pyne, 78.015
35 Howard C. Kase, 78.005
36 Daniel F. Murray, 77.875
37 John Hook, 77.865
38 Hoyt B. Harris, 77.835
39 Francis Gray, 77.825
40 Lester Miller, 77.800
41 Howard W. Hergerton, 77.685
42 Edward F. Gorecki, 77.590
43 Theodore Loos, 77.290
44 John J. Casey, 77.290
45 George C. Dippel, 76.910
46 John Kalicin, 76.900
47 Patrick E. McCabe, 76.815
48 Charles F. Sturm, Jr., 76.790
49 Charles A. Hill, 76.535
50 Joseph F. McNamara, 76.130
51 Owen McKinney, 75.580
PROMOTION TO CAR MAIN-TAINER GROUP F Operating Division--(Independent Division, N. Y. C. T. S.) Board of Transportation
1 Heslin, Bernard P., 85.17
2 Thom, Paul J., 84.25
3 Felicetto, Anthony, 83.45
4 Ania, Anthony E., 83.45
5 St. John, John V., 82.87
6 Kobiliak, John C., 82.87
7 LaBretta, Louis, 82.60
8 Meyer, Frederick R., 82.07
9 Pirrello, Anthony, 81.80
10 Abbruzzese, Alfonso, 81.76
11 Greene, Wilbur J., 81.67
12 Sperber, Joseph, 81.57
13 Geier, Charles, 81.47
14 Cariello, Paul A., 81.42
15 Alfieri, Ralph P., 81.35
16 Fein, Philip, 81.32
17 Montevago, Michael S., 81.25
18 Zimmermann, Ernest L., 81.17
19 Salutaris, Dominick, 80.97
20 Charmin, Samuel, 80.95
21 Saponara, Nicholas, 80.87
22 Deritis, Guido J., 80.89
23 Dunn, William J., 80.72
24 Fischer, Steve, 80.45
25 Meany, Patrick, 80.37
26 Cardinuto, James, 80.12
27 Liss, Joseph J., 80.07
28 Catanzaro, Nicholas F., 79.87
29 Ellis, John J., 79.75
31 Hernandez, Ernest, 79.70
32 Mikeles, Peter P., 79.67
33 Wolfson, David S., 79.45
34 Mitchie, Arthur J., 79.30
35 O'Hara, John P., 79.25
36 Barone, Enrico J., 79.12
37 Menichelli, Frank, 79.05
38 Jenkins, Clarence, 79.00
39 Najera, Modesto, 79.00
40 Waryold, John J., 78.92
41 Porteus, Philip M., 78.82
42 Conrad, William J., 78.80
43 Beck, Carl J., 78.70
44 Salzano, Pasquale R., 78.32
45 O'Driscoll, Michael, 78.50
46 Orefice, Salvatore, 78.25
47 Clark, John W., 78.17
48 Curran, Francis, 78.12
49 Pizzi, John V., 77.93
50 Albanese, Angelo, 77.95
51 Schaier, Jack, 77.70
52 Cetta, Joseph D., 77.30
53 Cataia, Antonio, 77.25
54 Collins, Edward J., 77.17
55 Corona, Vincent S., 77.07
56 Annuello, Frank L., 77.00
57 Yates, Harry C., 76.87
58 Dumbis, Casper, 76.87
59 McGill, George A., 76.82
60 Wittmer, Charles J., 76.79
61 McDermott, Patrick, 76.67
62 Gonzalez, Joseph, 76.62
63 Montefusco, Peter E., 76.50
64 Corradi, Joseph S., 76.50
65 Mikelanis, John C., 76.42
66 Oldfield, James M., 76.37
67 Perelli, Joseph, 76.30
68 Puroell, Joseph, 76.25
69 Drnicke, Paul, 76.05
70 Myers, Louis, 75.80
71 Racker, Edward A., 75.62
72 Koster, Edward L., 75.50
73 Irwin, George J., 74.67
74 Pandolfi, Ernest, 74.00
75 Fuhmann, Henry W., 73.75
PROMOTION TO MOTORMAN-OPERATOR INDEPENDENT DIVISION, -New York City Transit System
1 Richards, Anson H., 83.88
2 Hutchinson, Edward, 82.39
3 McKinley, William J., 82.31
4 Gorecki, Edward F., 82.20
5 Rusli, Edward S., 81.81
6 Blackwell, Clarence W., 81.55
7 Buford, Edward H., 80.90
8 Fischbeck, Henry H., 80.61

9 Stein, Henry G., 80.34
10 Egger, Anthony L. J., Jr., 80.1
11 Dressel, Wilfred C., 80.08
12 Smith, George L., 80.01
13 Rabilly, Eugene B., 80.00
14 Hamakers, Adrian H., 79.80
15 Trager, David, 79.57
16 Marr, Percy H., 78.90
17 Van Steen, Irving M., 78.83
18 Moore, Wilbert H., 77.86
19 Colman, Phillip B., 77.79
20 Steubbeck, Joseph J., 77.25
21 Yarwood, John J., 76.51
22 Hook, John, 76.44
PROMOTION TO PRINCIPAL VETERINARIAN Department of Health
1 Krohn, Lester D., 88.55
2 Schryver, Eugene M., 87.93
3 Baessler, Alfred T., 87.28
4 Gardner, Hyman W., 85.44
5 Sternfele, Mark, 80.22
PROMOTION TO JUNIOR ADMINISTRATIVE ASSISTANT President Borough of Manhattan
1 Rolstacher, Albert S., 76.725
PROMOTION TO JUNIOR ADMINISTRATIVE ASSISTANT Office of Comptroller
1 Neugeboren, David, 78.50
2 Basson, Milton B., 78.115
3 Feingold, amie J., 78.855
4 Fernbach, Frederick, 76.815
5 Stern, Benjamin, 76.335
6 Hoehen, Louis, 76.22
7 Leibowitz, arvin J., 76.205
8 Seltzman, Morris, 75.765
9 Scauler, Peter S., 75.425
10 Shatz, Nathan, 75.15
11 Albert, Jonas, 74.955
RESIDENT BUILDING SUPERINTENDENT (Housing) Grade 3
1 Sanderson, Frank W., 90.43
2 Gallico, George G., Sr., 89.09
3 Kinney, Thomas J., 87.35
4 Kearns, James L., 86.60
5 Coen, Peter J., 86.38
6 Baxter, James, 85.39
7 Solin, Nils, 83.16
8 Myers, James, 83.02
9 Bayden, Walter A., 82.87
10 Thomas, John H., 82.78
11 Johnson, John E., 82.24
12 Kaiser, Frederick H., 79.66
13 Casper, Rene, 76.78
14 Hanna, James A., 75.61
15 Johnston, Oscar, 72.40
PROMOTION TO COURT CLERK City Magistrates' Court
1 Barton, Marjorie, 81.85
2 Miller, Edward M., 81.75
3 Lantry, John, 81.35
4 Hoehn, Edwin G., 80.35
5 Elbaum, Louis, 79.90
6 Sragow, Horace P., 79.625
7 Elser, George J., 79.30
8 Clark, Walter E., Jr., 78.09
9 Lasher, David, 77.95
10 Goldman, Fred, 77.875
11 Balmuth, N. H., 76.925
12 Nadberg, Alexander, 76.825
13 Pfefferbloom, Louise, 76.325
14 Cullity, Joseph V., 75.925
15 Becker, Harry E., 75.85
16 Rnde, Asher H., 75.625
17 Andewell, Samuel F., 75.175
25 Dukes, Thomas J., 72.70
26 Sanjour, Adam W., 72.50
27 Sirkus, Max, 72.475
28 Sragow, Saul, 72.45
29 Stein, Matthew, 72.425
30 Donnell, yHarry L., 74.75
31 Gladstone, David R., 72.39
32 Medwin, Abraham S., 71.725
33 Politzer, Leo D., 71.725
PROMOTION TO INSPECTOR OF PIPE LAYING, GRADE 2 Dept. of Water Supply, Gas & Electricity--N. Y. C. (Subject to Investigation)
1 Stenson, Robert J., Jr., 80.69
2 Vorndran, Christian A., 79.81
3 Clark, Francis P., 79.43
4 McAndrews, Peter, 79.09
5 Marino, William, 78.745
6 Mullins, Herman E., 78.745
7 Barth, Fred, 77.10
ASSISTANT VETERINARIAN
1 Tarlow, Emanuel, 84.80
2 Eder, Arnold C., 82.65
3 Penny, Stanley G., 81.60
4 Rosoff, Edward A., 80.95
5 Goldwasser, Harry L., 80.25
6 Kollman, Carl, 79.00
7 Asedo, Jeroham, 75.25
PROMOTION JUNIOR ADMINISTRATIVE ASSISTANT New York City Housing Authority
1 Pfalkin, 76.09
PROMOTION JUNIOR ADMINISTRATIVE ASSISTANT Department of Housing and Buildings
1 Collins, Daniel J., Jr., 77.35

This Week's New York State Eligible Lists

SENIOR ACCOUNT CLERK Correction Department, Including Institutions: Promotion Units (Promotion)
1 Noel, Millard, 88.88
2 Smith, John O., 87.95
3 Berman, Pauline, 87.01
4 Ricklers, Edna, 86.86
5 Christian, Frank L., 86.04
6 Deon, Elizabeth L., 85.84
7 Fernandez, Antonio, 85.43
8 Smith, Ralph, 85.33
9 Ward, Ruth E., 85.31
10 Hayden, Timothy J., 85.25
11 Walthor, Henry, 84.62
12 Meehan, Nora M., 81.49
13 Wilson, Albert, 81.42
14 Lennon, Joe J., 81.05
15 Healy, Fred M., 80.29
16 Barker, Oshorn, 80.19
17 Becker, Gordon E., 82.84
18 Lavarway, Chas. F., 82.77
19 Clifford, John C., 82.40
20 Molinari, R. R., 82.08
21 Patti, Teresa L., 81.74
22 Burns, Mary E., 81.33
23 Burns, Mary E., 81.33
24 Flait, Virginia E., 81.17
25 Corbett, Ralph, 81.06
26 Nowak, Stanley E., 80.87
27 Townsend, Milton P., 80.80
28 Young, John J., 79.11
29 Noonan, Wm. J., 78.84
CANAL SECTION SUPERINTENDENT, 9B 4 Department of Public Works, Division of Canal Waterways (Promotion)
1 Smith, John G., 84.40
2 Wilcox, John H., 84.40
3 Watson, Robert S., 83.54
4 Bierwig, Elmer H., 82.99
5 Pfandlter, Howard, 80.16
CANAL SECTION SUPERINTENDENT Department of Public Works, Division of Canal Waterways (Open Competitive)
1 Delaney, John L., 94.00
2 Yenyon, Barclay T., 93.80
3 Quandt, R. S., 89.00
4 Wickham, Harry R., 87.00
5 Cowles, Harry E., 86.00
6 Ellis, Edw. M., 86.20
7 Dwyer, Francis J., 86.00
8 McEntee, Jas. H., 85.80
9 Trautman, Martin, 84.50
10 Welz, Einar A., 84.90
11 Doyle, Jas. P., 83.40
12 Mallory, D. E., 83.20
13 Brennan, Amb. F., 82.40
14 McNamara, Dan J., 81.60
15 Gehan, Frank J., 80.40
16 Creed, Clarence A., 80.40
ASSOCIATE DUST CONTROL ENGINEER Labor Department, Division of Industrial Hygiene (Open Competitive)
1 D'Alvalle, J. 85.40
2 Stern, Art C., 77.47
JUNIOR PROBATION OFFICER County Children's Courts, Ulster County Salary: \$1,800 (Open Competitive)
1 Jensen, Lawrence M., 82.28

SAFETY SERVICE ORGANIZER N. Y. Office State Insurance Fund Salary: \$2,500-\$3,125 (Promotion)
1 Dillon, Wm. E., 85.88
2 Rollison, Robert P., 85.16
3 Maxwell, John, 84.62
4 Rosenthal, Herman, 84.10
5 Taylor, Ellis, 83.13
6 Picco, Frank, 82.87
7 Putzky, Jos., 81.99
8 Perley, Earl S., 82.63
9 Davis, Edw. M., 81.49
10 Morrissey, Mich., 81.18
11 Smith, Archibald, 81.15
12 Wikes, R. E., 79.91
13 Lyke, Smith T., 79.36
INSTITUTIONAL VOCATIONAL INSTRUCTOR Department of Correction (Electric and Oxy-Acetylene Welding) Salary: \$1,800-\$2,300
1 Soper, Chauncey, 79.80
2 Cole, Everett A., 77.70
3 Hay, Robert A., 77.50
FILE CLERK Public Welfare, Albany County Salary: \$1,201-\$1,620 (Promotion)
1 Murphy, Marcella K., 94.05
2 O'Connor, Betty R., 89.93
3 Braunagel, Mary F., 89.38
4 Cavallio, J. R., 88.46
5 Weir, Robert T., 87.94
6 Leggett, Mary B., 87.79
7 Pierson, Eva R., 87.63
8 Mott, Jos. A., 86.22
9 Deacy, Winona M., 83.98
10 Flatley, Eleanor, 85.87
11 Rissberger, C. H., 85.52
12 Zalnow, Jos., 82.22
13 Zaitopany, Gloria, 81.90
TYPIST-CLERK Public Welfare Department, Albany County Salary: \$901-\$1,290 (Promotion)
1 Hackel, Gladys A., 92.71
2 O'Connor, Betty R., 89.93
3 Brunner, Anna M., 89.76
4 Pierson, Eva R., 89.72
5 Keenan, Alice, 88.22
6 Leggett, Mary B., 87.78
7 Gilkerson, Abbie D., 87.72
8 Dunbar, Mary E., 86.93
9 Ellis, Mary, 86.75
10 Garfield, Margaret J., 85.66
11 Degnan, Kathleen M., 85.01
CLERK Public Welfare Department, Albany County Salary: \$90-\$1,290 (Promotion)
1 O'Connor, Betty R., 90.53
2 Pierson, Eva R., 90.06
3 Leggett, Mary B., 87.93
4 Degnan, Kathleen M., 87.45
5 Garfield, Marg. J., 86.94
6 Gilkerson, Abbie D., 86.82
PRINCIPAL ACCOUNT CLERK Civil Service Department (Promotion)
1 Fox, Harry C., 83.64
2 Burns, Anna, 83.065
SERGEANT Department of Police, Mamaroneck, Westchester County (Promotion) Salary: \$2,526
1 Pauls, Herman, 95.22
2 Clery, Frank M., 93.20

3 Giancola, Louis, 91.26
4 Waller, Wm. S., 90.10
5 O'Neill, Wm. A., 88.88
6 Palmer, Jos. W., 88.53
7 Paonessa, Wm. V., 84.86
8 Geary, Jer., 84.60
9 Hanna, Sam, 83.86
10 Cracco, Michael, 82.99

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Your Chances for Appointment

The highest numbers certified on New York City eligible lists for permanent, temporary, and indefinite positions at various salary ranges appear below. Do not add these figures. The first column contains the name of the eligible list; the second column, the department to which the list was certified; the third column, the salaries of the positions to be filled. The fourth column shows whether the certification was to a permanent, temporary or indefinite position. The fifth column shows the highest number reached and the last column, the expiration date of the list. Readers should remember that certification, does not necessarily mean appointment as more names are always certified than there are vacancies.

Title	Department	Salary	P.T.I.	No.	Expires
Able-Bodied Seaman	Public Works	1.05 mo.	T	811	4:23:43
Able-Bodied Seaman	Docks	1.800	T	920	
Accountant, Grade 2	Comptroller	1.800	P	400	7:27:42
Accountant, Grade 2	Transportation	1.200	T	1,140	
Accountant, Grade 2	Welfare	1.500	P	545	
Airport Assistant	Docks	900	P	120	
Announcer	Man. Br'dcasting	1.800	P	7	2:13:44
Architectural Draftsman	Bd. of Water Sup.	3,120	P	32	4:13:42
Assistant Alienist	Hospitals	2,040 w/m	P	25	1: 9:44
Assistant Chemist	Hospitals	1,500	T	79	4:20:42
Assistant Gardener	Parks	1,051	P	1,051	4:12:43
Assistant Engineer, Gr. 4	Water Supply	3,120	P	61	3: 5:45
Assistant Supervisor, Gr. 2	Welfare	1,800	P	710	12:21:42
Assistant Supervisor, Gr. 2	Magistrate's Court	1,680	P	817	
Attendant-Messenger	N. Y. C. Housing	1,200	P	732	12:26:41
Attendant-Messenger	Hospitals	1014 & 774 w/m	P	840	
Automobile Engineman	Transportation	1,200 & 1,500 P&T	P	296	3: 1:45
Automobile Engineman	Real Estate	1,320	P	290	
Auto Engineman (app.)	Transportation	.64 hr.	P	2,767	
Automobile Mechanic	Sanitation	9 day	P	30	1:10:44
Automobile Mechanic	Transportation	.66 hr.	P	72	1:10:44
Bridgeman and Riveter	Public Works	13.20 day	P	39	10:22:44
Buildings Manager	Housing	3,000-4,800	P	14	7:19:45
Captain, F.D.	Fire	4,500	P	17	7:15:45
Car Maintainer, Gr. B	Transportation	.75 hr.	P	29	6: 3:45
Carpenter	Boro Pres. Rich.	12 day	T	41	11:29:45
Cement Mason	Fire	12 day	T	12	5:14:45
Chief Life Guard	Parks	7 day	T	176	6:11:45
Clerk, Gr. 2 (Higher Ed.)	City College	1.20 & 1.25 hr.	T	1,076	
Clerk, Gr. 2 (Higher Ed.)	Hunter College	1,200	P	954	2:15:43
Clerk, Grade 2	Municipal Court	1,200	P	979	
Clerk, Grade 2 (Male)	N. Y. C. Tunnel Auth	900	P	7,176	2:15:43
Clerk, Grade 2 (Male)	Tri Boro Auth.	858	P	7,334	2:15:43
Clerk, Grade 2	Education	840	P	10,215	
Clerk, Grade 2	Bd. of Water Sup.	900	P	5,496	2:15:43
Clerk, Gr. 2 (Female)	Transportation	858	P	4,680	2:15:43
Clerk (Female), Grade 2	Education	858	P	5,250	
Clerk, Grade 2 (Female)	Hospitals	\$10 & 600 w/m	P	4,977	
Clerk, Grade 2 (Female)	Purchase	40	P	8,550	
Clerk, Grade 2	Hospitals	\$40 & 600 w/m	P	8,550	
Climber and Pruner	Parks	1,800	P	1,014	5:14:45
Climber and Pruner	Parks	1,620	P	89	4:26:43
Conductor	Transportation	.65-.75 per hr.	P	64	9:15:43
Dental Hygienist	Health	1,200	P	36	
Diesel Tractor Operator	Parks	6.50 day	P	60	3: 8:1
Dockbuilder	Purchase	1,800	P	80	10:29:41
Electric Repairman	Transportation	.75 hr.	P	156	4: 2:45
Electrical Inspector, Gr. 2	Wa. Sup., Gas, El.	2,400	P	79	11:13:44
Elevator Mechanic	Housing	1,200	P	76	2:18:43
Elevator Mechanic's Helper	Education	1,200	P	3,624	12:14:41
Fireman F.D.	Fire	1,620	P	3,661	
Fireman F.D.	Wa. Sup. Gas, El.	1,620	P	5,392	
Fireman F.D.	Transportation	.65-.78 hr.	P	3,682	
Fireman F.D.	Public Works	1,500	P	6,552	
Fireman F.D. (app.)	Transportation	.50-.65 hr.	P	998	9: 9:45
Hospital Helper (Men)	Hospitals	300 & 480 w/m	P	1,000	11:21:41
Hospital Helper (Women)	Hospitals	300 & 480 w/m	P	48	4:20:42
House Painter	Housing	44 wk.	P	77	8:20:44
Insp. Masonry & Carp'try	Welfare	1,800	P	91	7:31:44
Insp. of Steel, Grade 3	Water Supply	3,400	P	15	6:11:44
Janitor (Custodian) Gr. 2	Health	2,100	P	89	3:12:45
Janitor Engineer	Real Estate	3,600	P	1	6:35:45
Junior Administrator Ass't.	Welfare	2,100	P	45	1:21:44
Junior Administrator Ass't.	Housing	3,600	P	39	4:30:44
Junior Architect	Transportation	2,100	P	52	8:9:48
Junior Assessor	Tax	1,920	P	270	3:11:45
Jr. Civil Service Examiner	Civil Service	7 day	T	104	11: 1:45
Junior Engineer (civil)	Water Supply	2,100	P	47	6:30:45
Junior Engineer (electric)	Fire	2,400	P	153	9:24:43
Junior Engineer (Mech.) Gr. 3	Civil Service Comm	2,100	P	91	4:25:43
Laboratory Assistant	Health	960	P	1,500	
Laboratory Helper	Education	1,200	P	299	
Laboratory Helper (Women)	Hospitals	720	P	490	
Laboratory Helper (Women)	Education	1,200	P	202	9: 9:45
Laboratory Helper	Transportation	.42 hr.	P	90	4: 3:45
Laundry Workers	Hospitals	780 & less P&T	P	144	9:11:44
Lieutenant, F.D. (prom.)	Fire	3,900	P	472	2:14:44
Lieutenant, F.D. (prom.)	Police	4,060	P	10	9:24:44
Lifeguard	Parks	621-.75 hr.	T	21	1:30:44
Linenman	Fire	1,500	P	76	1:10:44
Locomotiver	Fire	8 day	P	232	2:19:45
Machinist	Wa. Sup. Gas & El.	.75 day	P	400	
Maintainer's Helper, Grp. A	Transportation	.63 hr.	P	718	
Maintainer's Helper, Grp. A	Transportation	.62 hr.	T	77	
Maintainer's Helper, Grp. B	Transportation	.63 hr.	P	40	
Maintainer's Helper, Grp. C	Transportation	.63 hr.	P	73	
Maintainer's Helper, Grp. D	Transportation	.63 hr.	T	240	
Maintainer's Helper, Grp. D	Hospitals	960	P	71	8:21:45
Management Assistant	Housing	1,500	P	12	
Management Assistant	Housing	1,800	P	140	
Management Assistant	Housing	1,250	T	15	2:18:45
Mechanical Maint. Grp. B	Transportation	.85 hr.	P	24	4:13:42
Medical Insp. (Obstetrics)	Health	5 session	T	165	4:19:42
Medical Insp. (Pediatrics)	Health	5 session	T	128	
Medical Insp. (T.B.)	Parks	1,500	T	150	1: 9:45
Motorman-Conductor (prom.)	Transportation	.80 hr.	P	2,369	
Office Appliance Opr., Gr. 2	Welfare	1,200	P	35	
Park Foreman	Parks	1,060	P	22	8:18:42
Pathologist	Hospitals	2,160	P	890	10:14:43
Patrolman, P.D.	Police	1,200	P	1,421	
Patrolman, F.D., List No. 1	N.Y.C. Tunnel Auth	1,500	T	1,300	
Patrolman, P.D., List No. 1	Transportation	1,500	P	1,265	
Patrolman, P.D., List No. 1	Water, Supply	1,800	P	1,302	
Patrolman, P.D., List No. 1	Welfare	1,200	T	1,338	
Patrolman, P.D., List No. 3	Finance	1 day	T	25	
Patrolman, P.D., List No. 3	Markets	1,800	P	34	5: 1:44
Patrolman, P.D., List No. 3	Comptroller	3,500	P	30	7:27:42
Painter	Transportation	1 day	P	25	1:10:44
Photographer	Housing	1,200	P	266	
Physiotherapy Tech.	Hospitals	1,200	P	583	
Playground Director (Female)	Parks	4 day	T	207	
Playground Director	Parks	1 day	T	37	2:14:43
Plumber	Docks	6 day	P	114	
Policewoman	Correction	1,769	P	241	9:29:42
Policewoman	Welfare	1,200	P	898	
Porter	Queens College	1,320	T	913	
Porter	Bd. of Water Supply	1,200	P	1,161	
Porter	Health	960	P	2,775	9:29:42
Porter	Hospitals	780	P	1,315	
Porter	Housing	1,620	P	2,356	
Porter	Hospitals	540 w/m	P	4,402	
Public Health Nurse	Health	1,500	P	86	6: 8:42
Railroad Clerk (prom.)	Transportation	55	P or T	83	
Sanitation Man, Class A	Sanitation	1,500	P	570	
Sanitation Man, Class A	DWSGE	1,620	P	551	
Sanitation Man, Class A	Transportation	.57 hr.	P	2,849	
Sanitation Man, Class A	Transportation	.66-.70 hr.	P	397	14: 4:44
Sanitation Man, Class A	B. P. Man	1,500	P	813	
Sanitation Man, Class A	Hunter College	1,200	P	1,284	
Sanitation Man, Class A	Hospitals	960	P	1,235	
Sanitation Man, Class A	Parks	5.50	T	2,051	
Sanitation Man, Class A	Parks	.50	T	3,566	
Sanit'n Man, Class B (prom.)	Sanitation	1,680	P	36	9:10:45
Section Stockman (clothing)	Welfare	2,340 & 1,800	P	10	6:25:45
Section Stockman (food)	Welfare	2,340 & 1,800	P	10	
Signal Maint'n, B (prom.)	Transportation	.80 hr.	P	15	1:27:45
Social Investigator	Welfare	1,500	P	830	2: 6:44
Social Investigator	Child Welfare	1,500	P	983	2: 6:44
Special Patrolman	Correction	1,869	P	297	10: 3:44
Special Patrolman	Water Supply	1,800	P	312	
Special Patrolman	Transportation	1,500	P	483	
Stationary Engineer (elec.)	Markets	9 day	P	47	1:15:45
Stationary Engineer (steam)	Public Works	9 day	P	47	1:15:45
Stenotypist, Grade 2	N.Y.C. Tunnel Auth	1,200	T	62	6: 4:45
Steno. and Typewriter	Hospitals	960	P	63	
Steno. and Typewriter	License	1,200	T	1,513	11: 7:42
Steno. and Typewriter	Water Supply	1,200	P	1,487	
Steno. and Typewriter	Welfare	960	P	1,513	
Structure Maint'r (plumbing)	Hunter College	1,500	T	50	9:13:45
Structure Maint'r (woodwork)	Transportation	.80 hr.	P	40	
Tax Counsel, Grade 4	Law	1,800	P	36	10:15:44
Tax Counsel, Grade 4	Tunnels	1,800	T	54	
Telephone Operator	Hospitals	1,200	P	55	8:13:44
Telephone Operator	Transportation	960	T	130	
Third Rail Maintainer	Transportation	.70 hr.	P	15	8:21:43
Title Examiner	Housing	1,800	P	34	10: 8:44
Topographical Draftsman	Water Supply	3,130	P	23	6:23:42
Towerman	Transportation	80 & 72 per hr.	P	19	
Trackman	Transportation	.66	P	196	11: 6:44
Tunnel Sergeant	N Y C. Tunnel Auth	2,400	P	25	7:31:45
Typist, Grade 1	Welfare	960	P	2,259	5: 7:45
Typist, Grade 1	Various Depts.	960	T	761	
Typewriter Repairman	Welfare	1,200	P	34	1: 9:45
Watchman-Attendant	Housing	1,200	P	587	5:10:42
Watchman-Attendant	Transportation	25 wk.	P	680	
Watchman-Attendant	Hospitals	840	P	1,034	
Watchman-Attendant	Parks	4 day	T	2,612	
Watchman-Attendant	Hospitals	600 w/m	P	1,222	

w/m means "With Maintenance."

Where Do I Stand?

The following are the latest certifications from popular State lists in New York City and Albany. P denotes permanent; T means temporary.

Job Title	City	Salary	No.
Junior Clerk	New York	\$900	1,482
Junior Clerk	Albany	\$900	5,187
Junior Stenographer	New York	\$900	4,105
Junior Stenographer	Albany	\$900	6,016
Junior Stenographer	New York	\$900	1,426
Junior Stenographer	Albany	\$900	2,351
Junior Typist	New York	\$900	1,416
Junior Typist	Alb		

Examination Requirements

U. S. Tests

Junior Administrative Procurement Inspector, \$2,900 A Year

Senior Procurement Inspector, \$2,600 A Year

Procurement Inspector, \$2,300 A Year

Associate Procurement Inspector, \$2,000 A Year

Assistant Procurement Inspector, \$1,800 A Year

Junior Procurement Inspector, \$1,620 A Year

Optional branches—(1) Aircraft, (2) Engines, (3) Instruments, (4) Parachutes, (5) Aircraft Propellers, (6) Tools and Gages, (7) Radio, (8) Aircraft Miscellaneous Materials, (9) Textiles, (10) Fur-lined clothing, (11) Optical, (12) Magnetic Materials.

Material Division, Air Corps, War Department
Applications may be filed until

further notice. Attention is invited to the reduced requirements. Due to a shortage of qualified eligibles, this examination is reannounced with amended requirements. Qualified applicants are invited to apply.

Duties

Under varying degrees of supervision, and with responsibilities increasing in the progressively higher grades, to conduct inspections in connection with the procurement of aircraft materials as indicated by the optional branch to inspect and check materials to determine their acceptability in accordance with drawings and specifications; to note damaged or defective parts or inferior workmanship; to make reports and submit recommendations regarding necessary changes; and to perform related duties as assigned.

The duties of the Junior Administrative Procurement Inspector grade may include the supervision or direction of the activities of a small group of Air Corps inspection personnel engaged in the administration of contracts of lesser difficulty or importance.

Additional Information with Respect to Duties

Option No. 1: Aircraft—Includes inspection of the complete airplane, sub-assemblies, airplane rigging, and hydraulic systems.

Option No. 2: Engines—Includes inspection of cylinder blocks, piston rings, crankshafts, camshafts and valve springs, requiring a knowledge of machine shop practice.

Option No. 3: Instruments—Includes inspection of altimeters, airspeed indicators, compasses, gyroscopic equipment, voltmeters, pressure or vacuum gages, clocks and chronometers, requiring a knowledge of the proper use of test equipment such as U-tubes, flow meters, and stroboscopes.

Option No. 4: Parachutes—Includes inspection of parachute lines, pilot chutes, harness, metal fitting parts and fabricated packs.

Option No. 5: Aircraft Propellers—Includes inspection of the rough forging of each propeller blade and component parts thereof before the machining operations—also includes inspection during or after machining operations—inspection of final assembly and pitch calibration.

Option No. 6: Tools and Gages—Includes inspection of tools and gages, requiring a knowledge of tool making.

Option No. 7: Radio—Includes inspection of radio wiring and installations in military aircraft, requiring the reading of wiring diagrams and familiarity with electrical apparatus, and testing equipment.

Option No. 8: Aircraft Miscellaneous Materials—Includes inspection of miscellaneous items pertaining to aircraft and related equipment, such as bolts, nuts, hose clamps, and bulkhead fittings.

Option No. 9: Textiles—Includes inspection of clothing and equipment manufactured from sheep shearing, hides, leather, and furs.

Option No. 11: Optical—Includes inspection of goggles, and lenses, (such as used in cameras, collimators, telescopes, binoculars, prisms), and other high grade optical equipment.

Option No. 12: Magnetic Materials—Includes inspection of magnetic materials used in the construction of aircraft, aircraft engines, propellers, and aircraft miscellaneous materials.

Requirements

To qualify for the various grades, applicants must show that they have had in one of the above indicated optional branches, inspectional or mechanical experience, or any time-equivalent combination of the two (one year of inspectional experience is equivalent to two years of mechanical experience) as follows:

Grade	Year-or-Months of Inspectional Experience Required	Year-or-Months of Mechanical Experience Required
Jr. Administrative	3	6

Senior	2½	5
Inspector	2	3
Associate	1½	3
Assistant	1	2
Junior	½	1

Inspectional or mechanical experience for Options 1, 4 and 8 must have been acquired on aircraft materials.

Inspectional experience must have been of a type which required: (1) The reading of drawings, and (2) The use of high-accuracy measuring instruments, and (3) The interpretation of specifications and the making of necessary computations to determine compliance with manufacturer's and/or purchaser's specifications.

Except that for options 9, 10 and 12, inspectional experience need not have included the use of high-accuracy measuring instruments.

For the Magnetic Materials option, experience must have been in the magnetic (magnafix) inspection of parts or assemblies fabricated from ferrous metals.

Mechanical experience must have been progressive and, in addition, must have included: (1) Reading of drawings, and (2) Use of high-accuracy measuring instruments.

For options 9 and 10 progressive production experience will be accepted. For option 12 experience in the operation of magnetic (magnafix) equipment which required that the operator have, in addition, a knowledge of industrial and manufacturing processes such as grinding, milling, boring, forming, etc., will be accepted. For these three options, experience need not have included the use of high-accuracy measuring instruments but applicants for these options must be able to read blueprints.

Substitution of educational for mechanical experience: (a) Applicants may substitute each successfully completed year of an engineering course (of the type mentioned below) in college or university of recognized standing, for nine months of the required mechanical experience, up to a maximum of three years of mechanical experience. Applicants qualifying on education alone will be assigned eligibility as follows:

Type of education—Aeronautical, Engineering, Options—Aircraft, Engines, Instruments, Aircraft Propellers, Aircraft Miscellaneous Materials.

Type of education—Mechanical, Engineering, Options—Engine, Instruments, Tools and Gages, Aircraft Miscellaneous Materials, Optical.

Type of education—Electrical, Engineering, Options—Instruments, Radio, Magnetic Materials.

Type of education—Textile, Engineering, Options—Textile, Fur-lined Clothing.

Type of education—Metallurgical, Engineering, Options—Magnetic Materials.

Type of education—Industrial, Engineering, Options—Magnetic Materials.

(b) Successful completion of a course in materials inspection and testing approved by the U. S. Office of Education for training for inspection of materials will be accepted in lieu of six months of the mechanical experience required.

Applicants may be required to present proof of completion of the course claimed.
Non-qualifying experience: The following types of experience are not qualifying for the position of Procurement Inspector (any grade or option): (1) Experience with barnstorming or circus craft. (2) Experience with planes carrying passengers on short flights for hire, having small and unimportant airport facilities. (3) Intermittent so-called servicing of individually owned planes or their accessories. (4) Overhaul and repair of automobile engines. (5) Routine visual inspection common to mass production methods. (6) Watchmaking. (7) Repair and testing of electric power meters.

Age limits: Junior Administrative Inspector—25 to 62; Senior Procurement Inspector—25 to 62; Procurement Inspector—25 to 62; Associate Procurement Inspector—21 to 45; Assistant Procurement Inspector—19 to 35; Junior Procurement Inspector—19 to 35.

Junior Professional Assistant \$2,000 a Year

Optional Subjects

- 1—Junior Administrative Technician
- 2—Junior Business Analyst
- 3—Junior Economist

Requirements

Applications must be on file with the United States Civil Service Commission at Washington, D. C., not later than November 3, 1941.

The registers established in the above-named optional subjects from the Junior Professional Assistant examination (Announcement No. 13) of this year have been used exten-

sively. In anticipation of continuing heavy demands, this examination is announced to augment those three registers.

It is expected that the annual Junior Professional Assistant examination will be announced in January, 1942. It is not expected however, that the above-named optional subjects will be included in it. Therefore, all interested persons, including seniors and graduate students, who are otherwise qualified and who will complete the prescribed course work prior to July 1, 1942, should make application for this examination.

Employment Lists—Separate lists of eligibles will be established for each of the optional subjects listed above. These eligibles will be placed on the existing registers with eligibles who qualified under Announcement No. 13 of 1941, in the regular order of rating. Persons who attained eligibility in these three optional subjects under Announcement No. 13 of 1941, need not apply, since their present eligibility will be continued during the life of the register resulting from the new examinations.

Subprofessional or other positions at \$2,000 a year, \$1,800 a year, and \$1,620 a year, will be filled from the

(Continued on Following Page)

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

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

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

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

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

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

Applicants for State jobs must have been New York State residents for one year.

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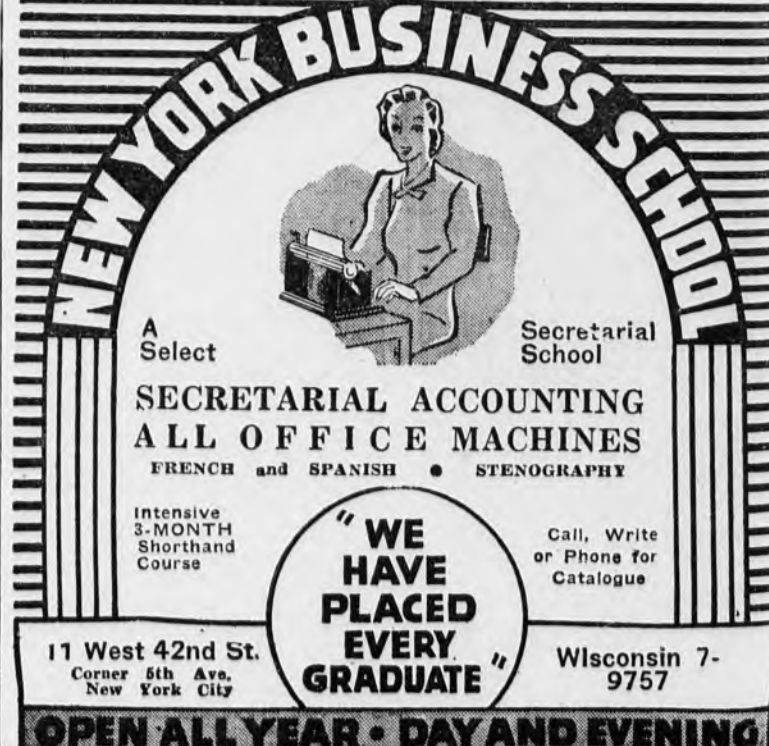
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U. S. Tests

(Continued from Preceding Page)

registers resulting from these examinations...

Duties—Under immediate supervision, to perform scientific or professional work...

Competitors will be rated on the subjects listed below...

Table with 2 columns: Subjects, Weight. Includes General test, Professional questions, Total.

Subject 1, general test, will consist of written questions designed to measure the applicant's aptitude for learning...

Subject 2, professional questions, will consist of a separate test for each of the optional subjects listed above...

Rating Required—About 2 hours in the morning, and about 3 1/2 hours in the afternoon will be required for this examination.

Applicants may be examined in only one of the optional subjects listed at the head of this announcement.

Statements concerning qualifications will be verified by the Commission; exaggeration or misstatement will be cause for disqualification.

Requirements—Must have successfully completed a full four-year course leading to a bachelor's degree...

Applications will be accepted from senior or graduate students at institutions of recognized standing...

CIVIL SERVICE LEADER

Successful completion of the required college work prior to July 1, 1942.

Specialized Study—Applicants must show, as a minimum, specialized study in one of the optional subjects...

1. Junior Administrative Technician—Thirty semester hours in public administration, political science, economics, history, or sociology...

(2) Junior Business Analyst—Thirty semester hours in industrial or business administration, organization, management or supervision...

(3) Junior Economist—Twenty-four semester hours in economics and 3 semester hours in statistics; or 21 semester hours in economics and 6 semester hours in statistics.

Except as provided for senior or graduate students above, only education acquired prior to the closing date for receipt of applications specified at the head of this announcement can be considered for these examinations.

AERONAUTICAL

(Applications for this group will be rated as received until further notice.)

Associate aircraft inspector (factory), \$2,900; associate air carrier maintenance inspector, \$2,000.

Inspector, engineering materials (aeronautical), \$2,000; senior, \$2,600; junior, \$1,620.

Instructor, air corps technical school, \$3,800; associate, \$3,200; assistant, \$2,600; junior, \$2,000.

Engineering draftsman, \$1,800; also chief, \$2,600; principal, \$2,300; senior, \$2,000; assistant, \$1,620.

Pilot instructor, \$3,200; link trainer operator, \$2,900. File until further notice.

Air carrier inspector, \$3,800; associate inspector, \$3,500. File until further notice.

Trainer, traffic controller, \$1,800. File until further notice.

ENGINEERING, ALSO ORDINANCE AND EXPLOSIVES INSPECTION

Principal marine engineer, \$5,600; senior marine engineer, \$4,600; marine engineer, \$3,800; associate marine engineer, \$2,600.

Chief Engineering Aid, \$2,600; Principal Engineering Aid, \$2,300; Sr. Engineering Aid, \$2,000; Engineering Aid, \$1,800; Assistant Engineering Aid, \$1,620.

Inspector signal corps equipment, \$2,600; also senior, \$3,200; junior, \$2,000.

Inspector, powder and explosives, \$2,300; also senior, \$2,600; associate, \$2,000; assistant, \$1,800; junior, \$1,620.

Senior engineering aid (topographic), \$2,000. Applications will be rated as received until Dec. 31, 1941.

Inspector, ordnance material, \$2,300; also senior, \$2,600; associate, \$2,000; assistant, \$1,800; junior, \$1,620.

Senior inspector, engineering (aeronautical), \$2,600. File until further notice.

Inspector, engineering materials (aeronautical), \$2,300. File until further notice.

Associate inspector, engineering materials (aeronautical), \$2,000. File until further notice.

Junior inspector, engineering materials (aeronautical), \$1,620. File until further notice.

Junior engineer, \$2,000. File by December 31.

Second assistant engineer, \$2,650; Jr. third assistant engineer, \$2,190. Applications will be rated as received.

MARINE, ALSO NAVAL ARCHITECTURE

Principal naval architect, \$5,600; senior naval architect, \$4,600; naval architect, \$3,800; associate naval architect, \$3,200; assistant naval architect, \$2,600.

Senior inspector, ship construction, \$2,000; inspector, ship construction, \$2,000; senior inspector, engineering materials, \$2,600; inspector, engineering materials, \$2,000; junior inspector, engineering materials, \$1,620.

Medical officer, \$3,800; also senior, \$4,600; associate, \$3,200. Applications will be rated as received until further notice.

Public health nurse, \$2,000; graduate nurse, general staff duty, \$1,800. Applications will be accepted until further notice.

Dental hygienist, \$1,620. Applications will be received until further notice.

FEDERAL SERVICE

Graduate nurse (Panama Canal service only), \$169.75 a month. File until further notice.

Drop forger, \$1,620. File until further notice.

Principal inspector, paint protection, \$4,600; senior inspector, \$3,800; inspector, \$3,200; assistant inspector, \$2,900.

Senior inspector, naval ordnance materials, \$2,600; inspector, \$2,300; associate inspector, \$2,000; assistant inspector, \$1,800; junior inspector, \$1,620.

Multilith cameraman and plate-maker, \$1,620; multilith press opera-

CIVIL SERVICE LEADER

Medical guard-attendant, \$1,620. File until further notice.

Medical technical assistant, \$2,000. File until further notice.

Jr. Medical Officer, \$2,000. Filing until Nov. 16.

Student Physiotherapy Aid, \$420; and Apprentice Physiotherapy Aid, \$1,440. Applications may be filed until further notice.

Senior radiosonde technician, \$2,000. Applications will be rated as received until further notice.

Radio mechanic-technician, \$1,440 to \$2,300. File by Nov. 6.

Technical and scientific aids, \$1,440 to \$2,000. File by June 30, 1942.

Specialist in maternal and child health, \$3,200 to \$5,600. File by Nov. 15.

Junior physicist, \$2,000. Applications will be accepted until further notice.

Purchasing officer, from \$2,000 to \$3,200. File by Oct. 11.

Principal Economist, \$5,600; senior economist, \$4,600; economist, \$3,800; Associate Economist, \$3,200; Assistant Economist, \$2,600.

Jr. Soil conservationist, \$2,000. Filing until Dec. 31.

Medical technician, \$1,620 to \$2,000; Jr. laboratory helper, \$1,440. File until further notice.

Automotive spare parts expert, \$3,200. Applicants will be rated as received until further notice.

Chemist, \$3,800; principal, \$5,600; senior, \$4,600; associate, \$3,200; assistant, \$2,600; all in explosives.

Artistic lithographer, \$1,800; junior, \$1,440; assistant, \$1,620; senior, \$2,000; negative cutter, \$1,800; junior copper plate map engraver, \$1,440.

Inspector of hats, \$2,000; inspector of miscellaneous supplies (hosiery and knit underwear), \$2,000; inspector of textiles, \$2,000; junior inspector of textiles, \$1,620; inspector of clothing, \$2,000.

Physicist (any specialized branch), \$3,800; also principal, \$5,600; senior, \$4,600; associate, \$3,200; assistant, \$2,600.

Metallurgical engineer, \$3,800; also principal, \$5,600; senior, \$4,600; associate, \$3,200.

Junior communications operator (high speed radio equipment), \$1,620.

Inspector (subsistence supplies), various grades. Applications will be rated as received until further notice.

Staff dietitian, \$1,800. Applications will be rated as received.

Inspector (subsistence supplies), \$2,000; also principal, \$2,600; senior, \$2,300; assistant, \$1,800; junior, \$1,620.

Principal superintendent of construction, \$5,600; senior superintendent of construction, \$4,600.

Senior instructor, mobile laundry (for filling positions of principal instructor, mobile laundry, \$2,900, and senior mobile laundry, \$2,600).

Principal research chemist, \$5,600; senior research chemist, \$4,600; research chemist, \$3,800; associate research chemist, \$3,200.

Construction inspection co-ordinator, United States Maritime Commissions, \$3,800.

Principal meteorologist, \$5,600; senior meteorologist, \$4,600; meteorologist, \$3,800; associate meteorologist, \$3,200.

Machinist, New York Navy Yard, Brooklyn, \$7.92, \$8.40 and \$8.88 a day.

Boiler-maker, \$1,710. File until further notice.

Deck engineer, \$1,590. File until further notice.

Shipyard inspector (various grades), file until further notice.

Commodity exchange specialist (various grades), file until further notice.

Drop forger, file until further notice.

Principal inspector, paint protection, \$4,600; senior inspector, \$3,800; inspector, \$3,200; assistant inspector, \$2,900.

Senior inspector, naval ordnance materials, \$2,600; inspector, \$2,300; associate inspector, \$2,000; assistant inspector, \$1,800; junior inspector, \$1,620.

Multilith cameraman and plate-maker, \$1,620; multilith press opera-

You're Just Another Guy

Even If You're in the Army Now!

You might be able to pass a literacy test in the U. S. Army but that doesn't mean that you're smart enough to pass a similar examination given by the Municipal Civil Service Commission.

At it's meeting this week, the Commission denied a recommendation that candidates in the armed forces be permitted to waive literacy and physical tests.

Senior and junior blueprint operator, \$1,440 and \$1,260.

Senior and junior photostat operator, \$1,440 and \$1,260.

Head photographer, senior photographer, assistant photographer, under photographer, \$1,260 to \$2,600.

Junior typist (male), \$1,260. File until further notice.

Junior stenographer (male), \$1,440. File until further notice.

the army physical tests would be on a standard equal to their own. It would even save them a lot of work by solving the problem of administering examinations to candidates in military service.

And as far as literacy tests are concerned the Commission ruled that it is "questionable" whether the standards established by the Army for such tests are equivalent to those of the Commission and whether they would be adhered to as strictly as they would by the Commission's examiners.

Defense Book

"Handbook for Civilian Defense"

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LEGAL SUMMONS
will be served upon thousands of New York State motorists who may lose the right to operate an automobile, unless they provide the security that is necessary under the New York Motor Vehicle Safety Responsibility Act effective January 1, 1942.
THIS NEW LAW requires the commissioner of Motor Vehicles to suspend the operator's license and revoke the owner's registration certificate, of an automobile involved in an accident causing death, bodily injury to property over \$25.00, unless sufficient security is furnished both for the accident which has happened and for future accidents, whether or not the operator is at fault.
UNDER THE NEW LAW can you afford in the event of an accident to put up hundreds or even thousands of dollars until the courts decide whether you or the other motorist was at fault?
THE LAW provides that unless security is furnished:
1. The automobile cannot be driven by anyone, nor can its title be transferred to any other person.
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Application blanks and detailed information concerning any of the examinations listed above may be obtained by calling in person or writing to the manager, Second U. S. Civil Service District, Federal Building, 641 Washington street, New York City.

On Sale at The Leader Bookshop 97 Duane St., New York City

Real Estate Notes

By FRED ASHLEY
Real Estate Editor

Twenty dollars is not much money. If you have that amount and can afford to pay \$5.00 monthly, you can get a wonderful buy on a $\frac{1}{4}$ acre lot near transportation, stores, and schools for a total amount of only 100.00. Contact Dolan at 152 West 42d Street or call Wisconsin 7-0635, for full details.

Many New Yorkers think that Westchester County is too expensive for them. The main trouble is that often the buyer expects too much. Usually this buyer is the one who gets less in the long run for his money. There are hundreds of fine used houses in all sections of Westchester which will make really fine homes for people who want to live at reasonably fair costs. In fact, many homes are listed as low as \$5,000 and \$5,500, which have possibilities if the buyers are willing to do a certain amount of repairs and decoration. In the Scarsdale area alone, about nine old homes are sold for every new one. For full details about homes in the Westchester area, write to Mr. John L. Phelon, 213 Harwood Bldg., Scarsdale, N. Y.

Government Plans Co-op Defense Housing

A plan for cooperative home

ownership by workers which may soon multiply by many times the number of cooperative dwelling units in this country has been initiated by the Defense Housing Division of the Federal Works Agency. Known as the Mutual Home Ownership Plan, it will enable workers in specified defense housing projects to acquire group ownership of their homes through monthly payments and to operate the projects in accord with established cooperative methods. 500 families of shipyard workers are being housed in the first project, Audubon Village, already completed at Camden, N. J. Funds have been allocated to accommodate more than 4,000 additional families in similar projects in other cities. These projects alone will more than double the total number of cooperatively owned dwelling units in the United States. Under this plan 100 per cent of the original financing is provided by the Government which builds the projects. This follows one type of cooperative housing in Holland and Sweden. There will, however, be no rental subsidies, the projects being self-liquidating. The by-laws of the Audubon Mutual Housing Corporation a non-profit agency set up to operate the only project opened thus far, provide opened thus far, including one member, one vote, and no proxy voting, although the word cooperative is not used. The bylaws also permit the mutual home ownership corporation to supply its members with goods and services.

If there is any information you desire about lots, houses, furnished or unfurnished apartments, or any real estate problem, on which you desire assistance, just write to Fred Ashley, care of Civil Service Leader, 97 Duane Street, N. Y. C.

Burke Promises Wage Increase

Councilman James A. Burke, Democratic candidate for borough president, promises "fair treatment and fair wages for civil service employees at borough hall" after he takes office Jan. 1.

"I was a civil service worker myself for eight years," Burke declared. "I know these public servants need a friend in office during years of inflation such as these. Wages in private industry are going up. So are prices. Only the civil servants pay is at a standstill.

"Knowing the problems of civil service, I know I will take to Borough Hall a true understanding and a desire to help. I promise a square deal to civil service."

Is Your Exam Here?

Below is the latest news from the Municipal Civil Service Commission on the status of exams. The LEADER will publish changes as soon as they are made known.

OPEN COMPETITIVE TESTS

Actuarial Assistant: Applications for this examination closed on September 22.

Air Traffic Control Tower Operator: The written test was held October 24.

Allylist (Psychiatrist), Grade 4: The rating of the written test has been completed. The oral interviews ended on October 9th.

Asphalt Worker: All parts of the examination have been administered.

Assistant Director (N. Y. C. Information Center): The rating of the written test has been completed. The test for training, experience and personal qualifications was held Tuesday, October 21.

Assistant Engineer (Specifications), Grade 3, College Equipment and Supplies: The rating of the written test has been completed.

Baker: The practical test will probably be held the latter part of this month.

Bridge Painter: The rating of the written test is in progress.

Car Maintainer, Group A: The rating of the written test has been completed. The practical test will probably be held the latter part of this month or early in November.

Car Maintainer, Group F: This examination is held in abeyance pending the results of the promotion test for this position.

Chief Air Traffic Control Operator: The written test was held October 24.

City Medical Officer, Police Surgeon and Medical Officer, Medical Examiner: The rating of the written test has been completed. The oral interview test will be held as soon as practicable.

Court Stenographer: The elimination test will be held in November.

Dentist (Part Time): The rating of the written test has been completed.

Dietitian: The rating of Part II of the written test has begun. The rating of Part I will begin shortly.

Director of Medical Social Service, Grade 6: All parts of the examination have been administered.

Director of the Bureau of Child Hygiene: The rating of the written test is in progress.

Electrician: The rating of Part I of the written test is in progress.

Fireman: The rating of credit for educational and athletic training is in progress.

Gasoline Roller Engineer and Asphalt Roller Engineer: The postponed practical test will be held in November.

Health Inspector, Grade 2: Filing for this examination closed October 14.

Housekeeper: The rating of the written test will probably be completed this month.

Inspector of Housing, Grade 2: Applications for this examination closed on September 22.

Inspector of Printing and Stationery, Grade 2: The rating of qualifying experience has been completed.

Interpreter: The rating of the written test is still in progress.

Junior Administrative Assistant (Real Estate Research): The rating of the written test is about 50% completed.

Laboratory Assistant (Bio-Chemistry): The written test will probably be held this month.

Medical Social Worker, Grades 1 and 2: The rating of the written tests for both these examinations is still in progress.

Office Appliance Operator, Grade 2 (I. B. M. Alphabetic Key Punch Machine) and (Remington Book-keeping Machine): The rating of the practical tests for both these examinations will probably be completed this month.

Principal Chemist (Bio-Chemistry): Application period closes Oct. 27.

Psychiatric Social Worker, Grade 2: The rating of the written test is still in progress.

Power Distribution Maintainer: The rating of the written test has been completed.

Radio Operator: The rating of qualifying experience has been completed.

Resident Building Superintendent, Grade 3: All parts of this examination have been administered.

Senior Buyer (New York City Housing Authority): The written test was held on September 20.

Spectroscopist-Microanalyst: The written test will be held October 30.

Stenographer (Law), Grade 2: The rating of the practical test is in progress.

Superintendent of Camp LaGuardia: The rating of the written test is in progress.

Supervising Air Traffic Control Operator: The written test was held October 24.

Supervising Tabulating Machine Operator, Grade 4: The rating of the written test has been completed.

Telephone Maintainer: The rating of the written test has been completed.

Turnstile Maintainer: The practical test was held on October 21, 22, and 23.

PROMOTION TESTS

Accountant (City-Wide): This examination will be held on December 30.

Assistant Foreman (Sanitation): The rating of the written test has begun.

Assistant Foreman (Track): The practical oral test was held on October 15.

Assistant Superintendent of Telegraph (Police): The written test will be held on November 3.

Assistant Supervisor, Grade 2, (Social Service), City-Wide: The rating of the written test is still in progress.

Car Maintainer, Group A: The rating of the written test has been completed. The practical test will probably be held the latter part of this month or early in November.

Car Maintainer, Group F: The list is published in this issue of the LEADER.

Electrician: The rating of Part I of the written test has begun.

Foreman, Grade 2, (Borough Presidents): The oral test is being held this month.

Foreman of Bridge Painters (City-Wide): The rating of the written test has begun.

Foreman (Power Distribution): The rating of the written test will probably be completed this month.

Foreman (Turnstiles): The practical oral test was held on October 15.

Gardener (Parks): The final key answers were approved by the Commission.

Housekeeping (Women) Hospitals: The rating of the written test will probably be completed this month.

Junior Accountant (City-Wide): The written test was held October 4.

Junior Administrative Assistant (City-Wide): The oral interview tests are being continued this month.

Mechanical Maintainer, Group A: The practical test was held on October 8.

Mechanical Maintainer, Group C: The practical test was held on October 10.

Motorman Instructor: The practical oral test was held on October 6 and 7.

Power Distribution Maintainer: The rating of the written test has been completed.

Principal Veterinarian (Health): The postponed oral interview will be held as soon as practicable.

Senior Accountant (City-Wide): This examination will be held on December 30.

Senior Dietitian: The rating of the written test will probably be completed this month.

Sergeant, P.D.: The rating of Part II of the written test is still in progress.

Supervising Tabulating Machine Operator, Grade 3, (Health and Tax Departments): The rating of the written test has been completed.

Supervisor, Grade 3, (Social Service): The rating of the written test is still in progress.

Telephone Maintainer: The rating of the written test has been completed.

Telephone Operator, Grade 2: The written test was held on October 15.

Train Dispatcher: The practical oral test will probably be held the latter part of this month or early in November.

Trainmaster: The rating of the written test has been completed.

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1840 Anthony Ave.	6 Rooms \$47	All latest improvements J. M. PREGANZER Real Estate & Insurance, 225 Alexander Ave. (138th St.)
284 Willis Ave.	5 Rooms \$25	All improvements except steam J. M. PREGANZER Real Estate & Insurance, 225 Alexander Ave. (138th St.)
405 Willis Ave.	5 Rooms \$25	All improvements except steam J. M. PREGANZER Real Estate & Insurance, 225 Alexander Avenue (138th St.)
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The Clark Lane 52 Clark St. Brooklyn	1-2 Rooms Kitchenette, Furnished \$58.50-\$75.00	5 minutes to New York, Maid, linen service available, switchboard, Gas and electric free, Resident Manager premises, MAIN 7690 or Gordon S. Braislis, Inc., 188 Montague St., Brooklyn, TRIangle 5-5545.
QUEENS - LONG ISLAND		
Regency Park Kew Gardens Station Union Turnpike At Main Street	3 1/2 with Ter. \$65-4, \$65.00 4 1/2, \$67.00	A few attractive units still available, some with terraces; landscaped gardens, playgrounds; private bus to 6th and 8th Ave. Subway, RE. 9-8080.
Jackson Heights	2 Rooms \$38 3 Rooms \$41-\$50 4 Rooms \$49-\$55	All outside rooms; tennis courts; children's play grounds.

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Next week, because of election, The LEADER comes out on Monday, November 3, instead of Tuesday, as usual. Remember to get your copy on MONDAY.

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By **BILL BENNETT**

Dance School
For all you parents who have been searching for a truly fine school of dancing for your children, I think I have the one you've been looking for. Mr. and Mrs. A. J. Weber at 487-389 Washington, Avenue, between Gates Avenue and Fulton Street in Brooklyn, have recently celebrated their 30th year as qualified teachers of the dance. They have a beautiful studio and all the facilities and staff of excellent teachers with which to make your children fine dancers. Not only do they have children's classes, but they also have classes for you adults who wish to brush up on your steps and learn the new dances.

Health Foods
Here's news on Health Foods. The New York Health Food Exposition, described as the first consumer show of health food ever held in New York, will be held on October 27, 28 and 29 in the Grand Ballroom and on the mezzanine of the Capitol Hotel,

under the slogan "Food for Defence." Products of manufacturers in this and other countries will be on display. A three-day cooking school, conducted by Mrs. Alice Satterwaite, the English writer, lecturer, and cooking expert, who will speak on how to shop for vitamins, prepare vitamins and serve vitamins attractively. Food will be prepared on the stage at 10, 10:30, 2:30 and 8:30 and served to the public in miniature menus.

Barter
Here's an item of interest to all you people in whom the spirit of barter still flourishes. It is said in the trade that one may pawn anything which is not alive and which can be brought in the door. Edelstein Bros., Pawn Brokers, at 28-13 Jackson Avenue, Long Island City, N. Y., established in 1897, have in their long career received such odd merchandise as two deer's heads, a solid gold tiara tennis trophies from some of the top-flight tournaments in the country. Just bring in the collateral to be pledged and they

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MIX-UP IN CITY CARD PUNCH TEST

(Exclusive)
 A drastic change in requirements for future city office appliance operator tests is probable as a result of a mix-up in connection with four tests for which filling ended yesterday.

In announcing its tests for office appliance operator, grade 2, for work on the I.B.M. alphabetic accounting machine, the I.B.M. numeric accounting machine, the I.B.M. numeric punch machine, and the Remington-Rand Powers key punch machine, the Municipal Civil Service Commission required candidates to show either one year's experience or "one year of formal training in a school accredited by the University of the State of New York."

Soon after filing was opened, it turned out that 12 weeks—not one year—was the maximum time given for any office appliance operator course, and also that no accredited schools offer such courses.

Starts Inquiry
 The Commission, which strictly adheres to a policy of rejecting training gained in non-accredited schools, plans to disqualify those who applied under the training alternative. It has also directed an inquiry into the situation among the various training school.

Here are some other factors that should reasonably be considered: The federal government qualifies candidates who have completed intensive training courses lasting only three weeks, yet finds difficulty in locating sufficient applicants.

When the City Commission allowed in to its exams candidates with neither training nor experience, it found that most of the eligibles could not work the machines.

Possible Solutions
 There are several possible solutions: Promotion exams may be held, with grade 1 clerks admitted. The City Commission may insist that all candidates have one year's experience. But then adequate competition is unlikely. It's all frankly very much up in the air today. The LEADER will continue to follow the matter.

20 Attendants' Names Go to Housing Agency
 Twenty names on the attendant-messenger list were certified to the New York City Housing Authority to fill three jobs as process servers at \$1,200 per year. The jobs are for an indefinite period of time and are therefore considered by the Civil Service Commission to be permanent. The highest eligible reached was number 732.

Nineteen additional names from this list were certified to the Department of Hospitals for two jobs as stock assistant at \$1,014 and \$774 with maintenance. The highest eligible reached on this particular certification was the lad whose number is 840.

Next week, because of election, The LEADER comes out on Monday, November 3, instead of Tuesday, as usual. Remember to get your copy on MONDAY.

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Amusement Parade

By Joseph Burstin

The Prof Selects

Who's going to win? Each week The Prof predicts which football teams are likely to win the games of the coming Saturday.



Compare these predictions with your own, and then, after the games are played, see what percentage of The Prof's guesses are correct. Following is a list of games to be played on Saturday, November 1.
Cornell to beat Columbia.
Fordham to beat Purdue.
Ohio State to beat Pittsburgh.
Notre Dame to beat Army.
Michigan to beat Illinois.
Princeton to beat Harvard.
Duke to beat Georgia Tech.
Santa Clara to beat Stanford.
Tulane to beat Vanderbilt.
Navy to beat Pennsylvania.



Walter Pidgeon and Maurcen O'Hara in 20th Century Fox new Picture "How Green Was My Valley," opening tonight at the Rivoli Theatre.

Williams, Donald McBride, Cliff Nazarro, Majorie Gateson, Ann Shoemaker, Boyd Davis. The film is a fast moving musical, put together skillfully under the direction of Sidney Lanfield, a tribute to Columbia Pictures.

On the great stage, "Up Our Alleys," a presentation about Manhattan's side streets.

"NOTHING BUT THE TRUTH" with Bob Hope changes the pace and keeps the Hope fans amused at the Paramount. Honesty is the main theme and Bob Hope, as the bewildered stockbroker, bets \$10,000 of Paulette Goddard's cash that he can go on for 24 without telling a single lie—not even a little one.

From the start, Bob, amusing as ever, runs himself frantic trying to keep from losing the wager which means \$20,000 and Paulette Goddard, if he succeeds. Edward Arnold, Leif Ericson and Glen Anders, help Bob and Paulette keep the audience amused while Paramount turns in another laugh riot. Featured on the stage are the Andrews Sisters, Johnny Long and his orchestra and Larry Adler, virtuoso of the harmonica.

Nite Life

Mike Larsen will tender a party at the ICELAND RESTAURANT tonight to celebrate the beginning of the 30th consecutive week of Danny White as master of ceremonies at his popular spot; a record on Broadway. Most of the leading comics in town, including Billy De Wolfe, the Ritz Brothers, Phil Baker, Joe Frisco, Romo Vincent, Lou Holtz and Henny Youngman, will be on hand to help their fellow funny man celebrate . . . Karole Singer, who hails from away down in Texas is the latest vocal discovery of Vincent Lopez, the popular playing maestro currently breaking records at the HOTEL TAFT GRILL, in New York . . . Pat Williams, Jean Mona and June Carroll will make their bow at Bertolotti's tonight . . . A Tennis Dance, the first ever held in a ballroom, with the country's leading professional net stars playing against one another, plus dancing, before and after the matches, to the music of a name band, will be held in Manhattan Center, on Sunday evening, November 2 . . . The twentieth anniversary convention of the United States Eastern Amateur Ski Association, held this year under the auspices of the Telemark Ski Club, will convene Saturday and Sunday, October 25 and 26 in the HOTEL NEW YORKER . . . Lenny Kent is back at BUTLER'S TAP ROOM with a new show . . . CHARLES, the all night spot in Little Ferry, N. J., has moved to bigger and better quarters on Route 6 . . . Jerry Browne heads the new show at Coney Island's ATLANTIS . . . The GREENWICH VILLAGE INN is presenting a girl revue supported by Vera Nova, Gertrude Bond, Geraldine Gale with Gene Monet's orchestra . . . Ralph Lewis, comedian and M.C., heads the show at the Club Maxim in the Bronx . . . Le Ruban Bleu continues to benefit under the management of Herbert Jacoby, who is currently presenting Maxine Sullivan, Paula Laurence and Richard Dyer-Bennet.

Films of the Week

"You'll Never Get Rich" teams Fred Astaire and Rita Hayworth as gay, romantic dancing partners against a comedy background of army life, at Radio City Music Hall.

Fred Astaire, a fine comedian plays the part of a dancing director, who joins the army to get away from a gorgeous dancing chorine, Rita Hayworth, only to find himself in more trouble at the army camp. Bob Benchly turns in a humorous performance as a producer married to Frieda Inescort, who keeps getting Fred Astaire in trouble by shifting his romances to him, until Frieda gets wise.

With Cole Porter songs as a background, Fred Astaire enhances with his rhythmic dancing feet, ably aided in the intricate tap numbers by the enchanting loveliness of Rita Hayworth. The cast is well supported by John Hubbard, Osa Massen, Guinn Wil-

Celebrities See Raimu At the World Theatre

Among the celebrities who have seen Raimu in "The Man Who Seeks the Truth," at the World Theatre, are Princess Xenia, of Russia; Mr. and Mrs. William Pailey, Janet Flanner, Carmel Snow, Eugene Reynal, Pierre Claudel and Jules Romains.

Movie Shorts

Hal Roach has signed William Bendix for a leading role in his forthcoming streamlined feature, "Brooklyn Orchid," which will go before the camera the middle of next month . . . Edward Small will further the screen career of Iona Massey by starring her with Louis Hayward in his recently announced production, "Up In Mabel's Room." . . . George Bancroft, Jessie Grayson, Mona Barrie and Frank Jenks, joined the cast of William Dieterle's new production "Syncopation," which goes before the cameras any day now . . . Will Lee and Kenneth Howell go into Samuel Goldwyn's "Ball of Fire" . . . Signing of Anne Baxter completes the cast of Orson Welles' "The Magnificent Ambersons" . . . "Sergeant York" in its third presentation in a Broadway house, the N. Y. Strand, did the biggest opening day business in the last five years at the theatre . . . Mary Servoss, New York State actress, has been signed by Warner Bros. for a featured role in John Huston's new picture, "In This Our Life." Bette Davis, George Brent, Olivia de Charles Coburn, Billie Burke and Donald Crisp are the headliners of the cast named for the film by the studio.

THIS WEEK'S OPENINGS

Stage Plays

TONIGHT: "The Land Is Bright"—A new play by George S. Kaufman and Edna Ferber, at the Music Box Theatre. Produced by Max Gordon. Cast includes Arnold Moss, Martha Sleeper, Diana Barrymore and Hugh Marlowe.

WEDNESDAY, Oct. 29—"Let's Face It"—A musical comedy by Herbert and Dorothy Field, at the Imperial Theatre. Produced by Vinton Freedley with songs by Cole Porter. Cast includes Danny Kay, Eve Arden, Benny Baker and Mary Jane Walsh.

FRIDAY, Oct. 31—"High Kickers"—A musical comedy by Bert Kalmar, Harry Ruby and George Jessel, at the Broadhurst Theatre. Producers, Alfred Bloomingdale and the Jessel Company. Cast includes Sophie Tucker, Chick York, Rose King and George Jessel.

Motion Pictures

TONIGHT: "How Green Was My Valley," by Richard Llewellyn, at the Rivoli Theatre. A 20th Century Fox Picture. Produced by Darryl F. Zanuck and directed by John Ford.

FRIDAY, Oct. 31—"The Chocolate Soldier," at the Astor Theatre. MGM picture with Nelson Eddy and Rise Stevens.

Theatres

Theatres

WORLD PREMIERE TONIGHT, TUESDAY, OCT. 28

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HE sponsored bills extending sick leave with full pay to police per diem employees.

HE fought to pass a bill putting hospital internes on a \$1,000-a-year salary.

HE is serving as a member of the Councilmanic Committee investigating the Municipal Civil Service Commission.

HE led the fight in Queens to prevent a wholesale layoff of Civil Service employees in the county offices when photostat machines were installed for recording of records. He organized the committee that brought about transfer of employees to other positions in the city government.

HE is sponsoring a bill before the current session of the City Council protecting the pension rights of Civil Service employees drafted for the emergency auxiliary police and fire service.

HE has consistently supported all legislation favorable to Civil Service workers coming before him as Assemblyman, Alderman and City Councilman. z

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