Civil Service

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Tuesday, April 17, 1945

Price Five Cents



IN MEMORY OF FDR

TAKE A WAR JOB

See Listings on Pages 11, 12, 16

How Things Stand With U. S. Employee Pay Raise

number of employees in and agency are to be continued, must soon be decided by Congress, which is to hold early hearings on the proposed base - pay increase

The quarterly ceilings were imposed in the form of an amendment to the Overtime Pay Act, authorized by Senator Harry F. Byrd, Democrat of Virginia, and William Langer, Republican of North Dakota. This ceiling expires on June 30, and it is considered significant that no one in the executive branch of the government has supported its re-

newal. Prospects for the proposed base

WASHINGTON - | ment having been issued either | Whether ceilings on the by the President before his death or by White House personnel Coordinator McReynolds, and with each Federal department the confused situation that has hit all legislation as a result of last week's sad news.

Disparity between present living costs and Federal salaries, which have not been increased during the war, will be illustrated in data submitted to the pay increase hearing before the Senate Civil Service Committee scheduled to start this week unless postponed in deference to the death of President Roosevelt.

dent Roosevelt.

Bureau of Labor Statistics will be used by Sen. Sheridan Downey, Democrat of California, to demonstrate the differences between government worker income and living expenses.

Senator Downey is now completing extensive preparations for the hearing on his bill to give salnewal.

Prospects for the proposed base
pay increased were somewhat less
distinct this week, with no state
remarks of his of the give sail a per cent raise in base pay. His bill also includes a 21.6 per cent indistinct this week, with no state-

Service Commission's mended pay reforms include time and a half overtime.

Action on the bill from the House side is also expected shortly after the end of the Easter recess. Rep. Ramspeck has been studying the Federal pay ques-

Civil Service Witnesses

Leading off the witnesses will be Civil Service Commissioner Arthus S. Flemming. Ed Young will present Budget Bureau ideas, Rear Admiral F. G. Crisp will speak for Navy, and a representative of the War Department will testify also invited to appear are Dr. the War Department will testify. Also invited to appear are Dr. George W. Taylor, War Labor Board chairman, Economic Stabilizer William H. Davis, Fred Vinson, director of the Office of War Mobilization and Reconversion; Navy Secretary Forrestal, War Secretary Stimson, President William Green, President Phillip Murray, AFL

Newspaper, Radio Men Wanted at High Pay; Also UNRRA Jobs Open

See Pages 2, 10

NYC PROMOTION POLICY

The policy of New York City to limit promotion to employees at the maximum of their grade was due for attack in the City Councity this week by Louis Cohen, chairman of the Council's Financial Committee.

As ammunition against the administration's policy, Mr. Cohen planned to use a letter from the Civil Service Reform Association, which had previously explained its views on the subject to Mayor La-

Guardia.

For thirty years before La-Guardia, promotions have been made in the order on the list, acmade in the order on the list, according to the Association, which said: "Upon recommendation by our Association, Mayor Gaynor about thirty years ago adopted the practice by Executive Order of requiring City department heads under his jurisdiction to fill vacancies in the order of standing on a civil service list. His order cancies in the order of standing on a civil service list. His order provided, however, that an eligible may be passed over by the department head after approval by the Mayor. We believe this practice which has been followed consistently by every mayor since has contributed greatly toward enhancing confidence in the integrity of the merit system in New York City.

Present Policy Unwise

"The policy now followed by the Budget Director of withholding approval of promotion of

ing approval of promotion of eligibles in many City depart-ments solely because the promotion may entail salary increases of more than \$120 per year . . . appears to us to be unwise. The arbitrary \$120 increase represents, as we see it, no more than the normal annual increment already accorded employees in the clerical service, rgardless of their merit or performance. This Budget Direc-tor's policy ignores the earned promotion rights of the more ambitious employees of superior merit ice. demonstrated after competitive tests as provided by the Civil Service Law. It, in effect, substitutes of the Association.

mere length of service, already adequately rated in the promotion examination, for merit and fitness. It permits eligibles lower on the promotion list to be advanced at the expense of eligibles higher thereon. The practice may often result in gravely prejudicing the status of the higher eligibles in their seniority rights, any increcrements and even eligibility for further promotion. further promotion.
"The Association

"The Association appreciates the purpose of the Budget Director of spreading funds available among a larger number of employees by the policy of granting promotions on a smaller salary increase basis. We believe that even this consideration does not justify such policy. It enables the Budget Director virtually to pre-empt the judgment and discretion of the department head and the Civil Service Commission. It compels the Commission to certify and the department heads to pro-mote only those fortuitously en-titled to a minimum salary increase for promotion.

Will Demoralize Talent

"We fear that this short-sighted policy will tend to demoralize more ambitious and talented employees from attaining careers in public service.... We believe it would be desirable to restore the policy of requiring that promotions be made in regular standing of order on the list and thus stimulate employees to give more effective service. It would be fairer effective service. It would be fairer to those seeking promotions on a basis solely of merit and fitness,

For More State News See Pages 6, 7, 8, 9, 15, 16

FOR SCORE OF STATE

ALBANY-Written examinations for more than score of State and County Civil Service positions which were-to have been held Saturday, April 14, were postponed indefinitely at the last moment when Governor Dewey on Friday by proclamation ordered all State departments closed Saturday in memory of Franklin D. Roosevelt.

The announcement from the State Civil Service Commission of the Department, who said a was made by Miss Nina Foran. Public Relations Representative, candidates would be notified per-

sonally at least 10 days or two weeks prior to the examinations.

700 Qualified

More than 700 candidates had qualified for the open competitive and promotion tests. This was the largest number for any series of

exams this year. In New York City 227 candidates were prepared to take the tests at Washington Irving High

School. In Albany there were 150 candidates and the balance were cattered through the rest of the State. Local supervisors through-out the State were notified by the Civil Service Commission to post notice of the postponement. Ra-dio and newspapers also were used in advising candidates of the postponement. Competition for Civil Service

jobs has been extremely light this year. Department officials said. Moreover a jinx seems to be pursuing the Department's efforts to conduct examinations. The February 11 series was postponed at the last moment because of Statewide snow and cold. Thereafter the examinations were conducted piecemeal, most of them however, taking place on March 24.

Why 14,000 Veterans Administration Jobs Go Begging

ally thousands of jobs with the Federal government are "going begging," largely because workers are wary of employment conditions in Veterans Administra-

This agency has some 14,000 empty jobs which apparently nobody wants. It has started its own survey to find out why these jobs are unfilled. A comparison of sal-

aries with other agencies is being conducted to see if this is the

With thousands of men regularly leaving the armed forces, Veterans Administration's workload has sky-rocketed. Recent severe criticisms of the agency, especially its conduct of veterans hospitals, has not helped the

minded officials are blamed for having long followed a policy of keeping job classifications down. Basic trouble is believed to be that VA has had severe growing pains, magnified by out-moded personnel and administrative practices

To illustrate, the agency has a hospitals, has not helped the staffing problem.

Economy Is Blamed
It is believed the survey will show that average pay in the administration is lower. Economy
To litustrate, the agency has a majority of World War I veterans and veterans' wives and widows who have been in the same jobs for 10 or 12 years. New personnel, of course, is being trained in modern methods, but here promotions

cause complications. When an old-timer is boosted up, the new-comers contend talent and ambition are not being rewarded. When new staffers are promoted. older employees are equally criti-

Low Morale

Employee morale is being kept
at a low level by grammar grade
supervisory tactics which have
been the custom at the administration. These include bell-ringing, nose-counting, split-second lunch periods, and iron gates.

Employees report that supervisors gumshoe the toilets to prevent time being wasted.

Civil Service Commission has been working with the Veterans agency to iron out its problems and you can look for some mag-

and you can look for some mag-nificent job opportunities here as soon as these difficulties have been cleared away. [This article comes from The LEADER's Washington corre-spondent. It confirms what this newspaper has been saying for years.—Ed.]

The Trend Is Toward a Big Post-War Federal Setup

By HAL MILLER

WASHINGTON ther indication of a larger peacetime Federal government organization than ever before is revealed here in consideration of reconversion plans.

The entire U. S. foreign and domestic program points to ex-panded governmental activity which will involve the employment of many thousands more of all types of workers.

Increased participation of the country in a world security or-ganization is expected to be a major factor in increasing the Federal staff in foreign fields. Such staff increases are not ex-

expected to affect appreciably the 2,000,000 war service appointees now in Government, beyond the now in Government, beyond the time of their duration employment. While it is believed that they will be kept in their jobs for some time after liquidation of the Japs, it is expected that Federal employment will drop over a period of transform its over a period of years from its present total of 2,800,000 to something over a million.

Permanent Increase A gradual upswing, however, is expected then, and Federal employment will undergo permanent

increase in payroll.

while many agencies are in urgent need of personnel, a large number of war veterans are now finding jobs in Government. A record 17,000 took Federal jobs in February, this being an increase of 1,300 over January. Civil Service Commission reports that in ice Commission reports that, in addition, 2400 veterans formerly employed by the government, were restored to duty under the Selective Service and Training Act in January

Act in January. An average of 11,870 veterans who had not previously held Fed-eral jobs, took Government posts in 1944, and 1.790 former employees who had been in uniform got their old jobs back.

Indications that there will be further trend of war veterans to Federal employment are seen in the effort by the Byrd Economy Committee to simplify the rehiring of war veterans by both Government and private industry.

Postal Clerks Organization **May Raise Dues**

The problem of "dues" will come before the membership of New York City Local 10, National Federation of Post Office Clerks, when they meet at Manhattan Centre on Wednesday evening, April 18, at 7:30 p.m.

The membership will vote on a proposed amendment to increase their dues from 50 cents to \$1 a month.

In arguing for the increase, Max Klarreich, recently elected president of the union, pointed out that while the salaries of clerks have been increased from \$1,200

have been increased from \$1,200 a year for a 48-hour week, to \$2,100 plus a \$300 bonus for a 40-hour week, the dues have remained stationary.

He used figures to illustrate the fact that the union was spending 56 cents for each 50 cents of dues received, and that the minimum bank reserve was threatened by the drain. He also indicated that the drain. He also indicated that 76 cents per month per member was necessary to relieve officers of a large burden of clerical work by the hiring of an office assistant.

However, it is expected that a stormy session will ensue. William T. Browne, former president of the Chapter, is among those ad-vocating a 75-cents-a-month fee. Other officers of Local 10 are:

Max R. Schissel. First Vice President; Samuel Eiseman, Financial Secretary; James A. Elardo, Treasuer; Ephraim Handman, Secretary; Otto Gottlieb, Second Vice President; Henry Berman, Cheirman Ways and Means Chairman Ways and Means.



The New York Post Office has set a high goal for the Seventh War Loan Drive.—100 per cent participation and 18 per cent of the gross payroll for the months of April, May and June. Here, Postmaster Albert Goldman is seen starting the drive for War Bond Purchases and voluntary payroll deductions. At the speakers' table are: (Left to right) Peter West, Assistant Cashier; Michael J. Gallagher, Bookkeeper; John C. Tobin, Auditor; Thomas B. Randles, Postal Cashier; Albert Goldman, Postmaster; John P. Gaynor, Superintendent, Division of Money Order; Charles Lubin, Assistant Postmaster, Finance; John W. Lynch, Assistant Postmaster, Mails; Frederick C. Rice, Superintendent Delivery; Abraham Grotker, Superintendent Registry; John H. Sheehan, Superintendent Mails; David Cohen, Assistant Superintendent, Registry.

Want to Work for UNRRA?

ernment workers with a hankering for adventure are finding suitable staff. satisfying it by joining the United Nations Relief and Rehabilitation Adminstration for overseas service. Almost daily there are reports of Federal workers accepting appointments abroad.

While not under the United A nation-wide drive to get per-States Civil Service Commission, sonnel is to be launched. Ap-

heavily on the Civil Service personnel chiefs for assistance in

Overseas assignments with UN-RRA have increased with the rapid advance of Allied armies in Germany, which has freed an estimated 15 million slave laborers in the Reich who must be fed and clothed. These victims of the Nazis are being placed under UNRRA's displaced persons section for repatriation and this sec tion for repatriation and this section is in urgent need of help.

ing course in this country and are then sent to Germany and other countries. In Government here, UNRRA expects to obtain admini-strative assistants, either men or women between 25 and 45, especially with a knowledge of supplies.

Also sought are Grade 4 secre taries, doctors and nurses, wel-fare officers, for overseas duty. Applicants should contact the personnel office. Untied Nations Re-lief and Rehabilitation Admini-stration, in the Dupont Circle Building, Washington, D. C.

U. S. Workers' Poll Shows They'll Stay Till V-J Day

WASHINGTON. — Predictions about V-E Day have had civil servants in the capital in a dither of expectation.

It was reported that the expected juncture of American and President of the capital and the capital of the capital and the capital

Russian forces would mean de-feat of Germany. Federal em-ployees have been asked to stay

on the job until the end of the war in the Pacific.

A poll of a small segment of government workers in the Pentagon building revealed that they all intended to stay in their Federal jobs until Japan is licked.

V-E Day has an ominous legis-lative purport for Federal work-ers. When it arrives, Sen. Byrd has promised he will reveal de-tails of his plan to reorganize the Federal Government for the postwar, by consolidating agencies, and eliminating unnecessary personnel. [See article on this page about post-war expansion.-Ed.1

Stronger Support **Needed to Pass Postal Pay Bill**

WASHINGTON-Stronger Congressional support will be required if H.R. 2701, granting pay increases to postal workers, is to become an actuality, according to

become an actuality, according to informed opinion here.

There have been indications that the postal pay legislation will be voted. Postmaster General Walker is reported to have made such a statement on the West Coast and has not issued a denial here as yet of what he was quoted as saying.

H.R. 2701 would provide top-to-bottom salary adjustments for

bottom salary adjustments for postal workers as well as custo-dial groups recently transferred from Treasury. Early House ac-tion is expected on the postal pay measure. Many House mem-bers have testified to its impor-tance.

United States News Briefs

WASHINGTON .- Efficiency ratings for supervisors whose employees have established good records is being proposed.

The idea, borrowed from private industry, is suggested as a splendid way of encouraging better work and greater cooperation from supervisory staff. Employees throughout the Federal service are now awaiting these important efficiency ratings.

Criticism of the 48-hour week for Federal workers has again been expressed by government employees, who claim: "A 48-hour week saps the energy. A 40-hour week should be the tonic needed and would attract better workers and rehabilitate the good ones crushed by the deadening effects of the present system."

State Department is busy enlisting 3,000 workers for the San Francisco conference, but as many as possible will be recruited on the coast to simplify the trans-portation question. Robert E. Ward, Jr., State's personnel director, is recruiting conference personnel.

Proposed increase in government annuities up to \$1,440 by 15 per cent under the Thomas bill, will be affected by a poll of incomes of retired Federal workers being made by Chairman Downey of Senate Civil Service Committee Senator Downey is endeavor. tee. Senator Downey is endeavor-

ing to learn how many of them have incomes above their annu-

Transfers of Federal agencies from Washington may affect several hundred employees. Army Air Forces' retirement records have been moved to Atlanta, but only 47 of the 227 employees have agreed to be sent to the Georgia city. War Department's Transportation office is consider-ing the transfer of more than 200 employees to its Cincinnati office. AAF is making the switch because it has never been possible to recruit the ceiling of 253 employees here. Turnover was also excessive.

United States Employment Service is seeking funds to employ 4,250 additional workers in local offices, and to expand its admin-istration staff by 300. Under the requested increase, the enlarged USES would have a force of



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Employees' Day at Budget Hearings

It was a quiet April 11 at New York's old City Hall, in the lovely colonial room where the Board of Estimate is the scene of annual fulminations. There were a few squabbles, but nothing like the explosive, searing charges and retorts of for-

It could mean only one thing: That, on the whole, New York City employees view the present budget of Mayor LaGuardia as a fairly satisfactory instrument, And so, on April 11, they did not jampack the auditorium, they did put on spectacular stunts The whole business was conducted in a dignified level, and those cases which were brought before the Estimate Board for change— upward change—seemed to be the most clearly justified ones. was the situation of employees who receive increments this year —and therefore, if the budget stands as is, will be denied bonuses. It looked like a penalty on length of service. There was the case of some being promoted to higher positions who also, in the budget as submitted, are denied bonuses. It looked like a penalty on passing an examination. There was some talk around City Hall that some-thing may be done for these groups.

Quinn's View

Speaking for 24 locals of the American Federation of State, County and Municipal Employees, James C. Quinn, secretary-treasurer of the Central Trades and Labor Council, presented the fol-lowing request to the Board:

1. To fix and make the war-time bonus a permanent salary increase, plus an amount that will increase by \$480 per annum the basic salaries of all those attitled to the bonus, retaining the bene-

ts of the increment law.

2. To establish a 40-hour week
s a peacetime basis for all City

3. To pay time and one-half for all overtime.

4. To deal with Civil Service employees in accordance with the principles established by Labor Relations Acts.

5. To enact such legislation and such recommendations that will institute and make effective these recommendations.

King's View

Speaking for the State, County and Municipal Workers of Amer-ica, James V. King, district head, viewed the budget as an improve-ment over earlier budgets of La-Guardia and lauded the inclusion of funds for the New York City Health Plan and the establishment of annual wages for skilled work-

However, he expressed criticism of the exclusion of 7,300 to 8,000 clerical employees from the bonus because they received mandatory increments in 1945-6, which he called illogical and only meant to save the City \$1,000,000 at the expense of the employees. He also asked a \$1,500 minimum for municipal employees nicipal employees.

A scientific approach to the problems of City workers was asked by Mr. King (also by the AFL speaker). On this, King said: "We recommend to the City Administration and to the va.ious City legisative bodies that they



Edgar J. Nathan, Jr.—The Man-hattan Borough President is one of the quietest members on the Board of Estimate.



New York City firemen are brave enough to face the hazards of their jobs—but their wives had to come before the Board of Estimate last week and plead for better working conditions. The Department's "gag-rule" kept the firemen away.

Merit Increase Won't Mean Loss of Bonus

That merit increases granted to individual NYC employees won't mean toss of the bonus was the assurance given to City workers by Budget Director Thomas J. Patterson at the Board of Estimate Budget Hear-

ing.
"It is not the policy in this amployees of budget to deprive employees of the cost-of-living bonus because

they have been granted a merit increase," said Mr. Patterson. "If there are any such cases, it is because there hase been an error, and I want to heat from each individual so that the correction may be made.

begin to approach the problem of the wage structure of the 160,000 employees of New York City in a scientific manner. We urge the creation of an impartial commis-sion with representatives of gov-ernment, the public, organized labor and City employees' organ-izations to make a comprehensive study of the base wage structure, overtime policy, reclassification needs and step-up increase poli-cles, so that the City will be properly equipped to meet the problems of the post-war period."

Leopold V. Rossi, president of the Civil Service Forum, com-plained that no action had been taken on the proposal to put the cost-of-living bonus on a perma-nent basis as the Forum had requested. He also asked better sick and vacation leave; extension of mandatory increments; increases for nurses; objected to the per annum schedule proposed for

bridge painters.
On this page are listed some of the demands made by various groups of City employees for im-provement in their condition.

Watchmen Say They're Holding The Bag (Empty)

Speaking on behalf of 800 watchmen David A. Owens, treasurer of the 'Vatchmen's Council, berated the City administration for failure to carry out the pro-visions of law and provide opportunities for promotion to men in

"The Board of Estimate has ap proved grade 2 and 3 titles for watchmen," said Owens, "but the Civil Service Commission and the Budget Bureau have denied tis the opportunity to take examina-

tions to reach the higher grades.
"I went to the Budget Bureau
and an examiner told me he didn't think our duties merited the higher salaries. I don't think any employee of the Budget Bureau has the right to put his judgment in place of that of this Board which has created the grade 2 and 3 positions."
Won't Be Back

" I won't be back next year," said Mr. Owens (a regular parti-cipant in the annual Budget hear-

550,000 Unpaid Hours Worked By Sanitation Men

The \$80 increase granted them by the Mayor's budget was at-tacked by the sanitation men as being inadequate, and they asked for an increase of \$200 to bring their salaries to a level in accord with their jobs.

Speaking for the joint AFL Sanitation Locals in the department, John De Lury detailed some of the duties performed by the Sanitation men and pointed out the big differences between their earnings and the salaries paid on the outside for similar work. The hundreds of hours of work. The hundreds of hours of overtime in the Department was attacked with the plea: "If you want us to work overtime, at least pay us for the time. Or else, don't ask us to work extra hours.

The time spent on Wednesdays in salvage collections for the Govment's drive has to be made up by the men on their own hours, Mr. De Lury added, and he de-scribed some of the unpleasanter aspects of their work, including the incineration of dead animals collected on the streets or brought in by the Health Department or

The men had accumulated 550 .-000 hours of overtime work in three months, De Lury pointed out, for which they are not being

Firemen's Wives **Speak for Their** 'Gagged' Hubbies

Borough President James Burke of Queens last week roundly condemned the existence of the "gag rule" in the Fire Department. Speaking with Mrs. Florence Graetz, of the Firemen's Wives Association, he said he felt it a "shocking thing" that no firemen were present. Mrs. Graetz, a pretty woman who made one of the most woman who made one of the most effective presentations at the hearing, told the Estimate Board that the two-platoon system was breaking up normal family living. "Our husbands can't appent here

without jeopardizing their jobs, she said, and proceeded to ex-plain how the department's "gagrule" (which is the subject of Court fight) has been interpreted by Fire Commissioner Walsh to give him power to prohibit fireman from making any public statement or appearance on mat-ters concerning the Fire Depart-

She explained the sad state of the men who protect the City from fire. "Eighty per cent of the men in the Department are working on a 2-platoon system which keeps them at work for 84 hours every week, and away from home for a 24-hour tour each week," she said.

Blame for the present under-manned state of the department was laid on the administration ing) unless the watchen get justice. Like many others, I will onto men in draft ages and saw have to leave the City for some to leave the living wage."

She brought attention to the fact that Mayor LaGuardia had said, in his Budget message, that he was planning to add to the police force in 1946, but hadn't said the same for the Fire Department.

Can't Get Men

"They know they can't get any men to take jobs in the Fire Department under present condi-tions," she added. "If they were to put an 'ad' in the paper for firemen today, here's how they would have to describe the job:

"Help wanted. 84-hour, 7-day week. No payment for overtime A promised bonus of \$420, which turned out to \$210. The oppor-tunity to become second-class citizens who can't complain about working conditions.

She stressed the fact that only a few days ago, men from the downtown fire houses had spent 15 hours on one fire; that the onduty death toll in the department for the first two months of 1945 was 8 as against a normal figure of 6 for an average year, that the



Thomas J. Patterson, NYC Budget Director, ran interference for the absent mayor at last week's Budget hearings. Tough questions were referred to him by the Board members.

men never had a chance to en-joy a normal home life, that their health was being undermined by

their working conditions.

What They Want
She asked the Board to make the following changes to restore

decent conditions for the men: 1. Make provisions for replacements due to deaths and military leaves.

2. Provide adequate overtime pay for men on the two-platoon system.

MEDICAL APPOINTMENTS MADE IN TRANSIT BOARD

Special appointments to the medical staff of the NYC Board of Transportation were approved under emergency rules by the Municipal Service Commission last

Drs. Loren P. Guy and E. Clif- and psychiatry.



The boss himself — Mayor La-Guardia. Strangely enough, the employees weren't too displeased over his budget this year.

1897 Salary Doesn't Please Doctors in 1945

As had been expected, the 50 cents a day "insult" increase handed to Public Health doctors and dentists, increasing their earnings to \$6 for a 3-hour session, or \$7 if they are supervising a clinic, provided one of the highlights of the budget hearing on Wednesday, April 11. Speakers for the New York County Medical Association de-scribed the rate of pay as being

the 1897 salary, and pointed out the important functions of the session doctors and dentists. Chil-drens' Health, School Medical Care, TB and Heart Clinic and Venereal Disease control are handled largely by these part-time physicians in the Health Depart-ment clinics throughout the City.

Salaries paid by other communities were cited as showing the un-fair schedule imposed by New

fair schedule imposed by New York City.

Nassau County pays \$10 for a 1 to 2-hour session; Westchester County pays \$8, \$10 and \$25 depending on the type of medical work; the City of Los Angeles and the State of Georgia each pay their medical men \$10 a session.

"Inadequate"

"This rate of pay is inadequate

"This rate of pay is inadequate and indefensible," said the spokes-man for the medical associations. The City should feel humiliated at offering such salaries. There can be no career in Public Health for physicians with such treat-

In connection with this plea, James V. Hing, SCMWA spokes-man, brought attention of the Board, in an earlier talk, to the fact that dentists in the Depart-men, of Welfare had resigned in a body when they learned of the proposed rates. At the Velfare Department it was confirmed that 40 of the dentists, who operate the department's four clinics, had resigned. However, to provide necessary emergency care, eight of them volunteered to keep the clinics open for emergency treatment

Mayor LaGuardia says he wants the doctors and dentists to be patient until after the war, when he has an undisclosed plan which, he hints, will satisfy them.

Welfare Workers Ask Upgrading Of Positions

The Department of Welfare employees had their individual grievances to place before the Board of Estimate. The following plea, listing six corrections in the Budger of the State of the St get was presented by the State, County and Municipal Workers:

1. Increments to adjust the basic salaries of cleaners, who are woe-fully underpaid.

2. Reclassification of the position of transcribing typist as has been recommended by the Municipal Civil Service Commission after more than two years of delibera-

3. Upgrading of clerical positions to provide promotion oppor-tunities in the Welfare Department in a ratio to compare with

other City departments.
4. Reclassification of the Social Service to provide equitable salary schedules conforming to the prin-ciple of "equal pay for equal work."

5. Promotions to supervisory po-sitions in the Social Service in sufficient number to cover all unfilled positions.

6. Adequate vacation and sick leave allowances, considering the nature of the duties of Welfare employees and the deplorably un-healthy offices in which most of them are compelled to work.

ford Place were approved as op-thalmologists; Dr. Thomas A. Cusack as specialist in neurology

Fire Dept. Sets Up 'Administration Office', With Charles Wilson at Helm

The New York City Fire Department has established an Office of Administration. Fire Commissioner Patrick Walsh says the new office is established under authority "vested in the Fire Commissioner in Section 883 of the New York City charter."

In charge of the bureau will be Charles Wilson, the department's Administrative Assistant. Mr. Wilson, who achieved the title of Administrative Assistant after passing a civil service examination,

ing a civil service examination, started his career as a fireman. He is also head of the department's Holy Name Society.

Working with Wilson in the new bureau will be Deputy Chief David A. Kidney, who is designated in charge of the Office of Fire Prevention and Combustibles.

Acting Battalion Chief Arthur J. Jones, now in charge of the Division of Pire Apparatus, is designated in charge of the Office

ignated in charge of the Office of Fire Appa atus. John J. Cunningham (2), Fire-man First Grade, has been desig-nated an Acting Lieutenant in charge of the Legal Bureau. The order reads: "He shall be obeyed and respected accordingly."

Purpose of the Office

The general purpose of the Office of Administration, as explained by the Commissioner is

plained by the Commissioner, is to correlate, standardize and improve administrative, procedural, clerical and personnel practices and policies in the bureaus and offices which function under it. "It shall seek to foster and benefit all such agencies by any progressive investment of the procedure of the procedural of t sive innovations which may be in-troduced from time to time, in the field of public administration and personnel and which may re-flect upon the work of this de-partment. It will further under-take the performance of such other tasks as may be assigned by the Fire Commissioner."

The office is also charged with responsibility for making surveys, investigations, researches, plan-ning programs and undertake any action in completion.

Subdivisions and bur action necessary to achieve their

The offices and bureaus func-tioning under the Chief of Ad-ministration are these:

Bureau of Accounts and Pensions: Bureau of Fire Alarm Tele-

Bureau of Fire Department B vildings;

Legal Bureau; Office of Fire Prevention and Combustibles;

Office of Fire Apparatus, Management

strative Service) as listed in the Competitive Classification of the Municipal Civil Service Commission. He is authorized to take such action and exercise such authority that may be necessary to the proper supervision and direc-tion of the operations of the Office of Administration. He shall be responsible to the Fire Commissioner for the proper performance of this work.

HEALTH OFFICER POST

CREATED; PAYS \$3,000 PLUS Following public hearings, the New York City Civil Service Commission last week approved the creation of the new position of Senior Health Officer in the competitive service. The position will pay over \$3,000 a year.



David John Kidney, Deputy Chief of the NYC Fire Department, ap-pointed to the new office of Administration by Commissioner Patrick Walsh.

Why Dewey Vetoed Bill Limiting Firemen's Hours

Of particular interest to New York City firemen, because it bears so directly upon a problem which has been a pressing one for them, is the message which accompanied Governor Dewey's veto of Assembly bill Int. 1071. This bill, which had passed both houses of the State Legislature, would have placed a maximum on the number of hours which a fireman might work. At present, the working hours of municipal firemen are governed by local laws. This bill would have created a state-wide statutory limit upon their working hours.

The Governor based his veto upon a letter which was written him by the State Conference of

Mayors, which said of the bill:
"(1) It would compel most of
the cities having paid fire departments to increase the number of

firemen.

"(2) It would be practically impossible during the period of manpower shortage to obtain more men either as temporary employees or from civil service

"(3) It is a flagrant violation of the principle of home rule.

"(4) The requirement that members be reimbursed with time off within ten days after being held on duty because of strikes, riots, large fires or other emergencies would deprive the cities of most

In describing the management of the new office, the memorandum concerning it states:

"The person 'in charge' of the Office of Administration shall be designated from Part 34 (Administration shall be designated from Part 34 (Administ

be compelled either to reduce fire department personnel or salaries or eliminate or reduce some other essential service.

No Eligible Lists

"Most cities are having difficulty in filling vacancies and are operating with greatly reduced forces because of the manpower shortage. No city has an eligible civil service list at present and efforts to establish them have resulted in failure. Cities have found it almost impossible to fill war-time vacancies with temporary

"Within the last three years most of the cities have passed local laws fixing the hours of labor of firemen. This resulted from the enactment of the Hampton Law which the Court of Appeals practically nullified. These laws were drafted with the assistance of the members of local fire departments, and, we have been informed, were satisfactory both to the city administrations and the

"In its decision two years ago the Court of Appeals said: 'His-torically and as a matter of com-mon knowledge, fire departments have been recognized agencies of municipal governments and their organization, operation and ad-(Continued on Page 10)

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What NYC Employees Should Know

If Your Job Calls for Prevailing Rate of Pay

THOUSANDS of New York City employees are working at skilled jobs which call for prevailing rates of pay. Their constant appeals for determinations of new rates and back-pay claims keep the Courts busy. Following is the explanation of the legal back-ground of the "prevailing" wage situation:

State regulation of the wages and hours of labor of workmen, laborers and mechanics in public employment is about a half century old. The principle on which this regulation is based is expressed in the term "prevailing rate of wages." This principle is simple in theory, but is not always easy to apply, and its interpretation has given rise to a substantial amount of litigation.

The prevailing rate of pay in a State regulation of the wages

amount of litigation.

The prevailing rate of pay in a standard occupation such as carpentering or bricklaying in a given locality is readily ascertainable, being usually an established union rate. On the other hand, there are often obvious differences between the worker in public employ and his fellow worker in private industry. The public worker, for example, may have assured year-round employment. He may also enjoy sick leave, vacations with pay and retirement benefits. To what extent may these differences be taken into account by a city, county, town or village in fixing the compensation of its workmen, laborers and mechanics?

The starting point in applying any statute is to have clearly in mind the language of the law. mind the language of the law. Section 220, subdivision 3, of the Labor Law provides the "the wage to be paid for a legal day's work . . . to laborers, workmen and mechanics upon . . . public works, shall not be less than the prevailing rate of wages as hereinafter defined." Subdivision 5 of the same section defines "prevail. inafter defined." Subdivision 5 of the same section defines "prevail-ing rate" as "the rate of wages paid in the locality... to the majority of workmen, laborers or machanics in the same trade or occupation." The "locality" is ordinarily the town, city, village or other civil division of the state in which the work is performed.

in which the work is performed.

In applying the law, the chief difficulty is likely to arise in determining what constitutes "the same trade or occupation." In a given locality, workers in a given general occupation may receive a high hourly rate in private in-dustry, but may be employed only

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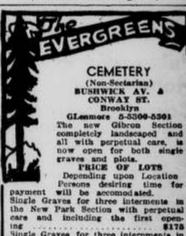
six months a year, resulting in an annual wage of, let us say, \$1500. May the count, city or village employ the same type of worker at an annual salary of

The Watson Case
The Court of Appeals has held
that the law does not permit any
allowance to be made for the
factor of continuity of employment in determining the prevailment in determining the prevalling rate of wages to be paid to
a workman, laborer or mechanic
in public employ. In Watson v.
McGoldrick (286 N. Y. 47), the
Court stated, "The city urges that
economic security and the larger
annual income of men in steady
employ throughout the year employ throughout the year should be reflected in difference of daily wages. The statute, however, permits no such differentia-

In that case, the evidence indi-cated that certain employees called "motor grader operators" received the union rate of \$1.25 hour in private industry, but worked on an average only 103 days a year, whereas motor grader operators employed by the City of New York worked on an average 250 days a year. This difference alone, was held not to justify any modification of the hourly rate of compensation of the public em-

Different Fields

On the other hand, the Court, in this case, made certain impor In this case, made certain impor-tant reservations, pointing out, that there might be other differ-ences between the two groups of employees which not only might but should be taken into account, for example, that while both types of motor grader operators did road construction work, those in city employ also performed road city employ also performed road maintenance and snow removal work (when, as often happened, there was no road construction (Continued on Page 10)



ing Single Graves for three internments in other sections without perpetual care but including the first opening, \$100

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firemen. What the Courts Said

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Study Material For Subway **Promotion Tests**

Subway workers who have filed for the coming promotion examinations to power and signal maintainer, assistant superintendent and foreman of power, structure, etc., can find material to prepare for their tests at the NYC Mu-nicipal Library, Room 2230, Mu-nicipal Building, Park Row. Following are some of the books

listed on the special list prepared by the library for the coming subway promotions.

Supervision

Cushman, Frank

"Foremanship and Supervi-sion: A Practical Handbook."

New York City Civil Service Commission.

"Conference on Supervision"

(for Supervisors).
"U. S. Works Progress Administration" (Supervisor's and Foreman's Handbook; 1938). Furia, John J.

"Training As An Administra-tive Tool in New York City's Transit System" (Personnel Administration, Dec., 1942; pp.

Power Maintenance Annett, F. A.

"Electrical Machinery: Practical Study Course on In-stallation, Operation and Main-

Croft, Terrell
"Electrical Machinery: Principles, Operation, and Management.

Kurtz, C. M. "Track and Turnout Engi-

neering."

Report Making

Agg. Thomas R., and

Walter L. Foster

"Preparation of Engineering

Gaum, C. G., and H. F. Graves
"Preparation of Reports Scientific, Engineering, Admin-

istrative, Business."

Baker, Ray P., and A. C. Howell
"Report Writing."

Public Works **Holy Name** Communion Mass

On Sunday morning, April 22, the Department of Public Works Holy Name Society will hold its Seventh Annual Corporate Communion Mass, at St. Patrick's Cathedral, 50th Street and Fifth Avenue, New York City, at 9:00

After the Mass, the members the society and their friends will march, preceded by the band of the Church of St. Paul the Apostle, to the Father Duffy Memorial Statue, 47th Street and Broadway, New York City. There, religious and patriotic exercises will be held, a wreath will be placed at the statue of Father Duffy and prayers for the mem-bers of the armed forces, both living and dead, will be recited. Short addresses will be made by the Right Reverend Monsignor Joseph F. Flannelly, Administrator of St. Patrick's Cathedral and Moderator of the Department of Public Works Holy Name Senior. Public Works Holy Name Society; Irving V. A. Hule, Commissioner of the Department of Public Works: Philip M. Murphy, Presi-ident of the Society, and a guest

Officers of the Society are:
President, Philip M. Murphy;
Vice-President, Harold Simpson;
Secretary, J. Frank Maguire;
Financial Secretary, Victor Digilio; Treasurer, Charles Kenny;
Marshall, Alpheus Lewis; Delegates Bobert H. Malona James gates, Robert H. Malone, James F. Creighton, Michael E. Hornett. Joseph Perroni is chairman of committee arranging



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NYC Civil Service News Briefs

Commission are proud over Naomi (Kane) Nash, former Commission steno, who organized and is now president of the Service Men's W.I.V.E.S. organization. . . . NYC Firemen were still waiting for decisions at press time on the "gag-rule" and the case of the firemen eligibles who were passed over for promotion because they were in 3-A at the time their appointments came up. . . Over 600 transit employees will take the written promotion exam. to Train Dipatcher on May 19. The test was recently reopened to allow more to file. . . Surface Heater operators, cable splicer helpers, carpenters, stationary engineers, carriage upholsterers, instrument makers, water-tenders, armature winders, hose repairers, plumbers and electricians all are having hearings on their prevailing wage complaints this month. . . .

FIRE COMMISSIONER Patrick Walsh faces more trouble in new suit which is being stated to force payment of overtime pay to men working the 84-hour week. David A. Savage is attorney for the men. The action to have the two-platoon chart thrown out failed, so now they're fighting for more money. . . Among the 72 members of the Police Department who seek retirchent this month are one deputy chief inspector, one captain, five lieute-

Crane Announces

"I would not under any con-

ditions wish to serve any longer in the vice presidency under Presi-dent Kane." With that message,

John Crane announced his inten-

tion of running against the incum-

bent for the presidency of the NYC Uniformed Firemen's As-

Eight Point Campaign

"My announcement," said Crane, "is based on your presi-dent's failures." He listed eight

points on which he would base his

campaign to oust the present head of the UFA:

Failure to give you effective representation in Labor, in Albany, in Mayor's Office, Commissioner's Office and honest presentation of Dep't. conditions to the public.

We Pay Top-Prices For Second-Hand Men's Clothing

John's Merchandise Exch.

893—8th AVE,
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BUYS . SELLS . EXCHANGES
ANYTHING OF VALUE
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INSTRUMENTS BOUGHT
CASH FOR PAWN TICKETS

He's Candidate

For UFA Post

sociation.

45 NYC Transit Employees

Killed in Military Service

Forty-five employees of the NYC Board of Transportation, includ-ing one member of the WAAC, who died of natural causes, are on the Board's list of "Deaths in Military Service." Following is the Gold

Star roll of the City transit system:

DEATHS IN MILITARY SERVICE

The date, name, title, division, branch of service and cause follows:
Feb. 18, 1942—PETER MANGER, Metr. Help. B, IND. U, S. Navy, U.S.S. Pollux.

The date, name, title, division, branch of service and cause follows:
Feb. 18, 1942—PETER MANGER, Metr. Help. B, IND. U. S. Navy, U.S.S. Pollux, werecked.
Mar. 26, 1942—DAVID ROCHE, R.R. Clerk, BMT, U.S. Army, Unknown.
Auril 29, 1942—DAVID ROCHE, R.R. Clerk, BMT, U.S. Army, Unknown.
Auril 29, 1942—FRANK LANG, Car Metr. E, IRT, U.S. Army, Unknown.
Aug. 21, 1942—FRANK LANG, Car Metr. E, IRT, U.S. Army, Unknown.
Aug. 21, 1942—FRANK LANG, Car Metr. E, IRT, U.S. Army, Unknown.
Aug. 22, 1942—FRANK LANG, Car Metr. A, BMT, U.S. Navy, Enemy action.
Dec. 27, 1942—ALBIN OROSCH, R.R. Porter, IND, U.S. Army, Dementia pracocx.
March 24, 1943—DAVID MENDELSOIN, Car Metr. A, IRT, U.S. Navy, Enemy action.
July 12, 1943—JOHN J, COURTNEY, R.R. Clerk, IND, U.S. Army, Enemy action.
July 13, 1943—JOHN J, COURTNEY, R.R. Clerk, IND, U.S. Army, Enemy action.
July 14, 1943—DAVID MENDELSOIN, Car Metr. A, IRT, U.S. Navy, Illness,
July 25, 1943—JOHN J, COURTNEY, R.R. Clerk, IND, U.S. Army, Enemy action.
August 19, 1943—CHRISTOPHER BRIODY, Conductor, IRT, U.S. Army, Enemy action.
August 19, 1943—ELMO B, TARFILEY, Signal Mtr. B, IND, U.S. Army, Enemy action.
August 19, 1943—ELMO B, TARFILEY, Signal Mtr. B, IND, U.S. Army, Enemy action.
Aug. 29, 1943—FER J, MCQUILLAN, St. Car, Oper., BMT, U.S. Navy, Enemy action.
Nov. 8, 1943—MINOT L, WILLARD, Towerman, IND, U.S. Navy, Enemy action.
Nov. 8, 1943—HENRY J, CHILDS, Signal Metr, B, IRT, U.S. Navy, Enemy action.
Nov. 21, 1943—FR J, MCQUILLAN, St. Car, Oper., BMT, U.S. Army, Enemy action.
Nov. 21, 1943—HENRY M, GOSSMAN, R.R. Clerk, IND, U.S. Army, Enemy action.
Nov. 21, 1943—HENRY M, COSSMAN, R.R. Clerk, IND, U.S. Army, Enemy action.
Nov. 21, 1943—HENRY M, COSSMAN, R.R. Clerk, IND, U.S. Army, Enemy action.
Nov. 21, 1944—EAL A, HOLLOWAY St. Car, Oper., BMT, U.S. Army, Enemy action.
Nov. 21, 1944—EAL A, HOLLOWAY St. Car, Oper., BMT, U.S. Army, Enemy action.
Nov. 21, 1944—EAL A, HOLLOWAY St. Car, Oper., BMT, U.S. Army, Enemy action.
Nov. 21, 1944—FRANK WEIS, Car, Metr, E, BMT, U.S. Army, Enemy action.

Failure to retain the confidence of the members, of Labor, of Civil Service Groups, of the Politicians.

Failure to obey the mandates of the members in Negotia-tions, in Publicity and at Con-

Failure to maintain the basic

principles of the UFA by not

protecting a Free Pension Sys-

tem, not maintaining salaries and allowing a breakdown of Civil Service and Working

Failure to take proper steps to protect the 8-hour day or to eliminate the excessive working hours of the Two Platoon system.

Failure to assume responsibil-ity and take prompt action in the investigation of the En-

Failure to protect our mem-bers from public ridicule when they were fighting for the pro-

8. Failure to live up to basic prin-

ciples of organized labor; re-fusal of civil service and labor's support in negotiation and attempted legislation.

Our fighting men need more

than mail. Your blood—given at a Red Cross Blood Bank—goes overseas to the front lines. Make your appointment today!

tection of their rights.

ventions.

conditions.

dowments.

Twelve disability retirements are also being asked. . . The Carroll bill to change the representation on the F.D. Pension Trustees will be the subject of a public hearing by the City Council soon. . . City Council is meeting. Tuesday April Council is meeting Tuerday, April 17, 1:30 p.m. in City Hall. Civil service matters will get the attention of the City fathers. . . The name of Detective Anthony J. McGanley is to be added to the honor tablet at Police Headquarters. He died of gun wounds suffered in a battle with a mur-derer whom he kiled as he lay mortally wounded . . .

SHOMRIM Society will hold its annual memorial service on Sunday, May 6, at 3:30 p.m., at the Mt. Neboh Temple, 130 West 79th Street. . . Police Sergeants' Benevolent Association has taken over Manhattan Center for their annual dance on Friday, April 27. Ross P. Monroe, president of the group, expects a gala turnout. City seamstresses are still arguing with the Corporation Counsel's office whether they are skilled workers on prevailing wages, or are entitled to annual increments. Now they get neither, and think they should get one of the two. . . . Commissioners of Election in NYC have been upped to \$10,000. a \$2,000 increase, by a new State law. . . NYC cops may be al-lowed to wear white shirts on

ants, six sergeants, 47 patrolmen. duty. Not that they're in the whitecollar class, but the department hasn't been able to get black ma-terial for summer shirts.

> CATHOLIC WOMEN'S League of the N. Y. Navy Yard is holding a card party on April 27 at the Columbus Club, 1 Prospect Park West, Broklyn. Proceeds will be distributed by the National Catholic Community Service to wounded veterans at St. Albans Naval Hospital. . . New Health Card form has just been adopted by the Municipal Civil Service Commission, to be filled out by City ich applicants. job applicants. . . . Out of respect to the President's death, the Civil Service Commission cancelled all examinations scheduled for last Saturday. Last minute cancella-tion cards were rushed to applicants. One promotion, one open-competitive, five licens, and two practical tests were postponed....

dral; then the group will parade down Fifth Avenue to the 400 Club where breakfast will be served at 10:30. . . Twenty four old-timers of the Department of Sani-tation retired last week under the old Street Cleaning Pension Fund. . . .

Queens Laborers

Want \$240 More

For Special Work

President of Queens came a re-

quest at last week's budget hear-

ing for an extra \$240 a year for men who are carried as labor-

ers, but are actually required to do such work as street repairing, which calls for a higher title.

In the present budget, Borough workers who have to clean sewers

and catch-basins receive an additional \$240 because of the na-

ture of their work. The laborers

ask that this provision be made

for other laborers who do work

which is not normal labor duties.

Most of the laborers now earn \$1,620 a year, plus the bonus.

If you care for your country,

and if you are not now in war work, TAKE A WAR JOB!

From employees of the Borough

Budget Bureau Asked to OK 4 Promotion Tests

Four promotion examinations were sent to the NYC Budget Bureau for approval last week by the Municipal Civil Service

Commission.
This is the final step before applications are accepted. Following are the tests, which may be opened in the near future: Assistant Civil Engineer (Struc-

tural), Department of Public

Works

Chief Marine Engineer, Depart-ment of Marine and Aviation. Junior Bacteriologist, Department of Hospitals.

Inspector of Foods, Grade 3, Office of the Comptroller.

The Commission also ordered the following tests for a later date: Promotion to Battery Constructor, Fire Department; Fire-man of Laborers, Grade 4, De-partment of Water Supply, Gas and Electricity; open-competitive Senior Civil Engineer (Sanitary).

SUBWAY Catholic Guild will hold its annual corporate Com-munion Mass and Breakfast on Sunday, May 9. Services will be celebrated at St. Patrick's Cathe-

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Live in a home you can love...in Queens, Nassau, Brooklyn. Our "Home-Purchase Credit" takes care of all or part of your "down payment"...in strict privacy—at low-cost banking rates. 24 months to repay—usually WITHOUT co-makers. Ask your broker, or phone BAyside 9-5000.

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VETERANS-NEW HOMES-NOW Hamediate construction. Brick bunga-low and two-story homes built to order. Excellent location, near water, Francis Lowis Park. Belt Parkways and Whitestone Bridge at 8th Ave. and 147 St., Whitestone, \$8,900 up. 20% cash, 20 year 4½% mortgage. Con-struction started. For information. EGBERT at Whitestone, FL. 3-7707.



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Civil Service EADE

Jerry Finkelstein, Publisher; Maxwell Lehman, Executive Editor; Brigadier General John J. Bradley (Ret.), Military Editor; David Robinson, Associate; N. H. Mager, Business Manager.

MEMBER AUDIT BUREAU OF CIRCULATIONS
BY DUANE STREET

NEW YORK CITY

COrtlands 7-5665

What Franklin Roosevelt Meant to Civil Employees

ABOVE ALL, Franklin Delano Roosevelt was the fortress of the "little man." His place in history will, we think, show him pre-eminently as the leader who fought for the weak, spoke for the voiceless, provided courage for the

Civil service employees hold his memory in special affection, for they are of the little people-and he was their leader. They knew him best, too, because his work and theirs was closely intertwined, particularly in wartime.

And despite all the burdens which he bore, in the turbulet years of pre-war and the heart-breaking ones of war, he never let the Civil Service slide away into disrepute. He held up the merit system, so that after the war, it will be able to proceed without recourse to spoils and patronage. When Federal employees were attacked, he personally made out their case for them, and gave that case to the nation.

The times produce the men. Our time produced a Roosevelt. For this, in the midst of sorrow, all the people of the nation may pray in gratitude.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Bill Aimed at Protecting Vets from Prior Disclosure of Disabilities Is Vetoed



Relying on the advice of the State Civil Service Commission last week, Governor Dewey vetoed the Berge bill aimed at protecting disabled veter-ans from disclosing their disability until papers had been rated and a list established for any civil service job they were seeking.

The veto came as a severe blow to the Disabled American Veterans. The bill would have amended the civil service law by providing that a claim for disabled veteran preference need not be made until after the veteran seeking appointment had received notice he had achieved a passing mark in any examination in which he took part. The constitution now makes the appointment of disabled veterans mandatory for any job for which they have received a passing mark.

Vetoes Another Vet Bill

At the same time, the Governor vetoed the Clellan bill which would have exempted all veterans from the payment of fees to county clerks for certified copies of certificates of honorable dis-

"Unintentionally," the Governor wrote in his veto memo, "the bill in removing a sentence from the law would impose a fee for recording of such certificates in the City of New York, which at the present time is not required."

DAV Tried 15 Years

Almost every year for the last 15 years, the Disabled American Veterans, with endorsement of the American Legion, has caused introduction of a measure to shield disabled veterans from the necessity of disclosing in advance they would seek veteran prefer-ence when applying for permission to take a State or local civil service examination. This is the first year the bill has passed both houses and veteran representa-Governor Dewey vetoed the meas-

"For years we nave nad com-plaints from veterans that they were counted out even before taking an examination for a civil service job, particularly in localities, because it was known they would seek veteran preference if they got a passing mark or above," said an official of the Disabled Veterans. "We all know how local politics works. We know that in the cities, counties, towns and villages, particularly there is more political patronage than merit in making civil serv-

ice appointments. We know that when a disabled veteran is re-quired to disclose on his application blank for a job, even before he takes the examination, that he has two strikes on him if there is to be a political appointment made. This bill would have promade. This bill would have pro-tected the veteran and he would not have had to make the dis-closure of disability until after the papers were marked and the ratings were fixed. This veto is a blow to the disabled veterans."

Civil Service View
The Civil Service Commission's point of view is just the reverse: It was argued that the bill was based on the assumption that civil service commissions throughout the State would, if an appli-cant should disclose that he is a veteran, fail him on an examina-tion. If this assumption is re-jected, the civil service advocates argue, the bill is unnecessary. The bill could not be approved unless the assumption is made that civil service commissions are generally dishonest.
It was pointed out that this bill

would do much harm because it would delay the establishment of eligible lists.

Another point brought out against the bill is that it is unfair to the veteran himself, in that'it denies him rights which he has under the present law. At resent, a disabled veteran can present his claim at any time during the life of a list, and if his claim is accepted, he goes to the top of the list. But this bill would have been unfair to veterans whose claims for disability were to be allowed more than 20 days after the list were set up.

letters

Gets Promoted, Loses Money

Sirs: Career in Civil Service, or How to Lose Money by Being

I was promoted to Clerk, Grade

3 as of January, 1945, which
means I will not receive my first
increment until January 15, 1946. will not get that salary until

According to the budget by our Mayor, I will not receive any increase until that date, whereas a Clerk, Grade 2, who failed in the examination being at the top of his grade will get a bonus of

Merit Man



Frank Brennan

ONE OF THE YOUNG executives in the NYC Department of Welfare is Frank Brenian, assistant to the Director of the Bureau of Finance. He works on the budgetary affairs of the depart-ment, probably one of the most complicated financial setups in the City. To begin with, while other de-

partments can generally plan their programs for the year, the Department of Welfare is in a constant state of flux. For in-stance, a few large shipyards or stance, a few large snippards or war plants cut down their staffs and the home relief budget takes a quick leap up. Money has to be shifted around from other ac-counts to meet the new demands. The Department is closely linked in financial matters with the State and Federal governments which help to meet relief costs. A new order comes through from the Social Security Board, raising the age limit for Dependent Childrens aid from 16 to 18, and the de-partment budget has to be juggled again to meet the change.

A graduate of Pace Institute in 1934, where he headed his graduating class in Accounting, Frank Brennan found his career with the City when other fields were closed to him. But let him tell the story in his own words:

Got Opportunity Here

"Since the age of three I have been crippled as a result of in-fantile paralysis," he says. "When I tried to get a job in private industry I found the way barred because of my handicap, but the City gave me an opportunity to show what abilities I have, and I'm grateful for the chance. I try to work a little harder; try never to miss a day, so that some other handicapped person may also get a chance to start at a City job and work up. I think it's very decent of the City to give people a chance to show that they can turn in satisfactory work despite

their physical limitations."
So far his record of achievement shows that he hasn't let his handicap hold him back. He com-pleted elementary school work at home with the help of visiting teachers. Then he went to Bush-wick High School, where he took an active part in School activities and was elected president of the General Organization in his senior

Started as Typist
Back in 1934, he came into the
City Emergency Relief Bureau as a typist and the job wasn't much-fun. The Welfare office was on the top floor of a building at 346 Broadway (now used by Veterans Administration) and in summer was so hot that people would faint from the heat. Orange crates were standard equipment for desks and filing cabinets in the offices, and there was so much work that many ERB employees piled up 500 hours of overtime. While working at the ERB, he continued his studies at Pace Incontinued his studies at Pace In-stitute at night. Then in June, 1938, he received a permanent ap-pointment from a bookkeeper list after passing an open-competitive examination. In 1943 he took the examination for promotion to Junior Accountant and made number 5 on the list, and he's looking forward to future exami-

number 5 on the list, and he's looking forward to future examinations to Accountant and Administrative Assistant.

For recreation he reads a lot, can finish an over-size book in an evening, and dabbles in photography. His athletic outlet is swimming.

January, 1946. Hooray for the career in civil service. CLERK, GRADE 3.

Repeat This!

Politics, Inc.

NO ONE can yet foresee the tremendous political repercussions which will flow from the death of Franklin Roosevelt. But these are some of the speculations observed in political circles last weekend... PAC and Governor Dewey may become more friendly. In NY State, the CIO has already praised his work, setting the basis for possible greater collaboration in the future... Dewey may give more and more to the CIO and the liberals, in the hope that they may ultimately be in a mood, or be compelled by political logic, to reciprocate... The left-of-center crowd may want to lean on Dewey as a possible hedge against an uncertain future, just in case the Democrats don't work out... Truman's big political job will be to keep together the southern conservative and northern liberal branches of his party. branches of his party.

AMONG BRIGHT LIGHTS hitherto not heard from watch for the name of Rudolph Halley, who had been chief assistant counsel to Truman when the new President headed the Senate War Investigating Committee, and became chief counsel under Mead, his new boss, who also champions him. Halley is an alert, young New York lawyer. . . In New York State, there will be important changes in legislative committees now that Senator Perry Duryea has been appointed head of the Conservation Department. . . .

PERSONS close to the inside of the Federal civil service picture PERSONS close to the inside of the Federal civil service picture expect increased sniping at Government employees during the year. The anti-employee interests will try to test out how far they can go with President Truman. . . Already the bill requiring Senate confirmation of all employees earning over \$5,000 has bobbed up again. Civil service officals literally hate this bill, say it will deal a killing blow to their recruitment activities. Roosevelt had fought the measure to a standstill. . . Senator Kenneth McKellar, now President of the Senate, who is back of the bill, can legally (if he wants to) hang on to his Post Office Committee chairmanship while presiding over his colleagues. Anyway, that's what constitutional lawyers say. . . . McKellar, incidentally, gets a Cadillac car as one of the perquisites of his new job. . . . quisites of his new job.

Roosevelt Anecdote

THERE'S a cute story they tell about Roosevelt. One day, while campaigning with a companion, FDR was approached by a stranger who vigorously bumped the President's hand. "Hello," Roosevelt said, mentioning the man's name, whom he hadn't seen in five years. "How can you remember a name after so many years?" asked FD's companion. The Chief Executive winked, held up a finger to the side of his nose. "Politician!" he grinned.

At the Budget Hearings

ONE NYC employee organization loused itself up good with the Budget Director as a result of the tactics used by its spokesman. . . . John Cashmore, Brooklyn borough head, acted his role with vast dignity on the dais, Formerly he used to be much more earthy. Mayoral considerations, John? . . . Most disconcerting thing to employee spokesmen is the way Estimate Board members walk around, talk to one another, laugh with their assistants, while spokesmen are trained to make their points. trying to make their points.

More NYC Stuff

IT'S COMMON knowledge that Mayor Fiorello LaGuardia can leave his job and retire on an \$18,000 pension. But here's the story behind it. Back in 1940 a bill passed the State Legislature allowing pension time-credit for service in Congress. This bill allowed LaGuardia to make payments into the NYC Employees Retirement. System for the period he had been a Congressman. The only other person in the entire City to come under the provisions of the law was Francis J. Sinnott, County Clerk of Kings County.'... Memo to NYC Municipal Building employees: The price of a 5-cent candy bar is still 5 cents. Stores in the neighborhood of the Municipal Building charging 6 cents are violating OPA regulations. You can stop this by phoning the OPA at CH-4-7300....

POLICE CALLS

It Was a Bad Tuesday for Harnedy

Pat Harnedy, president of the NYC Patrolmen's Benevolent Association, didn't enjoy last week's meeting of the organization's

The meeting started casually enough with a report from the chair of what had happened in Albany during the legislative session. But when the \$450 bonus referendum bill came up, that started the excitement.

Harnedy began by reading a long list of names of persons he had contacted in the legislative halls to gain support for the measure, but the reaction of many delegates was: "What the hell good did it do?"

Ray Donovan, perennial candi-date for PBA president, asked Harnedy what Mayor LaGuardia's referendum. "I found him neu-tral," reported the PBA president. "I can imagine him being neutral towards something that could cost the City \$14,000,000," retorted Donovan.

"Anyway." Harnedy replied, "we can look forward to the special session of the legislature now."

Came the Heat And that comment really turned on the heat. Delegate John Carton, expected to run against Harnedy for the presi-dency, as well as Donovan, stood up and flatly contradicted the PBA head-man. Carton explained that the special session was called by Governor Dewey to consider means of State aid to help the financial condition of the municipalities, and that granting a palities, and that granting a pay-increase referendum certainly didn't fall in that category. He stated that Harnedy's failure to get even one of the 53 State Senators to introduce a companion bill to the Robert Cresw Assembly measure is what killed the chances of the \$450 increase.

"Assemblyman Crews was sick

May Pool Forces With an election for the PBA officers coming up shortly, several of the delegates reported that a move was under way to have Carton and Donovan pool their forces in the hope of defeating Harnedy's administration.

and couldn't get to Albany to work for the bill," added Carton. There was no bill in the Senate, and nothing tangible to work on.

Further, Harnedy knew all along that there wasn't a chance of getting the referendum, but came

to the PBA delegates and told us

"He knew that the Governor considered the whole thing a home-rule matter and one which

Board of Estimate and the Mayor

All he did was to waste his own

time and that of the other dele-

gates. Also," said Carton, "this is an election year, and we might have gotten something from the

local politicians if our energy wasn't wasted up-State."

Then Delegate Ray Donovan told the PBA prexy to stand up and assume full personal blame for the failure of the \$450 bill.

Well. it went on like that for two hours, and there is still food

left for more excitement at the next meeting. Harnedy wasn't able to complete his Albany re-port and he can look forward to

more criticism when he has to list the other bills that didn't pass up-State.

should be handled by the

how 'optimistic' he was.



The State **Employee**

By CLIFFORD C. SHORO President, The Association of State Civil Service Employees

In writing "The State Employee" as a regular weekly feature of The LEADER, Clifford C. Shoro discusses all and any matters of interest to employees of the State of New York. He is writing this column with complete leeway to express his own views.

Service Record Ratings vs. Veterans' Preference

IN AN EFFORT to make promotion examinations in State service a realistic measuring stick by which employees are rated as to their relative value to the State and their relative rights to advancement, the Civil Service Law provides for a means of rating competi-

tive employees by their supervisors.

The system is an intricate one devised and improved by personnel experts. The present Service Record Rating Plan is divided into three distinct sections:

 The system for rating over-all performance—the Scale System.
 The system for outstanding performance.
 The system for unsatisfactory performance.
 Under Section I, employees are rated on twelve items; supervisors are also rated on four additional items. These items are intended to bring out the relative ment of employees with state in the relative ment of employees with state in the section. tended to bring out the relative merit of employees with others in the same grade and title and have been carefully selected after years of study and experience

of study and experience.

The items to be rated are the following: 1. Comprehension; 2. Knowledge of Job; 3. Accuracy; 4. Method; 5. Energy and Industry; 6. Rate of Work; 7. Constructive Power; 8. Courage and Self-Assurance; 9. Judgment; 10. Temperament; 11. Tact; 12. Cooperativeness.

Supervisors are also rated on the following: 13 Development of Loyalty and Team Spirit; 14. Disciplinary Control; 15. Instructional Ability; 16. Capacity to Assess Human Nature.

These ratinsg are filed once each year by all departments with the Department of Civil Service and become a part of each employee's State service record.

ployee's State service record.

IN PROMOTION examinations these ratings are given a weight which is used in computing final averages in these examinations. They give an opportunity to credit unusual, average or below average ability and value in the job in which they are employed. This, together with the written examination, demonstrates the relative potential value of these employees to the state in higher positions. This will all be scrapped if the unlimited preference for all veterans becomes a part of our State constitution.

Those present employees of the State who will not have served the nation IN UNIFORM will be denied any and all credit for ability, performance, reliability, self sacrifice in sticking to their essential State jobs, and ALL PROMOTIONS will go only to those who have been in any of the armed services.

It is utterly impossible to foresee all the results of this unjustified, discriminatory legislation, but enough can be realized to convince all IN PROMOTION examinations these ratings are given a weight

discriminatory legislation, but enough can be realized to convince all fair-minded, intelligent, clear-thinking citizens, including the veterans themselves, that this proposed amendment to our State Constitution must not be adopted next November.

Enthusiasm Is High

REACTIONS of employees to the increased war emergency scales effective April 1st, to the new Feld-Hamilton features, to the many allocations made by the Salary Standardization Board effective April 1st, and to the new Personnel Board to be appointed by the Governor, are all exceedingly favorable to Governor Dewey and to the Legislature. The people of the State have a great stake in the maintenance of the merit system on a high level. They have had a good example of how splendidly this system has functioned during the stress of war years, when despite the call of big money from war industries and activities, countless highly efficient, experienced men and women stuck to their jobs in State service and carried on with great credit to themselves and great help to the conduct of the war in many ways. There is ample evidence of the leadership of the Association of State Civil Service Employees in directing attention to necessary reforms and advances, and the inspiration it has imparted to the highest possible type of service to the people of the State.

How a Marine Helped Change the State Law

ALBANY-There's an interesting little story to show how legisla-

A few days before the close of the legislative session in Albany, a former marine came in to talk with an official of the State Association. The man had been decorated for his service in World War I and had recently received his discharge after service in the prestion sometimes originates.

The tale came out that the marine had been seriously wounded in combat but was unwilling because I have been in two ed in combat but was unwilling to claim preference as a disabled veteran. For several years before he had volunteered, he held a position in the State service, and was now restored to his old posi-tion. He had filed an application for a promotion exam. and was shocked by the efficiency rating he was given for the period of his military service. As he put it: "I had an efficency rating of 86 for the year before I rejoined the Marines. Now that I am back, they are cutting my rating to 84. Why should my rating be cut be

cause I was in militar, service?

Three Periods Averaged It was pointed out to him that this result is due to the fact that the law provides he should be credited with the average of his efficiency rating for the three periods immediately prior to his entry into the military service. His ratings had been 82, 84, and

86—making an average of 84.

Answered the marine: "That is all right for the fellow who is standing still or whose work is going downhill, but it is unfair to the fellow who was moving up and getting progressively better grant and getting progressively better grant and getting progressively better grant g

tary service? A reduction of two points may be the difference be-

tween getting an appointment and being an 'also-ran'."

The Association official pondered, scratched his head: "It is pretty late to introduce a bill now." he said, "and the law could probably be revised next year."

probably be revised next year."
"A fine state of affairs," replied
the fighting man. "My examination comes up next month, and it won't do me any good to change the law next year."

Wheels Move Fast

The Association official saw the point, and started the wheels movpoint, and started the wheels moving swiftly. In a matter of hours, a bill was written to correct the situation. The bill was introduced via the Assembly Rules Committee. It amends the law to provide that the rating during an employee's absence in military service shall not be less than the last rating he received before he entered military service.

Dewey Hands First Bonus Checks to Assn. Heads

ALBANY—State employees are beginning to receive their higher compensation, based on the formula worked out as a result of cooperative efforts by the Governor, the Governor's staff, the Legislature, and the Association of State Civil Service Employees. The checks, as of April 1, contain the following increases in the form of bonus; 20 per cent to those earning up to \$1,500; 17½ per cent for those earning between \$1,500 and \$2,000; 15 percent for those earning between \$2,000 and \$3,000; 12½ per cent for those earning between \$3,000 and \$4,000; 10 per cent for those earning between \$3,000 and \$4,000; 10 per cent for those earning between \$4,000. But in no case may the bonus exceed \$1,000.

Clifford C. Shoro, President of the State Association commented the complex of the State's courts.

the State Association, commented on the spirit of good-will which had permeated the conferences between his organization and ad-ministration representatives in

working out the program.

Governor's Congratulations
The congratulations of the Governor were contained in a state-

lightened policy relative to salaries of those in State service.

"On behalf of the entire State administration I want to express to you my appreciation for the polyadid manner in which you appreciation." splendid manner in which you—an employee of the State—have been carrying on."

Presentation of the first checks

the same pay increase as State employees, ranging from 20 per cent in the lowest brackets to 10 per cent for those getting \$4,000 a year or more, but not to exceed \$1,000.

State Comptroller Frank C. Moore a few days ago wondered whether he could pay the war



John A. Cromie, head of the Legislative Committee, Association of State Civil Service Employees; and Janet Macfarlane, Secretary of the organization, receive from Governor Thomas E. Dewey the first checks containing the new bonus. The Governor congratulated the State employees.

ment, bearing the Governor's reflecting the War Emergency bonus to State officers named in signature and addressed "To my Colleagues in the State Service," which was attached to the April 15th paycheck of each State em-ployee. The statement read as follows:

"The attached check is the first which reflects the increased War Emergency Compensation which I

was happy to recommend and which the Legislature passed for the new fiscal year.

"Working for the State is an exacting task, particularly when the demands for governmental service are constantly increasing.

With so many follow employees. service are constantly increasing. With so many fellow employees now in the armed services, State employees are carrying a larger work-load than ever before.

"I am happy that New York State in the past two years has been able to adopt a more en-

Compensation was made by Governor Dewey to representatives of the Association of State Civil Service Employees of the State of New York. The representatives of the Association who were preof the Association who were pre-sented with their checks in the Governor's office in the Executive Chamber were Miss Janet Macfarlane, Principal Account Clerk of Mental Hygiene, and Secretary of the Association, and John A. Cromie, Assistant Direc-tor of Administrative Payroll and Personnel of the Tax Department Personnel of the Tax Department, Chairman of the Legislative Com-mittee of the Association.

Judges Get Raise

Attorney General Goldstein last week gave the 119 supreme court justices in the State and the seven members of the Court of Ap-

the constitution. The Legislature apparently never had considered the judges as eligible and so they appropriated a mere \$100,000. But in response to Comptroller Moore's inquiry, the Attorney General comes up with an opin on, citing the constitution itself, by which the 126 jurists also get the pay boost. Since all of them get more than \$10,000 a year, the 10 per cent increase means \$1,000 a year cent increase means \$1,000 a year in added pay for each of them. But since the appropriation for judiciary pay boosts is only \$100,000 and the judges alone will need \$126,000 some calculating will be required. It was reported that the additional money may come out of the \$7,500,000 in the budget set aside for pay adjustments in cases of pay rises, promotions and reof pay rises, promotions and re-adjustment of titles and salary

Correction Men Make Gains in New Law; Overtime Pay Claim Bill Is Vetoed

Governor Dewey last week approved the Ryan bill giving new overtime due them and the other retirement allowances to disabled employees of the Correction de- | was the Ryan bill authorizing partment institutions.

The measure, now law, provides that a guard or employee in a State prison or reformatory who is physically or mentally incapacitated after 20 years of service shall be retired. His pension will include 40 per cent of salary paid the year immediately preceding retirement, plus 2 per cent more for each year of service after 20 years. The total pension may not exceed one-half of the last year's

Time-Credit for Promotions The Governor also approved the Fine bill which disallows time

thorizes such time credits in permanent positions.
Overtime Pay Suits Disallowed

Two bills to authorize claims for overtime were vetoed by the Governor. One of these was the Bacon bill which would have permitted employees of the Rome State School to file a claim in the State Court of Claims for

was the Ryan bill authorizing employees of Dannemora State Hospital to take the same procedure. The legislation would have cleared the way for the overtime suits against the State. Employees of the State School at Industry two years ago succeeded in get-ting such legislation passed and approved and they collected about \$100,000 through a decision of the court of claims.

State Employees Do Well by Red Cross

ALBANY-There are about 7,000 State employees in Albany and immediate environs. But 7,095 are

employees gave \$25,251,93, through personal solicitation, card parties, and prizes. This is \$3,000 more than last year's total. William L. Pfeitfer, executive deputy of State the Fine bill which disallows time served as provisional appointee in promotion examinations in the competitive civil service but au-

Court Rules That State Law Jobs Are Not All Alike

ALBANY-The State Court of Appeals last week unanimously, but without opinion, upheld the Appellate Division and the State Civil Service Commission in the case of Wallace A. Kroyer who had contended, in effect, that all law positions in the State are virtually alike.

Mr. Kroyer's job as senior at-torney for the Transit Commis-sion was abolished with abolition of the commission. He was then transferred in the same capacity to the Public Service Commission where subsequently, he was laid

off.
Then the State Tax Department called for a senior attorney in tax-ation and finance and Mr. Kroyer contended that he should have the job. He was then on a preferred list for senior attorney.

Justice Schirick agreed with Mr. Kroyer, but the Appellate Division, in a divided vote, disagreed, asserting that the jobs were not the same. It was held that there is specialization in the training and according to the same of at training and experience of attorneys and in the requirements for different law jobs. The Ap-pellate Division said the two positions were not similar and that Mr. Kroyer's claim for the tax department position was not valid. This is what the Court of Appeals

Judges' Aides Can't Change Role Without Exam

ALBANY-Governor Dewey has veteed a bill which provided that confidential attendants to judges of State and county courts in New York County, upon 10 years of service or upon retirement of the judge under whom they serve, should receive classified status as court attendants. The bill (Senate Int. 574) was introduced by Senators Ever Every County of the services of tor Frederic Coudert.

The bill was opposed by the As-sociation of State Civil Service Employees on the ground that it would be harmful to the merit system and is unconstitutional. In memorandum, the Association

"Certain judges are properly entitled to appoint confidential attendants . . . in the exempt attendants . . . in the exempt class. Court attendants, however, are classified in the competitive class and are approved only after competitive examination. This bill is an attempt to evade the provisions of the constitution and the Civil Service Law by providing that a person who has served in the exempt class for 10 years shall be placed in the competitive position of court attendants with-out examination."





Two State legislators who performed notably in introducing important legislation for the benefit of employees. They are: Elisha Y. Barrett, Assemblyman of Suffolk County, and Harold C. Ostertag, Assemblymen of Wyoming County.

Mental Hygiene Sees Way To Solve Bed Shortage

ALBANY-Faced with a critical shortage of beds and mattresses in mental hygiene and other State institutions, the State moved this week to obtain hundreds of these items stored in the very institu-

tions where they are most needed. The equipment belongs to the Federal Office of Civilian Defense and has been stored for months awaiting bombing and other ca-tastrophies. But that crisis seems to have passed, and the State is now hopeful of getting this equip-

ment by purchase or by gift.
Richard S. Persons, commissioner of purchase, is chairman of a new committee created by Governor Dewey to make Federal war surplus purchases for the State. Others on the committee are Wil-

Others on the committee are William L. Pfeiffer, executive deputy State Comptroller, and William Arnstein, of the budget division. This week they met with Dr. Frederick H. MacCurdy, Commissioner of Mental Hygiene, to talk over the beds and bedding situa-

tion. The committee is empowered by law to negotiate with the Federal government for surplus commodities and it has been given an appropriation of \$6,500.00 to make purchases for all State departments and agencies. These are now submitting to the committee the items they need from the Federal surplus stocks.

Some of the Items
Here are some of the items the
Federal defense agency has stored
in State mental institutions and some of which the State hopes to get: 1,535 adjustable beds; 1,535-inner spring mattresses; 700 units of medical team equipment; 300 units of equipment for casualty stations; 22,796 pump tank extinguishers; 29,496 dry cell radio batteries; 6,000 first aid pouches; 12,450 folding beds, and 11,450 cotton mattresses.

The Persons committee, meeting once a week, will begin soon to buy hundreds of items for the State from the Federal govern-ment. How much will depend: (1) upon what the State agencies they need; (2) how successful the committee is in negotiating prices with the government.

DR. J. L. LOCHNER APPOINTED SECRETARY OF STATE BOARD

ALBANY-Commissioner of Education George D. Stoddard last week announced the appointment of Dr. Jacob Lewis Lochner, Jr., of Albany, as Secretary of the State Board of Medical Examiners. Doctor Lochner fills the vacancy caused by the resignation of Dr. Robert R. Hannon on December 31, 1944.

Albany Shopping Guide

STENOTYPE SECRETARIAL STUDIO—A rapidly growing machine method of stenography. Evening classes every Monday and Wednesday, 7 P.M. Albany Stenotype Secretarial Studio, Palace Theater Bidg., Albany 3-0357.

CUSTOM AND READY MADE FUR COAIS. Good work OUR HOBBY, Re-modeling, Repairing, Cleaning. Insured cold storage. A complete fur service on premises. BECK FURS, 111 Clietom Ave., Albany 5-1734. Millinery

HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00 Over 1,000 bate to select from, THE MILLINERY MART, Cor. Broadway and Malden Lane (Opposite Post Office). Albany, 126 Main St., Gloversville, N. Y.

Specialty Shop

LARGE SELECTION—SH.K and bones dresses. Sizes 1815 to 60 54.98 up. Specializing in hosiery, flaunci zowns and pajamas; snuggish, At low prices. K's Specially Shop, 178 South Pearl St., Albany.

Where to Dine

TRY OUR FAMOUS spaghetti luncheon with meat balls, Soc. Italian home cooking our specialty. Delicious coffee, EAGLE LUNCHEONETTE, 38 Eagle St. (diagonally opposite De Witt Clinton). Open S A.M. to S P.M.

Beauty Salon
OTTO—Hairdresser—Latest in permanent
waving. Hair styling. Efficient operators
always in attendance, 144 Washington
Ave. Albany 4-4431,

Books

A MUST for lovers of N. Y. State Historical Books "Tin Horns and Culteo"—
The story of the Anti Rent Rebellion
by Henry Christman. The only book devoted to this phase of our history.
LOCKROW'S BOOK STORE, 56! & Spring
St. Albany G. N. Y. Phone 4-0731.

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State Association Influence Increasing Woodbourne Prison Employees Told

ALBANY—A special meeting of the Woodbourne Chapter of the Association of State Civil Service Employees was held at Woodbourne. Earl Fox, head of the Chapter, presided, and the meeting was addressed by William F. McDonough, Executive Representative of which ever since its adoption in

the Association. Following the meeting, many questions were asked and special interest was indicated in the liberalization of the Retirement System. In reviewing activities of the Association, Mr. McDonough referred to the outstanding report of the Association's committee on Retirement Liberalization and stated that for the first time since 1921, a carefully thought-out plan for increased benefits to members of the State Retirement System, with the estimated cost of such plans, were laid before the State Comptroller and his staff. He stated that members of the System were greatly disap-pointed at the failure to bring about during the present legislative session, any substantial changes in the Retirement Law. Renewed efforts will be made during the coming year to bring the System into line with present advanced concepts of social

Assn. Influence Increases Mr. McDonough said; "I am glad to report to you that be-cause of the loyalty of prison guards and other State workers in the Correction Department in of its institutions throughout the State, as well as like support from other groups in every de-partment, institution and office

of the State, the influence of the Association as the spokesman for State employees is increasing constantly.

"Over 22,000 of our members of last year have renewed and there is at present the greatest activ-ity in history of the 62 chapters of

the Association.
"The Association has been able to bring about the passage of civil

which ever since its adoption in 1937 has raised the pay status of employees in State service, the war emergency compensation bonus of thirteen and one-half million dollars, provisions for salary allocation to meet the needs of wartime recruitment, extension of the prison guard eligible list and similar safeguarding of State employees who are in the armed services and a proposal that em-

to bring about the passage of civil ployees who do not receive vaca-service legislation during the 1945 session which is fundamental paid for such time."

Foundation Is Laid for Employee-Run Cafeterias

ALBANY-The first step toward employee-operated cafeterias and community stores has been taken. It consists of approval of the Hammer Bill (Senate Int. 1236). The Association of State Civil Service Employees had asked an OK of the measure. Throughout the years, employ-

ees of State institution have violently and persistently complained about the quality of the meals served them. They have com-plained, too, about being com-pelled to pay for meals they were unwilling to eat. While consider-able improvement has been made, the general opinion is that the general opinion is that the criticism will remain so long as meals are furnished by the State, own hands,

on the present basis.

St. Institute .

best-received answer to this problem has been the em-ployee-operated cafeteria. While employees in all probability will even then complain about food, their complaints will be directed toward their own colleagues in charge of operating the cafeterias, and improvements will be in their

678.80

NEW YORK STATE EMPLOYEES May Now Purchase Surgical Expense Insurance -

Paying You a Stipulated Sum for Almost All Operations

The Cost-Males, 40c, Females 60c

Per Pay Day Write Now For Details

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for CIVIL SERVICE EMPLOYEES

- I-No Co-Maker or collateral required.
- 2-Loans not limited to \$300.
- 3-Low interest rate of 412% discount per annum.

4-Repayment in 12 in-

stallments. If loan is

for educational, med-

- can be arranged. Loans over \$1,500 up to 24 months. Borrower's life insured.
 - 4 Immediate action. courteous considera-

tion, strictly confiden-

ical or funeral purposes-longer periods

THIS is the plan that has helped thousands of City, State and Federal Employees. . . . Let it help YOU!

Bronx County Trust Company NINE CONVENIENT OFFICES

Main Office: THIRD AVE. at 148th ST. MElrose 5-6900 NEW YORK 55, N. Y.

Member Federal Deposit Insurance Corp., Federal Reserve System

Sums Paid Out In Insurance To State Workers

Since 1936, employees of the State of New York have been able to purchase broad coverage accident and sickness insurance through the sponsorship of the Association of State Civil Service Employees. This insurance is written in the Commercial Casualty ten in the Commercial Casualty Insurance Company of Newark, New Jersey, through their General Agents, Ter Bush & Powell, Incor-porated, Schenectady, New York, The rates have been very low

and the public employees of the State of New York have collected over \$1,500,000 since 1936.

Recently, a survey was made comparing the year 1943 to 1944 in the various departments in New York State, and it shows the fol-lowing amount of claims paid in the various departments and institutions during these two years:

DEPARTMENT	1943	NA.	1944
A & Markets . S	558.65	'5	1.484.11
A & Control	5.397.14	3	4.523.25
Banking	349.90	7/	119.85
Civil Service	1.173.30		76.68
Conservation	2.013.25		21.852.70
Correction	571.66		385.60
Afbion	3.609.76		2.402.54
Attica	1.804.61		2.304.47
Auburn	1.278.31		1.549.93
Clinton	941.64		498.3
Dannemora	196.66		215.0
Great Meadow	879.96		599.90
Elmira	410.05		1.008.1
Mattewan	2.158.66		1.849.9
Napanoch	283.33		93.3
Wallietti	353.33		712.3
Wallfull	803.33		1.134.6
Westfield	2 560 81		
the continue of the			3,340,1
W. Coxsackie.	449.96		1,362.4
Woodbourne .	149.33		407.3
Court	67.33		343.3
Education	4.598.64		4.719.0
Executive	3.199.73		1141438
Health	8,234.57		3,070.K

H. M. Birgs .	12,147.68	918.33
Homer Folks.	178.31	1.431.97
Mt. Morris	222.50	588.00
Ray Brook	1.077.00	1.432.33
W. Haverstraw	1.011.05	793.63
Insurance	2.148.91	1.613.31
D P U I	3.199.04	5.213.69
DPUI.	3.280.77	2.282.71
Insurance		
Fund	856.13	533.81
Law	43.32	1.235.21
Mental Hygiene.	511.09	281.60
Binghamton	5.307.75	5.189.2
Brooklyn	2.544.78	2.712.00
Buffalo	3,973.65	2,510.30
Central Islip	4.389.79	3.615.3
Craig Colony.	6.302.30	3,624,0
Creedmoor	3,459,68	1.981.9
Wowlands	3.383.66	2,813.4
Gowanda Harlem Valley Hudson River	5.042.91	1.797.31
Kings Park	9,573.86	5.561.65 7.350.9
Letchworth	4,010.00	1.000.3
Village	3.695.33	2.849.63
Manhattan	5.852.30	3.891.9
Marcy	3.341.79	1,232.41
Middletown	4,337.45	3.419.5
Newark	4.778.60	4.709.6
Psychiatric		
Inst.	331,32	238.6
Pilgrim	13.783.46	9.015.2
Rochester	8.806.47	4.025.6
Rockland	8.622,04	7.498,0
Rome	3.657.14	6,086.0
Syracuse	3.452.10	3,104,0
Psychopatic	636.38	215.0
St. Lawrence .	5.554.64	6.525.3
Utica	4.471.64	3.231.8
Wassaic	5.465.25	3.593.8
Willard	1.195.60	1.801.2
Public Service . Public Works.	11,593.95	17.410.2
Social Welfare	1.359.64	1.263.9
Industry	1.826.81	2.589.3
Thomas Indian	93,66	148.6
W. R. C. Home	86.00	39.5
Batavia	378.33	564.4
Hudson	994.20	303.8
Warwick	518.30	456.6
State	429.66	696.1
Tax	9.563.31	10.409.1
Misc	7,709,93	9.961.8
Total 4	216,521,55	\$199,489.0

Our fighting men need more than mail. Your blood—given at a Red Cross Blood Bank—goes overseas to the front lines. Make your appointment today!

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

For Temporary Feld-Hamilton Appointments

THE SALARIES which temporary employees occupying Feld-Hamilton positions may receive and increments that they may earn on April 1, 1945, are covered in a recent memorandum issued to State appointing officers by Judge Edward Conway, President of the State Civil Service Commis-

Salaries for Temporary Employees in Feld-Hamilton Positions According to the memorandum, temporary Rule VIII-A (war duration and six months), Rule VIII-C (hospital nurse), and Rule VIII-12 (military substitute), and temporary appointees filling va-cancies caused by Rule XVI-1b, war leaves of absence shall be appointed at the same salaries in such positions that they would receive if the appointments were permanent. All other temporary appointees. including provisional appointees may, in the discretion

of their appointing officers, be so appointed provided funds are appropriated or are available there-If a temporary appointee is receiving a salary below the mini-mum of his grade he may, in the

discretion of his appointing offi-cer, provided funds have been appropriated or are available therefor, have his salary increased to the minimum salary of the posi-tion, as of April 1, 1945.

Increments for Temporary Em-ployees in Feld-Hamilton Positions

The memorandum also outlines the conditions under which tem-porary employees can receive Feld-Hamilton increments. porary employees appointed under Rule VIII-A Rule VIII-12 Rule VIII-C, or who are appointed to fill a vacancy caused by a leave of absence under Rule XVI-1b who have more than six months of satisfactory service during the fiscal year ending March 31, 1945. and who have the requisite number of years of service-in-the-position may be paid an incre-ment on April 1, 1945.

In determining the number of years of service-in-the-position, continuous temporary service, immediately followed by Rule VIII-A. Rule VIII-12, Rule VIII-C or Rule XVI-1b replacement service in

Advance 1946 FUR FASHIONS

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RAIN COATS—TOP COATS S5.00 \$10.00 \$15.00
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\$45.00 to \$100.00
Full Line of Women's and
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Salaries and Increments | the same or in a similar position or in a position in the same service and grade shall be added to such Rule VIII-A, Rule VIII-12, Rule VIII-C, or Rule XVI-1b, replacement service as incrementearning service. Service rendered in other types of temporary employment may, in the discretion of the appointing officer, be considered, provided funds have been appropriated for an increment or

are available therefor. Employees Reinstated from Pre-ferred Eligible Lists

Judge Conway's memorandum also clarifies the salary and in-crement rights of an employee reinstated to a Feld-Hamilton position from a preferred eligible

Where the employee was laid off prior to April 1 and he had been serving in his position for a sufficient period of time to have entitled him to an increment on April 1, he may be reinstated after April 1 at his last salary plus one increment.
Where the employee is rein-

stated from a preferred eligible list at a salary which is less than the salary which he was receiving at the time of his lay-off, he is eligible to receive on April 1, 1945, a salary equal to his salary to the rate he was receiving at the time of his lay-off (not to exceed the maximum); even though such employee may not have served more than six months during the past fiscal year.

Where the eligible on a pre-ferred list is reinstated to a posi-tion in a lower grade, he is eli-gible to receive the minimum of the lower grade plus increments for the number of years of serv-ice in the position from which he was laid off and in the lower grade position to which he is appointed.

Reinstatement After Military Duty

STATE EMPLOYEES on military duty have an extra month the termination of such duty within which to demand reinstate ment to their State positions under the terms of the Manning Law which became Chapter 215 of the Laws of 1945.

In a memorandum to State appointing officers issued by Judge J. Edward Conway, President of the State Civil Service Commission, it was pointed out that the new law amended Section 246 of the New York State Military Law to provide:

(1) That the military duty of a public employee shall be deemed to end when he is reinstated to his position, provided such rein-statement is within 90 days (in-stead of 60 days) after the ter-mination of his military duty;

(2) That a public employee may make application for mandatory reinstatement within 90 days (instead of 60 days) after the termination of his military duty and that he may be reinstated at any time after such 90-day period (instead of 60-day period) and within one year after the termination of his military duty in the discretion of his appointing officer or

body;
(3) That the appointment of a substitute shall terminate upon failure of the former incumbent to return to the position occupied by the substitute appointee with-

11th Anniversary AMERICAN BIROBIBJAN

LL STAR PROGRAM SUNDAY . APRIL 22 . 8:30 P. M. CARNEGIE HALL

FOR THE BENEFIT OF

4500 ORPHANS

BETTY COMDEN ADOLPH GREEN
"ON THE TOWN"
MARY LOU WILLIAMS
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JANE DUDLEY EUFFA SINGERS EUFFA SINGERS

TICKETS NOW ON SALE AMBIJAN COMMITTEE 103 PARK AVE., ROOM 414

Admission: \$1.20, \$1.80, \$2.40, \$3, \$8.60

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in 90 days (instead of 60 days) after the termination of his military duty; and

(4) That a person who is reached for certification from an eligible list during his military duty has 90 days (instead of 60 days) following the termination of his military duty within which to make request for special eligible list status or military reemployment list status.

Conforms to Federal Provision The 90-day period provided for by the new law is in conformity with the provisions of the Federal Act which changed from 40 to 90 days the period within which re-instatement could be demanded by federal and private employees after the termination of their military duty.

New Bill Allows Time Off for Duty With Coast Guard

Public employees who become Temporary Members of the United States Coast Guard Reserve are entitled to absent themselves from their civil duties while serving their 24-hour weekly tour of duty, without loss of pay.

The act giving them the following privileges was signed by the

1. They are entitled to 30 days' absence from their jobs while on duty with the reserve in any fiscal

year.
2. They shall be paid their sal-

ary during this period.
3. Time taken for this service shall not cause loss of any vacation time, increment time credit,

tion time, increment time credit, holiday privilege, or any other right or privilege.

In the New York City area, an office of Coast Guard Auxiliary information has been set up in the Astor Hotel, Room 8-E (44th Street entrance), Times Square, Manhattan. Men may apply who live in or work in one of the following areas; Manhattan. Bronx. live in or work in one of the fol-lowing areas: Manhattan, Bronx, Yonkers, Bergen County, N. J., and northern Hudson County,

Per Diem Men May Now Receive 12 Days Sick Leave

ALBANY-Signed by the Governor is a bill changing the former law prohibiting per diem workers from receiving any sick leave whatever until they 'ave been employed at least five years.

First to benefit from this bill are the per diem workers in the State Public Works Departments, whose chief, Charles H. Sells, recently signed an order making possible the extension of vacation

allowances to these men. The sick leave bill (Bainbridge Senate Int. 1438) was drafted by the Association of State Civil Service Employee. It deletes the clause in the old law which was the basis for the discrimination against per diem workers. Such part-time workers may now re-ceive sick leave on the same basis as other employees.

Neither the former law nor the amended version are mandatory. The only change made by the Bainbridge bill is the elimination of the 5-year requirement. Its adoption permits the uniform application to all employees of the present sick leave rules of 12 days per year for employees who have served one year or more.

Reception

Card Party

Under the Auspices Auxiliary of the

Brooklyn **Biocesan** Apostolate

Friday Evening April 20, 1945

Hotel Pennsylvania Seventh Ave. & 33d St., N. Y. C.

Adm. 4.04; Tax .21; Total \$1.25 Cards at 8:00 P.M. To obtain tickets Phone to

MRS. JAMES 5. DWYER ESplanade 6-0738 MRS. M. COE HOIL HOllis 5-8141

REV. JAMES T. DENIGAN, Director

NEWS ABOUT STATE EMPLOYEES

Letchworth Village

BIG AFFAIR at the village was

the American Red Cross Dance,

given by employees of Letchworth for the benefit of the Haverstraw Chapter of the ARC. Mrs. Virginia Simmons was chairman of the affair which took place on Thursday, April 12, at Kirkbridge Hall. . . Others who helped put the affair over. . . Leslie S. Ware, chairman of the Ticket Committee; and as co-chairmen on the Bond Committee, the gen-eral matrons, Miss Hilda Lohnes, Miss Anne Baker, Mrs. Julia W. Simmons, Miss Severina Novak, Miss Lillian Kent, Mrs. Mildred O. Abrams, with Mrs. Nan Donovan Scales, representing the Service Buildings. Miss Mina Hardt, chairman of Publicity, with Jo-seph Shaler looking after the printing of tickets and posters in L. V. Print Shop. . . . Mrs. James K. Pettit is chairman at L. V. of Food Committee, Mrs. James Butler, of food, chances, tickets for Thiells; Mrs. Leonard Dutcher, for Haverstraw; Mrs. William Lyon, for Garnerville; with Mr. W. Carl Allan, of Haverstraw W. Carl Allan, of Haverstraw
National Bank, chairman of the
Red Cross Drive. . . Congratulations go to Editor Clara
S. (Loughrey) Krulish, editor;
Dr. James K. Pettit, staff adviser,
and Henry L. Weber, treasurer of
the "Village Views" which has
just started its nineteenth year.
The Big Five won top honors Just started its inheteenth year.

The Big Five won top honors in the Nyack YMCA basketball tourney, and brought a gold medal back to the Village.

On the team are: Bill Dreshcher. Jim Fox, Joseph DuCharme, Pete McKernan, Bill Kohut, Bill Clark, and Steven Dano. . . . Congratula-tions, boys! . . . Their victory, tions, boys! . . Their victory, however, was saddened a bit by news of the death in action on Iwo Jima of Marine Platoon Sergeant Leo E. Kelly, 22, one of their former teammates

Pilgrim State

MUSIC by the Grummanaires! This is the attraction Pilgrim Chapter ASCSE offers for its Spring Dance to be held at the hospital assembly hall on Wednes-

day evening. May 16th.

The popular 15-piece dance band, comprised entirely of professional musicians now em-ployed at the Grumman war plant, has built up an enviable reputation for itself all along the "rehabilitation" circuit. Every hospital for servicemen has in-vited it to return and it has played at Mason General four

times, promising a fifth return as soon as possible.

Entertainment will be provided by members of the Grumman "Follies" cast, including the inimitable Roberta Hollywood who brought the house down at a recent benefit concert in Bay Shore; Ferdi Bora, jive singer and jit-terbug specialist; Jack Argust and Fred Jensen who vocalize in the modern manner and Bob Munsey master of ceremonies par excel-

The tickets, which are only 85c including tax, are selling rapidly. Because of curfew restrictions, dancing will start promptly at 8 P.M. and end at midnight. Tickets may be purchased from any member of the entertainment committee, the officers of the Chapter, or at the door.

The April meeting of the Chapter was held last week with the president, Francis H. Neitzel, presiding. Reports on Association activities and recent legislation were given by the delegates who attended the Spring conference of the Association last month in Albany. Arrangements have been made for a movie program for the May meeting of the Chapter.

Warwick

E. L. FLETCHER, President of the Warwick State Training School Chapter of the Association of the State Civil Service Employees, presided over a large and enthusiastic recent meeting of the Association. William F. Mc-Donough, Executive Representative of the Association, addressed the meeting, reviewing recent legislative activity. He praised the Governor and the Legislature for the progressive legislation comprised in the permanent Feld-Hamilton statute and the war emergency compensation. He condemned the Sherman-Downey unlimited veterans preference proposal and indicated that the defeat of this amendment would bring forth a fair measure of bring forth a fair measure of preference which would not be inimical to the merit system and which would grant substantial preference to veterans without discrimination. Said Mr. Mc-Donough: "The employees of Warwick by their faithful carrying on throughout the way periods." ing on throughout the war periods, have given evidence of unselfish devotion to duty along lines which have constituted a most serious problem. It seems certain that with the new measures and addi-tional funds made available, the fine work of rehabilitation among boys as carried on by the War-wick School will be expanded and

"I am glad to say to you that your Association has never been stronger as to membership, leadership, organization or accom-plishment than it is at the present time.

New York City

NEXT meeting of the NYC Chapter, ASCSE, is set for April . Sick reports are that Miss Alice Clune of Mental Hygiene is coming along nicely after an op-eration. Eva Heller is back on the job after several weeks rest at Atlantic City and looking much better. . . . Captain Michael J. better. . . . Captain Michael J. Doyle is back from service with the Provost Marshal of Buffalo and has returned to his position with the Parole Board after two years and ten months of military

YOU, TOO, CAN SERVE IN THE DEFENSE FORCES

> If You Are 38 to 45 Old . . 17 Years Old **Draft Deferred**

The N.Y. State Guard Needs Men

THE State Guard is the first line of internal defence against any disaster, be it man-made or an act of nature.

GOV. THOMAS E. DEWEY, by recent legislation, has decreed that members of the New York Guard employed by State agencies or municipalities will lose no pay or vacation time because of time spent in the service of the State through the Guard up to thirty days a year.

Join now! Do your bit!

For information call your negrest Armory or The LEADER office

Government Openings

This is general information which you should know about United States Government employment: (1) Applicants must be citi-United States Government employment: (1) Applicants must be citisens or owe allegiance to the United States; (2) Applicants must be physically capable of performing the duties of the position and must be free of defects which would constitute employment hazards. Handleapped persons who feet their defects would not interfere with their ability to perform the duties of the positions, are urged to apply; (3) Veterans' preference is granted to honorably discharged members of the armed services. Wives and widows of honorably discharged veterans are also entitled to consideration for preference benefits; (4) Appointments are made under war service regulations, which means they will generally be for the duration of the war and in no case will extend more than six months after the war's end; (5) Persons now employed in essential occupations must receive statements of availability in order to be eligible for Federal jobs. An offer of a position will be accompanied by instructions advising An offer of a position will be accompanied by instructions advising what steps to take in order to secure the necessary clearance; (6) unless otherwise noted, application forms are available at the Second Regional Office, Federal Building, Christopher and Washington Streets, New York 14, New York.

Director of Information \$5,228 to \$7,128 a year (including overtime Information Specialist \$3,163 to \$7,128 a year

Information Specialist
\$3,163 to \$7,128 a year
tineluding overtime pay:

Description of Work and Requirements
DIRECTOR OF INFORMATION

A Director of Information advises the head of a revernmental agency, or a major subdivision, on informational policies and is responsible for planning, organizing, and directing the informational program. He is also responsible for evaluating the quality and effectiveness of the informational program and for coordinating the information activities of the field offices with those of the central office. He establishes and maintains contacts with other revernmental agencies and outside organizations in informational matters.

To qualify for a position at grade CAP-12, \$5,228 a year, the applicant must have had 6 years of progressively responsible experience which has involved competent performance in the press, radio, or other informational Bields and responsibility for the planning, organization, direction, and coordination of activities. Both the informational and the administrative experience must be significant, but they need not be concurrent nor of equal importance. The total experience must have been of such a scope and nature as to demonstrate conclusively the ability to perform the duties of the position.

Applicants who met the qualification for grade CAF-12, \$5,228 a year, may be considered for positions at grades CAF-13, \$6,228, and CAF-14, \$7,128 a year, if their qualifying experience is of proportionately greater importance and scope for each of the successively higher grades. For a position at grade CAF-13 or grade CAF-14 at least 2 years of the entire experience must show a degree of competence in informational fields and of administrative responsibility sufficent to demonstrate clearly the applicant's ability to perform the duties of the position.

Applicants must have demonstrated the ability to deal successfully with associates as well as with the public.

INFORMATION SPECIALIST

The doties of a fifternation: (1) press and publications; (2) visual presentation; (

subject, timing of releases, media to be used and the extent of distribution, increases with the salary level of the position. Consequently, it is essential for the applicant to have not only additional years of experience for positions at the higher salary levels, but also experience of relatively greater importance. A more specific description of the duties and of the qualifications required in each field is set forth below:

fications required in each field is set forth below:

Press and Publications

An Information Specialist in the field of press and publications plans, directs, and evaluates an informational program in this field, or participates in the preparation for publication of buildins, articles, releases, reports, or manuscripts.

To qualify for a position at grade CAP-7, S3.163 a year, applicants must have had 3 years of experience showing competent performance in writing or editing for a newspaper, manazine, or news, or informational service. An additional year of experience showing greater competence is required for each successively higher grade: CAP-9, S3.828; CAF-11, S4.428; CAF-12, S5.228; CAF-13, S6.228; and CAF-14, S7.128 a year.

Examples of positions in private or government work in which qualifying experience may have been obtained:

Editor—Executive, Associate, Managing, News, City, Copy, Photo, Special page, Cable, Wire.

Reporter—General news, Financial, Correspondent; foreign, combat, press service, Writer—Rewrite, Feature, Staff, Contributing.

respondent: foreign, combat, press service.

Writer—Rewrite, Peature, Staff, Contributing.
Visual Presentation

An Information Specialist in the visual field plans, directs, and evaluates a comprehensive program of visual presentation for a Federal agency or participates in the preparation of illustrations, motion pietures, exhibits, or other visual media.

How to Apply

Applicants must file the following material with the United States Civil Service Commission, Washington 25, D. C.:

1. Application Form 37.

2. Preference Form 14, properly executed and accompanied by the documentary proof required, if applicants wish to claim veteran preference.

Application Form 57 and Preference Form 14 may be obtained from the Secretary, Board of United States Civil Service Examiners, at any first- or second-class post office; from the United States Civil Service Commission, Washington 25, D. C.; or from any of the Commission's regional office, The N.Y.C. regional office is located at 641 Washington Street.

Applicants must be filed with the United

States Civil Service Commission. Washington 25. D. C., not later than May 15. 1845. (Ask for Announcement No. 357.)

Employment Counselor

United States Employment Service of the War Manpower Commission \$2,400 n Year

For duty at various local U. S.
Employment Service Offices of
the War Manpower Commission
in the State of New York.
Closing Date: Applications will be received until the needs of the Service have
been met.
Salary: Annual salary for this position
is as follows: Basic Salary, \$1,980; Evertime Pay, \$239; Total Salary, \$2,409.
All basic salaries are subject to a deduction of 5 per cent for retirement purposes.

poses.

Duties: To interview individual applicants who have employment adjustment problems; to assemble, analyze, and record information, secured through contacting schools, military personnel, previous employers, and other sources, concerning the handleaps, occupational abilities, education, vocational training, and experience of applicants.

Minimum Qualificators

handleaps, occupational abilities, education, vocational training, and experience of applicants.

Minimum Qualificators

General Experience—Except for the substitution provided for below, applicants must have had at least 4 years of successful experience in business, a profession, industry, government, or the armed forces which contributed to the applicant's knowledge of the requirements of a variety of occupations; and, in addition

Specialized Experience—Included in or supplementing the general experience required above, applicants must have had at least 1 year of experience in any one or in any combination of the following specialized fields:

(a) Personal management or employment placement in a governmental, industrial, business, or professional organization, or in the armed forces provided the experience has given familiarity with a competence in applying the techniques of interviewing, has involved selection of personnel for training and assignment to various types of work, or has required familiarity with and responsibility for selecting and classifying employees by means of objective tests.

(b) Vocational rehabilitation which included interviewing, vocational testing, and employment placement of disabled persons.

(c) Vocational or educational guidance in a secondary school, college, or university or in governmental agency, provided that it was regularly designated responsibility and not merely incidental to other assigned activities.

(d) College or university teaching or research in fields directly related to the duttes of the position, such as personnel, administration, occupational or educational produstrial administration occupational or educational produstrial admini

it was regularly designated responsibility and not merely incidental to other assigned activities.

(d) College or university teaching or research in fields directly related to the duties of the position, such as personnel, administration, occupational or industrial analysis, vocational rehabilitation or vocational guidance, or the administration, scoring, and interpretation of aptitude and proficiency tests.

Substitution of Education for Experience—For each six months of the required general experience, up to a maximum of two years of experience, applicants may substitute one full year of study successfully completed in a college or university. No substitution of education may be made for the specialized experience.

Note: Persons entitled to veterand preference should include in their experience statement the duties performed while serving in the armed forces.

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation.

There are no age limits for this position. No written test is required. Applicants will be rated on the quality and quantity of their experience and fitness.

How to Apply

1. Applicants must file the forms and material listed below, all properly exe-

A. Application Form 57;
B. Card Form 4007-ABC;
C. Form 4008;
D. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval

erence because of military or naval acrice.

2. The necessary forms may be obtained from the Director. Second U. S. Civil Service Region. Federal Building. Christo-pher Street, New York 14. New York, or at any first-or second-class post office in which this notice is posted. (Ask for Announcement No. 2-15.)

Budget Officer— Management Planning Officer \$5,228 to \$7,128 a year Budget Analyst— Administrative Analyst \$3,163 to \$7,128 a year

Titles of other positions which may also be filled from this examination include: budget and finance officer, budget examiner budget and planning officer, management analyst, procedures analyst, examination analyst, production analyst, and methods and procedures examiner.

Your experience in budget administration or administrative analysis may qualify you for one of the positions described in this

amouncement.

No written test is required. Applications will be accepted by the United States
Civil Service Commission. Washington 25.
D. C., until May 15, 1945.

Description of Work

D. C., until May 15, 1945.

Description of Work

Rudget Administration

A Budget Officer, as a major official, may share responsibility for the budget of a large department or agency or he may be entirely responsible for budget administration in a major division.

A Budget Analyst, or Budget Examiner, studies and reports on the relation to the budget of work programs and administrative practices through the analysis and review of recommended estimates.

Administrative Analysis

A Management Planning Officer advises the head of a government agency on the solution of problems of organization and operation and assists him in developing those procedures which will be most economical and effective in carrying out the program of the agency.

An Administrative Analyst is concerned with the activities covered by the term administrative analysis:

Analyzing the effectiveness of the structure and administrative operations of a government.

Simplifying operations and increasing their effectiveness.

Requirements

Requirements

Requirements

Three years of appropriate experience are required for a position at grade CAF-7. \$3.163 per annum. An additional year of such experience of relatively greater importance is necessary for grade CAF-8, \$3.828, and two additional years for grade CAF-11, \$4.428.

Applicants who meet the qualifications for grade CAF-11, \$4.428, may be considered for positions at grades CAF-13, \$5.228; CAF-13, \$6.228; and CAF-14, \$7.-128, if their qualifying experience is of proportionately greater importance and scope for each of the successively higher grades.

Types of Qualifying Experience.

Types of Qualifying Experience For positions in the field of budget administration .

(1) As a budget officer or budget analyst in Federal, State, or local govern-

(2) As an examiner who conducts bud get hearings.

(3) As an administrative officer who has prepared estimates for the program of a unit of the Federal, State, or local gov-

ernment.

(4) As an employee of a private organization when the experience has been primarily concerned with the praparation or control of the budget.

For positions in the field of administrative analysis . . .

(1) As an analyst in a government organization who has planned supervised, or made comprehensive studies of organization, administrative operations, or major procedures.

(2) As a budged analyst whose experi-ce has included studies of organization, occurres, and reporting.

(3) As a consultant or staff member of a research or education organization or management eagineering firm who has engaged in planning, directing, or con-ducting administrative analyses.

(4) As an employee of a private business or industrial establishment who has engaged in the improvement of production processes and operating methods, including, for example, studies of unit costs, work loads, and standards of performance.

(5) As a city or county manager. (6) As a classification analysist.

(5) As a city or county manager,
(6) As a classification analysist.
(7) As a procedural analysi in Federal,
State, or local government.
Substitution of education for experieuce
For positions through grade CAP-11,
education in a college or university of
recognized standing with specialization in
appropriate fields such as public administration, government, economics, or business administration may be substituted for
the required experience at the rate of 1
year of education for 6 months of experience up to a maximum of 4 years of
education for 2 years of experience.
Salaries and Hours of Work
The standard Federal workweek of 48
hours includes 8 hours of required overtime. Basic salaries for the positions deacribed in this announcement are \$2,600,
\$3,200, \$3,800, \$4,900,\$5,800, and \$6,500
per year for a 40-hour week. Corresponding salaries, including overtime, are \$3,163,
\$3,838, \$4,428, \$5,228, \$6,229 and \$7,128.
Although there are occasional vacancies
at \$7,128, most positions are filled at the
lower salary levels. All basic salaries are
subject to a 5 per cent reduction for
retirement purposes,
Citizenship, age, and physical requirement
Applicants must be citizens of or owe
allegiance to the United States.
There are no age limit for this examination.

tion.

Applicants must be physically capable of performing the duties of the position and be free from such defects or diseases as would constitute employment hazards to themselves or woul endanger their fellow employees or others. Persons with physical handicaps which they believe will not prevent their satisfactory performance of the duties stated above are invited to apply.

cuted, with the Director, Second U. S. Per Diem Pay Civil Service Region, Federal Building, Christopher Street, New York 14, New In New York City Departments

(Continued from page 4)

work to be done), whereas those in private employ were engaged exclusively on construction work. The Court accordingly suggested that a difference in the rate of pay might be justified because of the "different fields" in which the two groups of employees were engaged, and the "different conditions" under which they worked.

Another important point to bear in mind, as the cripion in the

in mind, as the opinion in the Watson case points out, is that there may be more than one prevailing rate in private industry in a given trade or occupation. There are many examples of labor unions which have one schedule for ordinary work but which the contract of t for ordinary work but which ac-cept a much lower rate by con-tract with an employer or group of employers in return for a guarantee of regular employment. Where there are such variations in the prevailing rate, a public agency which also offers steady employment may properly apply the rate prevailing in the trade or occupation for such employ-

The first and most important inquiry, therefore, is whether the worker in public employ is in fact doing work in the same field under the same conditions as the worker in private industry. The nature of the activities of the private employer may properly be considered for the purpose of determining whether the occupation of the private employee is in fact The first and most important of the private employee is in fact similar to that of the public employee, or whether the two types of activity are in reality dissimilar to an extent which justifies re-garding them as different trades

or occupations.

The Watson case also brought up the question of whether the city could take into consideration benefits enjoyed by the public employee in the form of annual vacations with pay and retirement benefits. This question was left unanswered by the Court of Appeals. The Appellate Division, however, took the view that such f.ctors should be considered, the Court stating, "These substantial benefits constitute in a very real benefits constitute, in a very real sense, compensation in addition to the per diem wage and should not be discharged when comparing the rate of wage paid to those in the service of the city with the rate paid in private employment.

. . . The exclusion from consideration of such benefits would allow the petitioner more than the prevailing rate of wage.' App. Div. 77, at page 79).

Why Dewey Said "No" to Limit On Firemen's Hours

(Continued from page 4)

ministrative control have been deemed matters of local concern." Section 4 of the bill which provides that all excess time

worked during an emergency must be received by the firemen within ten days of such emergency. City Manager L. B. Cartwright of Rochester says in a letter under date of March 30: 'This time limitation in our opinion is not reasonable as any real emergency would involve the whole force, and returning the excess time within ten days would reduce the force beyond reasonable or effective proportions."

Citizens Union View

The Citizens Union of the City ritten con-

cerning this bill as follows:
"The hours and vacations of municipal employees are matters which have normally been left to municipalities to decide for themselves and there seems no good reason to single out firemen for an exception.

"In fact as to hours there may be less reason to impose state-wide limitations for firemen than for other employees because many of the hours when a fireman is on duty are not actual working hours but may be spent in sleening or relaxation, subject to call, While such limitations as are set forth in the bill are desirable if they can be readily attained within available manpower and funds, they are not so necessary for health and well-being as to be a proper subject of statewide man-datory action."

However, the Governor hinted that his own view of the matter might not be so negative. In dis-approving the bill, he added: "It would seem that legislation of this character should in any event be postponed until after the man-power shortages occasioned by the war have been alleviated.'

More and More Men Want to Become NYC Patrolmen; Here's How It Looks

If you're interested in a job as a cop with New York City, you'll will be set up as follows: all can-have to wait until after the war for a chance to file an application didates who pass both the written and take the civil service examination. That's what the Municipal Civil Service Commission is advising the many service men who have written in to ask about their chances of getting on the force

Meanwhile, here is some information about the job for those who are interested:

Age Limits-Not less than 21 on date of appointment nor more than 29 years on date of filing application. (This age limit is set by State law, there is no provision for waiving age limits for veterans. However, this may be changed by future legislation.)

Requirements — Proof of good

character will be an absolute prerequisite to appointment. Persons who have been convicted of any felony are not eligible to take this examination. Conviction of juve-nile delinquency, however, shall not be deemed a conviction of a crime. Candidates must not be less than 5 feet, 8 inches in height and at this height must weigh not less than 10 pounds. Deculyed less than 140 pounds. Required vision 20/20 for each eye, separately, without glasses. No educational requirements, Candidates are warned to make full and company to the contract the contract that is applied to the contrac plete statements on their application blanks. Misrepresentation is ground for disqualification. For Patrolman. Police Department, an auto driver's license will be required at the time of certification.

Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as de-fective vision, heart and lung diseases, hernia, paralysis and defective hearing. Persons must be free from such physical or personal abnormalities or deform-ities as to speech and appearance as would render their admission to the service undesirable. Can-didates are warned to have teeth in perfect condition at the time of the medical examination. De-fective teeth are cause for rejec-



Lewis E. Valentine, NYC Police ommissioner. Men are clamoring to work in his department.

dentist is a wise precaution in advance of this examination. Candidates rejected medically will receive only two opportunities for re-examination thereafter. All remediable defects must be cleared not later than six months from the date of the publication of the

tion. Examination by a qualified

didates who pass both the written and the physical tests will be ar-ranged in the order of competitive final ratings; the pass mark for the Patrolman, P.D. list will be the final rating of the candidate falling in the middle of this group. The rest of the candidates will form the list for Special Patrolman. The written test will be held first and will be designed to reveal the aptitude, intelligence, initiative, reasoning ability, common sense and judgment of the candidates. Medical examination may be required prior to the physical test and the Commission reserves the right to exclude from the physical examination any candi-date who is deemed medically unfit. Candidates must appear for the physical test in good physical condition and will take the same at their own risk of injury, although the Commission will make every effort to safeguard them.

The competitive physical test will be designed to determine com-petitively the strength, agility, stamina, coordination and endurance of candidates by tests which will be conducted chiefly outdoors

or in anequate indoor space. "The Commission urges com-petition from all young men qualified to compete. It is only fair to advise candidates, however, that competition for these positions will be extremely keen and that only those who are well qualified have a reasonable chance of obtaining a position on the eligible list."

In his recent Budget message, Mayor LaGuardia announced fu-In his recent Budget message, Mayor LaGuardia announced future appointments to the Police Department, "anticipating the availability of candidates on the divil service lists, of 450 each on quired a written and physical test:

"The pass mark on the written test will be determined by the needs of the service and will be stated at the time of the written test; physical test, weight 50, 70 per cent required. The two lists

In his recent Budget message, Mayor LaGuardia announced future appointments to the Police Department, "anticipating the availability of candidates on the civil service lists, of 450 each on January 1, 1946, April 1, 1946, and June 1, 1946, April 1, 1946, and June 1, 1946. These promotions would be made from men on the present Patrolman list—which expires September 16, 1946—those relary, Board of U. S. Civil Service Examines. At any first or second-class post office; prom the Commission, Washington of the commission, Washington of the service and will be present Patrolman list—which expires September 16, 1946—those relary, Board of U. S. Civil Service Examines. At any first or second-class post office; from the Commission, Washington of the control of the present Patrolman list—which expires September 16, 1946—those relary proof required. If applicants wish to claim veteran Preference. Forms may be obtained from the Section of the commission of the following mapping the availability of candidates on the civil service lists, of 450 each on the civil service lists, of 450 each on the civil service lists, of 450 each on the civil service lists. A publicants must file the following mapping the availability of candidates on the civil service lists, of 450 each on the civil service lists. A publicants must file the following mapping the availability of candidates on the civil service lists, of 450 each on the civil service lists. A publicants with the United States Civil Service Commission. Washington applicants with the United States Civil Service Commission. Washington applicants with the United Stat

U.S. Jobs

Read the job-listing below. When you have spotted the job for which your training or experience fits you, go to the office of the U. S. Civil Service Commission, 641 Washington St., New York City. You'll need a certificate of availability if you're now engaged in an essential occupa-tion.

Apply to Room 626

ADVISOR (\$3200 to \$3800, Inclusive): Technical (Orthopedica), AIDE (\$1800):

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ARCHITECT (\$2600 to \$3800 Inclusive);

BACTERIOLOGIST (\$2000).

Histologist, CHEMIST (\$2000 to \$3200, Inclusive), CONSERVATIONIST (\$2000 to \$2600,

Inclusive);
Soil (Ithaca, Syracuse); Soil (Bridgeton, N. J. & New Hartford); Soil (Batavia, & Binghamton).

CONSULTANT (\$3200);
Technical (Marine), Technical (Elect.).

DRAFTSMAN (\$1320 to \$2600, Inclusive):
Cartographic, Topographic, Mechanical,
Statistical, Engr. (Mech.), Sig. Corps
Equip., Lithographic, Engineering,
Engr. (Ship), Engr. (Arch.), Pictorial.

Engr. (Ship), Engr. (Arch.), Pictorial.

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Aide (Physics), Safety, Recording,
Architecture, Studio Control. Radio,
Equipment, Signal Corns Equipment,
Mechanical, Mech. (Refrigeration),
Electrical (Trinidad), Fire Protection,
Engr. Aide, (Mech.), Engr. Aide
(Chemical), Materials, Mech. (SprinKler), Packing.

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minals.

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laneous), Sales (Medical & Surgical),
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(Continued on Page 15)

(Continued on Page 15)

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\$250	\$187.50	\$250
225-250	- 150.00	200
210-225	131.25	175
200-210	112.50	150
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LEGAL NOTICE

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do bereby certify that a certificate of dissolution of BENDER BUILDERS SUPPLY, INCORPORATED has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my band and officin seal of the Department of State, at the City of Albany. (Seal) this 3rd day of April. 1915.

Thomas J. Curran, Secretary of State. By

NOTICE IS HEBERY GIVEN that License No. RL 1032 has been issued to the undersigned to self-beer and wine at retail in a restaurant meer the Arconolic Beverage Control Law, at 42 E. 50 St. City and County of New York for on-premises consumption. LORENZO GRASSIS (c) Chateau Moderne Restaurant, 42 E. 50 St.

Study Aids for Coming Clerk Grade 2 Promotion

The examination date for promotion to clerk, grade 2 is approaching for New York City employees in all departments. Following are some specimen questions of the type used on the examination. (Answers will appear next week.):

-Suppose that a fixed number of entries must be made on record cards each month. Because of military leaves, the num-ber of clerks assigned to this work has been reduced by 20 per cent over last year, although the num-ber of entries made remains the same. Of the following, the most accurate statement is that, as compared with last year, the average number of entries now made by each clerk has:

A. Remained the same.
B. Increased 20 per cen Increased 20 per cent. Decreased 20 per cent.

D. Increased 25 per cent. E. Decreased to an extent which cannot be determined from the data presented.

2—Suppose that the employees in your department are classified in five age groups. pervisor asks you to find the percentage of employees in each of the five age groups. Of the following, the best method to em-ploy for checking the accuracy of your arithmetic in computing the

A. Arrange the five percentages in increasing order of magnitude.

B. Reduce the five percentages

to common terms.

C. Add the five percentages. D. Divide each percentage by the total number of individuals

in that age group.

E. Divide each percentage in 3—Suppose that a file cabinet which has a capacity of 3,000 cards, now contains approximately 2,200 cards. Cards are added to the file at the rate of 30 cards a day. To find the number of days it will take to fill the cabinet to

capacity: A. Divide 3,000 by 30. B. Divide 2,200 by 3,000.

C. Divide 800 by 30.
D. Multiply 30 by the fraction 2,200 divided by 3,000.
E. Multiply 3,000 by the fraction 30 divided by 2,200.

-Suppose that the number of

resignations in your department has been increasing in re-cent months. The percentage increase of June over May may best be found by comparing the difference between the number of resignations received in June and the number received in May with

Total resignations in May. A. Total resignations in B. Average number of resigna-

tions in June.

C. Total number of resignations D. Average number of resigna-tions in a selected month before

E. Total number of resigna-tions in May and June.

There is a wide range in the difficulty, the complexity and the responsibility of clerical posi-tions, extending all the way from the clerk doing the simplest sorting to the clerk who has to make

decisions involving thousands of dollars." Of the following, the most direct implication of the statement is that: A. Most clerks make decisions

involving large amounts of money. B. Clerical work is uniformly complex and responsible. C. Clerical work is a broad

term including different types of work. D. Few clerks do only simple

sorting. E. The difficulty of clerical work is determined by its respon-

sibility and complexity. -"A clerical worker's speed and O accuracy in the mechanics of using the tools of his trade, essential though they are, rank lower in value than the correctness of his thinking about the problems with which he is concerned." the following, the most direct implication of this statement is that

The most important ability required of a clerk is judgment. B. A clerk who is skilled in the tools of his trade is not likely to meet problems in his work.

C. Work is clerical in so far as it is mechanical in nature. D. Not all clerks are faced with

engineman in the NYC Fire Department to Inspector of Fire Prevention, Grade 2, was approved by the Municipal Civil Service Commission last week.

Mr. Mirande is president of the American Federation of State, County and Municipal Employees, AFL, local for civilians in the department.

LEO SEIDMAN—The following is the substance of a certificate of Roiled partnership duly filed in the New York County Clerk's office on March 13, 1945. Name of the limited partnership is LEO SEIDMAN. Engages in the lobbing at wholesale of men's and boys' sportswear and farmistings, and other merchandise. Located at 137 Fifth Avenue, Manhattan, New York City, General partner is Leo Seidman, and the limited partner is Nat B. Seidman, both residing at 490 Westend Avenue. New York, New York, The ferm is at the will of either general or limited partner, and boys' sportswear amounting to \$35,500, and eash amounting to \$35,500. The limited partner has contributed services and his contribution at any time and his contribution is to be returned in eash upon the termination and dissolution of the partnership. The limited partner is to receive 25% of the net profits of the partnership and the seneral partner shall receive 75% of the net profits of the partnership and the seneral partner shall induced partner, the limited partner is to receive 25% of the net profits of the partnershap and the seneral partner shall receive 75% of the net profits. The partners have no right to about additional limited partner, the limited partner may continue the business.

LEGAL NOTICE

COURT — RENSSELAER STATE OF NEW YORK, DEPARTMENT OF STATE, se.: I do hereby certify that a certificate of dissolution of SUPREME COUNTY.
DOROTHY R. WALLACE, an Infant Over
the Age of Fourteen Years, by Ruth Grace
Kirkham, her Goardian ad Litem, Plaintiff,
against WILLIAM H. WALLACE, Defendant, Summons "Action to Annul Marriage."

To the above named defendant:
You are hereby summoned to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this aummons, to serve a notice of appearance on the plaintiff's attorney within twenty days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Trial to be held in the County of Renselper.

Trial to be held in the County of Renselaer.

Dated, this Biday of January, 1945.

SIDNEY LA CHOLITER,
Autorney for Plaintiff,
Office and P. O. Address,
75 Stale Street.

TO: WILLIAM H. WALLACE, defendant,
The foregoing summons is served upon
you by publication, pursuant to an order
of Hon. Francis Bergan, Justice of the Supreme Court, dated the 27th day of March,
1945, and filed with the complaint in the
office of the Clerk of the County of Renselaer, at the County Court House in the
City of Troy, County of Renselaer, N. Y.,
on the 30th day of March, 1945.

SIDNEY LA CHOLITER,
Attorney for Plaintiff,
Office and P. O. Address,
75 Stale Street,
Albany, New York,

STATE OF NEW YORK, DEPARTMENT OF STATE, sa.: I do hereby certify inst a certificate of dissolution of HIAHRS PLATE GLASS DELIVERY. INC. has been find it among the theory of the such states.

has been fig. in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved, Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 31st day of March, 1945.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State.

problems.

E. Skill in using clerical tools ranks low in the correctness of problem solving.

Answers to last week's quiz:

1. D; 2. A; 3. E; 4. C; 5. B.

MIRANDE PROMOTED TO FIRE INSPECTOR

The provisional promotion of Michael V. Mirande from autoengineman in the NYC Fire Description of NEW YORK. DEPARCALENT OF NEW YORK. DEPARCALENT OF STATE, sa: 1 do hereby certify that a certificate of dissolution of dissolution of great the distribution of the Department of State, at the City of Albany. (Seal) this 31st day of March, 1945.

Thomas J. Curran. Secretary of State. By Frank 8. Sharp. Deputy Secretary of State. By Frank 8. Sharp. Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a certificate of dissolution of GRAND CENTRAL PHOTOPRINT COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 31st day of Narch, 1945.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State,

STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a certificate of dissolution of STAFFA HOUSE FURS, INC. has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official scal of the Department of State, at the City of Albary (Scal) this 19th day of March, 1945.

Thomas J. Curran, Secretary of State, By Frank S. Sharp, Deputy Secretary of State

OF STATE, ss.: I do hereby certify that a STATE OF NEW YORK, DEPARTMENT STATE OF NEW YORK, DEPARTMENT certificate of dissolution of KIEV REALTY CORP, has been filed in this department this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved, Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Scal) this 20th day of Maych, 1945.

Thomas J. Curran Secretary of State, By Frank S. Sharp, Deputys Secretary of State.

PIMPLES BLACKHEADS TOAMY MEDICATION

Palmer's "SKIN SUCCESS" Snap is a special suap containing the same costly medication as 104 year proved Palmer's "SKIN SUCCESS" Outment. Whip up the rich cleansing, FO IM: MEDIL ITHIN with larger tips, washeloth or brush and allow to remain on 3 minutes. Amazingly quick results come to many skins, afflicted with pimples, blackheads, itching of eczema, and rashes externally caused that need the scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. Fer your youth clear, tolt leveliness, give your skin this lossurious 3 minute loamy medication-treatment. At Uniters toursters everywhere Tee or from E. T. Browne Deug Company, 127 Water St., New York 5, N. Y.

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STATE OF NEW YORK, DEPARTMENT OF STATE, as.: I do hereby certify that a certificate of dissolution of BRONNER & KLEIN, Inc., has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Steck Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 7th day of April, 1945. Thomas J. Curran, Secretary of State. By Prank S. Sharp, Deputy Secretary of State. HAIR REMOVED PERMANENTLY! BY ELECTROLYSIS Hairline, Eyebrows Shaoed Freduits ASSURED Men also freated. Privately ERNEST V. CAPALDO



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Positive Proof? Former patients can tell you how I healed their piles without hospitals, knife or pain.

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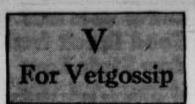
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HEMORRHOIDS TREATMENT



RECENTLY this column took up some of the causes for the vast criticism which has hit the Veterans Administration all over the country. But I feel that the Civil Service Commission is at fault, too, for approving incompetent supervisory personnel in the first

Many of these Chiefs and Assistants have had little previous experience in handling help, with the result that the present phase of muddling came to the fore. Staffers at the Veterans' Administration are dissatisfied with conditions, they aren't happy where they are . . . Supervisors treat them as if they were children in a large school. . . They have to sign out and in when they must tend to nature's needs. They are not permitted to leave their desks except on official business; they

except on official business; they may not speak to a Chief about their grievances, because they may antognize her, etcetra... Some of these awe-inspiring Chiefs have a tendency to subtly "threaten" personnel with the reminder, "doing work this way gives you one point extra on your efficiency rating, doing it the other way, one point off"... One case even came to our attention of an employee who was bawled

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out for calling attention to a mispelled word—the Chief had mispelled it. Why doesn't someone get wise and realize that this just can't continue! Before the Veterans' Administration can efficiently tackle the problem outside, the problem must be tackled inside. In one Section, N side, the problem must be tackled inside. . . . In one Section, N Correspondence (Mabel Hazard, Chief), an employee informs this reporter, it's so bad that employees are not permitted to talk, or even ask questions about the work from a neighbor . . . if they do, well God help them! Is there any wonder cases are pending?

Appointments To NYC Agencies

Following are appointments to New York City agencies which were announced last week:

Department of Sanitation Sanitation Men, at \$2,040. Oliver R. McMahon, Lawrence W. Pellegrino.

Law+ Department Samuel Bernstein, Assistant Corporation Counsel at \$3,500. William F. Cioffi, Temporary Title Examiner at \$1,801.

Department of Public Works

Laborers at \$1.860; Vito DeStefano, Charles Carotozzolo, John Harnett, Frank Xavier Van Nostrand, Laborer at \$1,630; Jacob Loew, Electrical Engineering Draffsman at \$2,640, Morton D. Morris, Junior Mechanical Engineer at \$2,640, Dominick Rango, Bridge Tender at \$1,440, Frances Womble, Cleaner at \$1,040, Clerks at \$1,440; Lillian Vyskocil and Leon Carfinkel.

President, Borough of Manhattan William R. Yates, Asphalt Steam Roller Engineer at \$3,000. Michael Lardner, Asphalt Worker at \$1,800.

Office of the City Sheriff Frances E. Wilson, Deputy Sheriff at \$1.801. Frank P. Czerwinski and Louis Elphant, Correction Officers at \$1,769.

Department of Public Works
Cleaners at \$1,040: Eva M. Green.
Jesamine D. Price, Margnett M. Hardy.
Mary G. Allare, Anna C. Cambazzie, Margnett L. Dickson, Mary M. Gregory, Grace Flannery, Julia V. Carroll, Mary O'Brien and Helen A. Naughton. Elevator Operators at \$1,320: Florence Costello, Agnes Dillman, Florence Heilly, Edna Reilly, and Alfred Trovismo. Labocers at \$1,860: James McCoy, Chatman Coffeld, John Keenan, Laborer at \$1,620. Elevator Mechanicis Helpers at \$1,920: Charles K. Willow, Herbert Valentine. Robert McCaulcy, Bridge Tember, \$1,440. William P. Dunphy, Abe Seaman at \$120 a month. John C. Wagner, Second Mate. Leland F. Brown, Assistant Civil Engineer (Structural) at \$3,120. Anna C. Sasso, Typist at \$1,320.

Board of Education

Anne F. Higgins, Stenographer, at \$1.201. Bureau of Child Guidance. Marion
Marcusfeld. Temporary Tabulating Machine Operator, at \$1.502. Bureau of
Supplies. Temporary Clerks, at \$1.200
Anselina Morgiano, Bureau of Supplies;
Viola E. Alff. Bureau of Superintendent
of Schools; Lucy Lombardo, Bureau of

(As Military Substitutes)—Temporary Office Appliance Operators, at \$1,482 Bureau of Supplies, Pauline Losko, Estelle

They're Already **Talking About Big Baseball Game**

Police and Sanitation Department baseball teams will cross bats at the Yankee Stadium on Tuesday, September 4, when they meet in their annual contest for the benefit of the Sanitation De-partment Welfare Fund.

Financial details of the game are again being handled by Ad-ministrator Harry Langdon and City Superintendent Andrew Mul-rain of the Sanitation Department.

The Welfare Fund supports the Sanitation summer Camp "Sanita" at Holmes, New York; assists employees in financial emergencies.

D. KELTON - OUTDOOR NEW RED COURTS 10 TENNIS CTS.

HANDBALL NOW OPEN

WEST 40th ST. - 12th AVE.
Take any Ave, bus, transfer to 34th St.
bus (Get off at 42d St. and 12th Ave.)
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"God Is My Co-Pilot," the Warner Bros. screen story of the Flying Tigers, which stars Dennis Morgan, Dane Clark, Raymond Massey and Alan Hale, is now in its fourth week at the New York Strand Theatre. The super stage show is headed by Cab Calloway and his Jumpin' Jive Orchestra plus a colorful revue. . . Another Warner Bros. production at the nearby Hollywood Theatre is the Bette Davis starring film, "The Corn Is Green", based on the successful Emlyn Williams stage play. . . That mirthful Paramount comedy, "Practically Yours", which co-stars Claudette Colbert and Fred MacMurray, is an ideal "Spring tonic" and will prove a delight to their many screen fans. Speaking of fans, Benny Goodman's fans have been coming down to the Paramount in droves to see the Maestro and his Orchestra Red Norvo Slam Stewdroves to see the Maestro and his Orchestra, Red Norvo, Slam Stew-

"God Is My Co-Pilot," the Warner Bros. screen story of the Flyner Bros. production at the film the nearby Hollywood Theatre
s the Bette Davis starring film,
"The Corn Is Green", based on the successful Emlyn Williams at tage play. . . That mirthful Paramount comedy, "Practically Yours", which co-stars Claudette Colbert and Fred MacMurray, is in ideal "Spring tonic" and will prove a delight to their many screen fans. Speaking of fans,
"The Cost Is Green", based on the successful Emlyn Williams at the screen premiere of the Universal Technicolor adventureromance "Sudan" which stars Maria Montez, Turhan Bey and John Hall. The film will be housed at the Loew's Criterion. . . Lana Turner and John Garfield who as a starring team should burn up the screen, will be teamed in the leading roles of "The Postman Always Rings" "The Postman Always Rings Twice," which is based on the James M. Cain novel. Cain, as you may remember, gave us "Dou-ble Indemnity." . . .



ALAN HALE: Popular screen star Alan Hale, figures prominently in the important Warner film, "God is My Ca-Pilot," which is now at the ! ew York Strand.

Our fighting men need more than mail. Your blood—given at a Red Cross Blood Bank—goes overseas to the front lines. Make your appointment today!

Catholic Guild, Finance Dept. To Choose Leader

Rev. Daniel J. Fant, Pastor of The Church of St. Ann, 110 East 112th Street, and director of the National Shrine of St. Ann, announces the nominees for office of the Catholic Guild of the Department of Finance-Office of The Comptroller, for the coming year.

For president: Mr. Vincent T. Maher of the Finance Department, incumbent; William A. Stephens of the Comptroller's Office; vice president: Thomas A. Judge of the Comptroller's Office, Miss Mae L. Chinn of the Finance Depart-ment; second vice president: James A. Gilroy, incumbent, of Comptroller's Office, Miss Theresa Camilleri of Finance Department. Thomas H. Johnson, present treasurer, is unopposed. In the office of financial secretary William A. Stephens, incumbent, is opposed by Mr. Maher. For the office of recording secretary Miss Mae E. Morris of Comptroller's Office, incumbent, is opposed by Miss Eleanor L. Berry of the Finance Department.

TUBBBBBBBBB

MADISON SQ. GARDEN

incl. SUNDAYS

2:15 & 8:30 P. M.

DOORS OPEN at 1 and 7 P. M.

U.S. Jobs

ocomotive Messenger, \$2100 p.a.
becomotive Repairer, \$2340 p.a.
Langley Field, Va., and other Federal
Argencies in the Fourth District,
Checker, \$1620-\$2000 p.a.
Storckeeper, \$1260-\$1440 p.a.
Tallyman, \$1800 p.a.
Timekeper, \$2300 p.a.
Property and Supply Clerk, \$2600 p.a.

OVERSEAS POSITIONS

Senior Refrigeration Mechane, \$3200 p.a. Lineman, \$3200 p.a. Mechanic Refrigeration, \$3200 p.a. Mechanic Refrigeration, \$3200 p.a. Foreman Mechanic (Refrig.), \$3600 p.a. Armorers, \$1.44 p.h. Armament Machinists, \$1.50 p.h. Auto Mechanic, \$1.26-\$1.59 p.h. Overseas Communicator, \$2788 p.a. Auto Mechanics General, \$1.26-\$1.58 p.h.

TENNIS

Red Courts Lockers — Showers Racquets Restrung

CULVER TENNIS COURTS McDonald Ave.—Ave. S., Brooklyn (Culver Line to Kings Highway Sta.)

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CAPT. CHARLES KAMMERER
OPEN PARTY BOAT BETSY R.
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FARE includes BAIT and TAX—\$3.45
ALSO ROW BOATS. BAIT, TACKLE
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Gil Lamb - Cecil Kellaway - Robert Benchley DIRECT STREET A PARAMOUNT PICTURE IN PERSON enny GOODMAN His Clarinet

Featuring Red Feddy Morey
NORVO WILSON FELD
Plus CONDOS BROS, with Eve Condos
Plus Bob EVANS with Jerry O'Leary
Don Baker at the Organ

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Stage: HAZEL SCOTT JACKIE MILES. DICK BROWN Speciall THE HARTMANS

"GOD IS MY CO-PILOT"

Starring Dennis Morgan

Dane Clark * Raymond Massey

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Farm Training Among War Jobs for Men, Women

Below is a partial listing of positions now open which are considered of utmost importance in furtherance of the war on the civilian front. Individuals who can hold down any of these positions, or who could take the training, are urged to apply at once.

Many women like outdoor work. If you're over 16 and in good physical condition, New York State offers you a chance to get some scientific farm work training, and then to obtain an attractive farm job. The course lasts two weeks at the Farmingdale, Long Island, Agricultural Institute. Tuition, board and lodging free. You can find out all about these outdoor jobs, which make an important contribution to the Many women like outdoor work an important contribution to the office of the United States Employment Service, 225 West 34th Street, Manhattan.

Experienced Navy Yard and Air Station Workers at Pearl Harbor. Hawaii, for aircraft maintenance and ship repair work. The following positions are open: Air Station Laborars. Sheetment of the station of the station of the station of the station of the station. Laborers, Sheetmetal Workers, Aircraft Joiners, Power Ordnance oraft Electricians, Auto Mechanics, Aircraft Joiners, Power Ordnance Men and Floor Molders, at wages ranging from 88 cents to \$1.44 an hour. There are also openings for male and female stock clerks at \$1.800 to \$2.250 a year. The Gov. \$1,800 to \$2,250 a year. The Government pays the fare to Hawaii.
No. 1A's will be accepted. For further information apply at the Manhattan Industral Office, 87 Madison Avenue

Experienced Mechanics, Drafts-men and Engineers by a plant in Syosset, Long Island, manufactur-ing precision instruments, Open-ings for mechanics include: Inings for mechanics include: Instrument Makers, Machinists, Tool Makers and Boring Machine Operator, at pay rates of \$1 to \$1.75 an hour. Draftsmen earn from \$1.75 to \$2 an hour and Detailers \$1.10 to \$1.50 an hour. Needed also are two Project Engineers and a Physicist at salaries of \$6,000 to \$8,000 a year. Women will be accepted as instrument makers. This plant is situated in a beautiful wooded section of Long makers. This plant is situated in The Committee met with repre-a beautiful wooded section of Long sentatives of the Post Office De-

Island, far from the main road. A softball field adjacent to the plant is used by employees. In mid-morning and mid-afternoon, coffee and cake are served to workers without cost. A station wagon brings workers from the Hicksville Station of the Long Is-land R. R. to the plant. Apply at the Hempstead Office, 79 Wash-ington Street, or any industrial

the Hempstead Office, 79 Washington Street, or any industrial office of the U.S. Employment Service in New York City.
Wanted . . . Turret Lathe and Milling Machine Operators, men or women, by a Long Island City war plant. After one week, these jobs will be on the night shift, 6 p.m. to 4 a.m., five nights a week. The starting rate for miling machine operators is 65 to 80 cents an hour and workers will be upan hour and workers wil be up-graded to \$1.10. Lathe operators are paid 65 to 85 cents an hour. All work over 40 hours a week rates time and a half. Applicants

should have some experience. No set-up is required. The job is convenient to the 8th Ave. and IRT subways. Apply at the Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City. Over \$100 a Week

Journeymen Steamfitters for work at Oak Ridge, near Knox-ville, Tennessee, No. 1A's under 26 will be accepted, and documen-26 will be accepted, and documentary proof of citizenship is required. Work is for 10 hours on five days, and for 8 hours on one day a week, with time and a half over 40 hours. The hourly wage rate is \$1.62, making weekly earnings \$108.87. Transportation is paid by the employer, and pay starts one hour after the worker reports at the job site. Men live in a cabin paying \$1.40, a week in a cabin, paying \$1.40 a week in advance. There are no living quarters for families. There are cafeterias and canteens, and also canteen trucks for noon lunch service in the field, at a cost of \$8.75 to \$12 a week. Apply at the Building and Construction Office, 44 East 23rd Street, Manhattan.

To learn more about the jobs described above or for any other employment information call CHickering 4-8800. All offices of the United States Employment Service are open six days a week, including Saturday, from 8:30 to 5:30.

Postal Clerks Visit Washington On Pay Raise Bill

A committee of officers of the ew York Federation of Post Office Clerks visited Washington last week in an effort to speed action on H. R. 2071, a bill to reclassify the salaries of Postal Employees. Basically this bill, introduced by Mr. Burch, Chairman of the House P. O. Committee, will grant the Postal Employees a \$400 increase in base pay plus time and one-half for any overtime worked.

partment, with Senator McKellar, Chairman of the Senate Post Office Committee, with the Secretary to Senator Mead, who is ill at his Buffalo home, with the Secretaries to the House and Senate Post Office Committees, and with Leo George, president of the Na-tional Federation of P. O. Clerks. The committee ascertained the

following facts on the present status of H. R. 2071. 1. The Post Office Department is

now preparing its report on the various proposals to improve H. R. 2071. Its report will be in the hands of the House Committee this week.
2. The House Post Office Com-

mittee will meet next week to study the recommendations of the Post Office Department and of the Budget Bureau. It will then meet in Executive session and report out a bill, probably early in May. 3. While the Post Office De-partment seems to be in complete

sympathy with the proposed leg-islation, the Budget Bureau has not yet committed itself on the salary proposals, although it seems to favor the overtime pro-visions. All recommendations of the Post Office Department that involve cost must be cleared through the Budget Bureau.

4. Senator Mead is prepared to introduce a bill similar to H. R. 2071, probably upon his return

to Washington.

 Senator McKellar will prob-ably suport any bill which is en-dorsed by the Post Office Department and by the Postal employ-ees. He is in entire sympathy with the need for an increase in post office salaries.

Representing the New York Federation on its committee were President Max Klarreich, Vice-President Max R. Schissel, Secretary Ephraim Handman, and Fi-nancial Secretary Samuel Eise-

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BULLETIN BOARD

Following are meetings of New York City employee organizations

which are taking place this week. Organizations who wish their meetings listed in this column may communicate with the editor of THE LEADER, who will be pleased to include them.

Tuesday, April 17, 1945
St. George Association, New York Fire
Department, Regular meeting, 8 p.m., at
Tough Club, 243 West 14th Street,
Sanitation, State County and Municipal
Workers of America, 1:30 p.m.; Local 111,
Cleaners, 1:30 p.m.; Sr. Minimum Wage
Inspectors Class, 6:30 p.m.; Dance Class,
8:00 p.m., at 13 Astor Place.

Wednesday, April 18, 1945
Local 111, SCMWA, Finance, Comptroller, 6.15 p.m.; Local 1, Welfare, Welfare,
Standards Committee, 8:00 p.m., at 13
Astor Place,
Local 61, American Federation of State,
County and Municipal Employees, Fire Department Civilians, 5:30 p.m., at Kings
County American Legion Hall, 100 Pierrepont Street, Brooklyn.

Muncipal Operating Engineers, Open
Meeting, Address by Assemblyman Sidney
A. Fine, 8 p.m., at Werdermans Hall, 160
Third Avenue.

Thursday, April 19, 1045

Thursday, April 19, 1945
Irish-American Association — Wedermann's Hall, 160 Third Avenue, Manhattan, Refreshments, 8 p.m.

Sunday, April 22, 1945

Hebrew Spiritual Society, Sanitation, 5
p.m., at Club Rooms, 31 Second Avenue.

Tuesday, April 24, 1945

International Association of Machinists,
Municipal Lodes No. 432, 8:00 p.m., at
Beethoven Hall, 210 East 5th Street.

Memo to Teachers

The Government can use your services during your two-month summer vacation.

If you will communicate with Mrs. Norma McNamara, Room 960, Federal Building, 641 Wash-960, Federal Building, 641 Washington Street, she will endeavor to place you in a post most directly in line with your background and within the salary range you are willing to accept. You may come to see her in person or write.

The posts will be in Federal agencies in the New York City area.

Pensioners Start Campaign to **Increase Benefits**

With the introduction into the City Council of a bill to increase their pension benefits to \$1,200 a year, the retired members of the Police Department of the City of New York and the retired firemen and engineers of the Fire Department are starting their drive to have their present low-bracket pensions increased.

charles McKie, president of the police group, and William M. Mandrey of the firemen, point out that present pensions for the retired old-timers range from \$250 to \$1,100 a year. Many of these men who were retired under the obsolete laws some decades ago, are now in their seventies and eighties and find themselves unable to live on their allotments.

eighties and find themselves unable to live on their allotments.

They ask wide support of the bill, introduced by Councilman Edward Vogel to relieve their plight. Most of the men were retired between 1910 and 1925, when pensions varied between one-third to one-half of salaries of \$1,000 to \$1,400 a year.

Attorney for the pensioners is Harold Herzstein, 41 Broad Street, New York City.

New York City.

Infirm Vets Get **Good Break from** New State Law

ALBANY—A better break is in the making for public employees who may have been injured in military service.

Governor Thomas E. Dewey has signed into law a bill providing that if such an employee is inthat if such an employee is in-capable of efficiently performing the duties of his position after the end of his military service, he may, with the approval of the Civil Service Commission, be transferred to any vacant posi-tion for which he applied in writ-ing and for which he is found qualified. But such a position can't be one paying more than he earned originally.

Talk About Turnover!

Rapid turn-over among New York City employees is shown in the weekly report of the Investigation Bureau to the Civil Service Commission.

The Bureau reported that before it had a chance to complete its investigation of 26 provisionals (non-civil service temporary employees), they had left their City jobs. So, the Commission won't know whether or not they should have been appointed in the first

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