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FEDERAL CIVIL SERVICE NEWS

By CHARLES SULLIVAN

Anti-Inflation Fight Hits Chances of U. S. Pay Raise; Army and Navy Overtime Pay Ends on Thursday

WASHINGTON. — Senator James M. Mead, in a statement to The LEADER, said he was certain that Congress would pass a bill in the immediate future which would raise the incomes of Federal workers. He doubted whether it would come by October 1, the deadline set by department heads, but stated that he would attempt to make the bill retroactive to October 1 if it passed after that time.

The Senator is leading the fight in Washington for increased salaries for Federal workers. He'll handle the bill on the Senate floor, if it comes to that.

It is, of course, possible that the bill will never be brought to the floor. If Congress, in the meantime, passes the bill introduced by Senator Brown of Michigan that would give the President authority to deal with inflation.

The bill would give the President the power to fix farm prices and the salaries of everyone, both private and public employees. Under the bill, which has Administration support, the salaries of Federal workers would be adjusted to put them in line

with salaries paid in industries, some believe.

The LEADER has been informed that the adjustment of Federal salaries would be one of the first steps taken under the bill. Plans already are being made to place the entire Federal service on a uniform overtime plan if the bill passes.

However, Mead and others who are interested in the welfare of Federal workers, don't want to get caught short and they have gone ahead with hearings on the overtime bill just in case the Brown bill is scuttled.

Overtime Ends Oct. 1

On Thursday, October 1, the Army and the Navy authority to pay overtime to tens of thousands of workers will expire. The per diem workers in the Army arsenals and Navy yards won't be affected, but the salaried workers—the architects, engineers, messengers and file clerks—will no longer be paid overtime after that date unless Congress acts in the meantime.

That's why Mead said he would push to have the bill made retroactive to October 1 if it passes after that date. And he's sure it will be if it comes to that. However, Mead and others would much prefer to see the entire matter handled in the Brown bill. Here's what the Administration

is prepared to do in case the Brown bill passes:

Pay time-and-a-half after 40 hours to all employees paid up to and including \$2,900, and pay overtime on \$2,900 to all employees earning over that amount.

Full time-and-a-half, incidentally, would be paid, and not time-and-a-twelfth as is now paid to salaried workers. This provision is important as it would increase the earnings of the employees now paid overtime.

Say F.D.R. Has the Power

The truth is that some legal minds in the Government believe the President has full authority under his war powers to fix the salaries of Federal workers without any new action by Congress.

On the other hand, the more conservative attorneys believe that the Congress must act before the salary of any Federal worker can be re-adjusted. These people say the President hasn't the authority under his war powers—but you'll remember that the President said he had the authority to fix private salaries and farm prices in his recent anti-inflation message and he merely asked Congress to back him up—nor would he have the authority under the Brown bill to fix the salaries of Federal workers.

The simple truth is that the entire inflation issue is so confused

and so complex that no one—not even the President himself—knows what will be done or when.

"Hell-Raiser"

It's no secret that the practical politicians are fearful of what may happen to the employee pay raise bill if it is sent to Congress now after an appeal by the President to fix wages and farm prices. "A bill that would raise the salaries of Government employees," a House leader told The LEADER, "would be a hell-raiser and I doubt very much whether we could get it through unless a powerful amount of explaining is done."

The best strategy, some believe, is another resolution which would extend the present overtime rates for a short time.

On the other hand the Congress is aware of the coming elections and if the Federal workers would write their Congressmen to explain their sad plight, it is possible that Congress will come across. The time to do that is now and don't put it off for another day!

Administration Case

Administration people presented what they claimed to be an airtight case for uniform overtime arrangements in the Federal service before the Mead committee.

Civil Service Commissioner Ar-

thur S. Flemming ripped away the false screen of secrecy that covers the working conditions of Federal workers to tell the committee that the Government personnel system was on an "unsound" basis and that it was high time the Government put its own house in order.

Placements of Federal workers in Washington since Pearl Harbor, he said, had reached the excessive rate of 83.5 percent. In the field, it was 42.5 percent.

"Excessive placements," he said, "were a waste of money and manpower."

Morale Sagging

Morale among Federal workers in Washington, he had to admit, was sagging. He blamed it on the indefensible pay rates under which 1,275,000 Federal workers were paid overtime on August 1, and 950,000 weren't given the additional pay despite the fact that they had to work approximately the same hours. He merely wants them treated alike.

Postal Workers

Postal groups affiliated with the AFL want overtime plus a flat 10 percent raise. They have lined up a strong congressional bloc behind their proposal and the threat of a presidential veto hangs over the entire bill if the postal employees get what they want.

Eight Ways for Improving Efficiency War Dept. Secrets of Good Management, Employee Relations

WASHINGTON.—A statement of basic personnel policy, designed to meet increasing burdens by stepping up efficiency, has been issued for the guidance of the supervisors who direct the work of the approximately 700,000 civilian employees of Services of Supply, the War Department announced today.

The responsibilities of these supervisors have been greatly increased since September 1, under an order which was announced on August 27, decentralizing management of the War Department's civilian personnel.

"Services of Supply has the largest number of civilian employees of any one organization in the United States, stated James P. Mitchell, Director of the Civilian Personnel Division. "Its personnel includes workers at government arsenals, warehouses, ports of embarkation, and in hundreds

of offices. With the manpower problem daily becoming more acute, it is imperative that the efficiency of present employees be increased, and that future hiring be reduced to a minimum.

"Good personnel management—the establishment of proper and mutually satisfactory working relationships among all employees, and between employees and management—is a fundamental requirement in achieving efficiency."

To insure the fullest possible use of the knowledge and experience of employees, supervisors have been informed that they will be expected to carry out the following principles:

1. Make sure that each employee knows definitely what his job assignment is and how to do it.
2. Encourage employees to express their ideas and views on matters affecting their jobs and interests.

Train Stenos in N. Y. C. To Work in Washington

In order to provide the continuing need for clerical workers in Washington — particularly typists and stenographers — the War Department, which has gone in heavily for training, last week announced that it would train typists and stenographers in New York City and then send them down to Washington. The program, under the direction of the U. S. Office of Education, swings into effect immediately, with training beginning on Monday, October 5.

The Government has made certain facts clear:

1. No one will be trained without some basic knowledge of stenography or typing—enough to pass a simple test. The training is essentially an "upgrading" process.
2. There is no definite time-limit of training, except that no one may stay in the course longer than three months. A student who is deemed ready after two weeks, will be sent to work then.
3. While training, students will be paid \$1,620 a year (approximately \$23 a week). When training is finished, and the students start working in Washington, the salary will jump to \$1,400 a year (roughly \$28 a week). Positions

at \$1,620 are also available to persons who prove sufficiently competent.

4. The government will pay transportation to Washington.
5. The government will aid employees to establish residences in Washington.
6. All who take the course must sign a contract that they will work for the government after they have received their training.

The Course.

The course of study will include Gregg and Pittman shorthand, and work on regular War Department forms. Study will take place during a full day, and Board of Education teachers will be in charge. The first class will begin with a group of 25 students, and over them will be five teachers and a supervisor.

At this writing the school or schools where the course would be held had not as yet been definitely determined. However, it was learned that Central Commercial High School, at 214 East 42nd Street, was under consideration. Alexander S. Massel is principal. Should it finally be decided to utilize another school, it will also be one that is centrally located.

Open to Men and Women.

The training is open to both men and women. They will have to take the regular examinations for typist and stenographer. Tests may be given immediately to persons who apply. But if facilities

3. Give consideration to these ideas and views before making decisions.

4. Insure that no one is ignored on matters concerning which he has a right to be consulted, and insofar as practicable, make sure that no one is ignored on matters concerning which he thinks he has such a right.

5. Fully and freely explain all matters affecting employee relations.

6. Make sure that employees' responsibilities are always coupled with corresponding authority and that no change is made in the scope of these responsibilities without a definite understanding to that effect on the part of all concerned.

are taxed, applicants may be called later for their tests.

Meanwhile, applications are being received daily at Room 202, Federal Building, 641 Washington Street. Best chance of being given an examination as soon as you come in is to show up before 8:30 a. m. in the morning or before 1 p. m. in the afternoon. An interesting phase of this work is that the Army is processing the test papers.

This is not a "quickie" program. The LEADER learns that as time goes on the educational program to train prospective government employees will in all probability become broader. The government must have personnel trained to help in all the tasks of prosecuting the war. And the government is prepared to take all necessary steps to provide itself with that trained personnel.

The Test.

The test you will have to take includes the following subjects:

1. Copying from plain copy. This test will give the complete grade to typists; it will count 50 percent of the total grade for stenographers.
 2. A general test. This test doesn't count on your mark. It's given to make sure that the candidate can follow simple written directions, has some knowledge of the way words are used. Each question has four or five answers, and the candidate must select the correct one.
 3. Stenography test. For stenographers only. They are given dictation at the rate of 96 words a minute. Any system of taking notes is acceptable, except the use of a typewriter. These notes must then be transcribed.
- There are no upper age limits; the lower age limit is 18.

7. Give directions only to immediate subordinates and never over the head of any lower-ranking supervisor.

8. Make any necessary criticisms to an employee privately and in such a manner as to improve the individual's performance or conduct and to preserve his self-respect.

From Private Industry

"In arriving at this statement," Mr. Mitchell explained, "the Civilian Personnel Policy Committee of Services of Supply studied the best American business industry and government personnel practices. Although the statement does not represent new management policies and principles in Services of Supply,

(Continued on Page Six)

Rossell Studies Personnel Needs

Mr. James E. Rossell, manager of the Second District, United States Civil Service Commission, last week returned from a two-week hop over New York State, which he had taken to determine the civilian personnel needs of various government establishments engaged in war work. Rarely in one place for more than a day, Mr. Rossell, together with his aide, Vitale Verderosa, stopped over at West Point, the Sampson Naval Training Station, the Syracuse Bomber Depot, Watervliet Arsenal, and many other places. In each case, Rossell probed the personnel needs and laid preliminary plans for recruitment.

In Rome, N. Y., where the Watervliet Arsenal is located, 700 mechanic-helpers were urgently needed. The District Manager pointed out that wages being paid weren't sufficiently high to enable a first-rate recruiting job to be done. He did, however, indicate that he could send up 125 Negro workers immediately. Whereupon a housing problem emerged. Rome couldn't—wouldn't—house 125 Negroes. So Rossell communicated with Charles Ascher, a federal housing authority, and now additional housing is going to be built to accommodate both whites and Negroes. In the meantime, the Second District has already sent up 170 workers to Rome, and another 130 have gone off to work in Hawaii.

Want to Serve Food At West Point?

The War Department this week announced openings for 90 men, 18 years of age and up, as mess men in the West Point Military Academy.

The appointments, which carry civil service status, are being made in these categories: bus boys, waiters and kitchen helpers. The jobs pay \$75 a month plus maintenance.

The job is a six-day-a-week one and runs into 48 hours, with one day off a week. No experience is required. Those with citizenship papers are acceptable. Mess jackets are provided free.

No 1-A men in the draft need apply, and the job does not carry draft deferment with it. Apply at the USES service section office at 40 East Fifty-ninth Street, Manhattan, where a West Point Army officer is looking over the candidates.

Incidentally, these hired will be given the same delicious food morsels as the cadets get.

CIVIL SERVICE IN NEW YORK CITY

Employee Negotiation Bill Gathers Further Support

The City Council's Committee on Civil Employees will take up on October 1 the advisability of holding a public hearing on the collective negotiation bill, The LEADER learned this week.

The session is to be highlighted, according to Councilman Louis P. Goldberg, one of the sponsors of the measure, by a request from representatives of a number of employce organizations in the city that such a public hearing be rapidly scheduled.

"The steadily rising sentiment for this bill that would make it mandatory for city department heads to talk over grievances with employees will make itself felt at this hearing," predicted Mr. Goldberg.

Provides for Conferences

The bill provides for nothing further than conferences between department heads and representatives of their employees' own choosing.

Additional Councilmanic opinions were offered this week to add endorsement to the bill.

Said Councilman Adam Clayton Powell, Jr.: "I'm 100 percent for the bill. It's a grand idea. It ought to make for democratic, fair minded rule in the city departments."

Councilman Frederick Schick declared: "I'm for the bill, of course. It ought to work out swell."

Councilman William M. McCarthy, chairman of the Civil Employees' Committee, said: "I introduced a somewhat similar

measure about two years ago, providing that employees be represented by counsel as well as representatives at hearings with department heads. The current bill will have to be at least as good as that to get my vote." Obviously, the current bill is as effective, according to popular sentiment.

Councilman Edward Vogel did everything he could to evade the issue all week long and wound up succeeding in a great big way.

Councilman John M. Christensen: "It sounds like a swell idea; the way to do things efficiently is to have employees and department heads 'iron out' their grievances."

Councilman George E. Donovan, of Queens: "I'd like to see a public hearing on this bill. Yes, I'm favorably disposed to it."

Other sponsors of the bill, aside from Mr. Goldberg, are Councilmen Salvatore Ninno and Gertrude Weil Klein.

One Group Says 'No'

Among employee organizations, only one has come out publicly against the bill.

George Torre, president of the Association of Competitive Employees of the Department of Sanitation, issued a public statement this week in reply to the opinion of Councilwoman Rita Casey, which had appeared in The LEADER.

"Mrs. Casey," remarked Torre, "said that 'I don't see why such a man as Commissioner William F. Carey doesn't want to talk over grievances with his employees in the Sanitation Department.' Where she gets her information

from I don't know. I do know that since Commissioner Carey's inception as head of the Department of Sanitation, I can attest that relations between his office and my organization have been very friendly. He has always listened to any grievance that I presented to him.

"Furthermore, a statement such as the one made by Councilwoman Casey, should have been substantiated by rank and file organizations of the department before publication. In the eyes of the public, her statement places Commissioner Carey in the position of a snob, which I and a great many other organization leaders of the department know is not so."

Feinstein for It

On the other hand, Henry Feinstein, president of the Federation of Municipal Employees, came out strongly in favor of the bill. Said Feinstein: "Of course this is no Wagner Act for civil service labor. Nevertheless, it is obviously a forward step in the field of government labor relations. It does mean that a truculent, hard-headed department boss must sit down and hear his employees. It does mean that a worker who belongs to an organization unpopular with the department head needn't fear to breathe! This bill doesn't use compulsion—it merely says, 'Boys, sit down and talk it over.' And this little step is something which has long been necessary. As I see it, there isn't much to argue about with this bill. It only writes into the law the simplest human courtesies."

Career Men Promoted By McGoldrick

Comptroller Joseph D. McGoldrick announced last week the promotion of three employees to important posts in his department.

William R. Bradley, formerly chief inspector of the office, was promoted to the key position of supervisor of charitable institutions, to fill a vacancy caused by the recent retirement of Harry Gordon Lynn who had held that post for many years.

Louis Walter, formerly chief of the Bureau of Public Improvements, was promoted to the position of chief of the division of inspection in the Comptroller's office.

Harvey B. Ehrlich, chief investigator of the department, was made head of the bureau of municipal investigation.

In discussing the promotions, Comptroller McGoldrick said:

Civil Service Men

"In accordance with customary policy, I have promoted career men in the civil service. Mr. Bradley, who will occupy one of the most important posts in this office, entered the city service in 1906. For twelve years he was employed by the Department of Water Supply, Gas and Electricity and by the old Tenement House Department, and he has been with the Comptroller's office since 1918. He became chief of the division of inspection in 1934, and has occupied that position ever since. He is a World War veteran, and lives in Brooklyn.

"Mr. Walter, who is a civil engineer, started in the city service in the Queens Topographical Bureau in 1913. He transferred to the Comptroller's office in 1921 where he rose to the post of head of technical investigations in the bureau of municipal investigation. Since last December he has been chief of the bureau of public improvements. He is also chief of the projects and allocations division of the City Priorities and Allocations Board. His residence is in Queens.

"Mr. Ehrlich was appointed from a civil service list to the Comptroller's office in 1938 as an investigator in the emergency revenue division. He rose to the position of assistant to the chief investigator and on January 1 of this year was designated as chief of the investigations unit of the bureau of excise taxes. He is a lawyer, and an investigator for headquarters of the Selective Service administration for New York City, in addition to being a sergeant in the headquarters detachment of the New York State Guard. Mr. Ehrlich resides in Queens."

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man. The change in the service rating assigned Bondi would mean the advancement of his name a few places on the assistant foreman list.

Bondi, while off duty July 22, 1940, assisted in the capture and arrest of a man who was attempting to burglarize an apartment at 218 East 122nd Street. Bondi's request for additional service rating was denied because it was made after the appeal period had ended. The Civil Service Commission, on the recommendation of Thomas J. Frey, director of the service-rating bureau, decided not to grant such requests in the future.

In making his recommendation to deny such requests, Frey said, "Outside of their line of duty, City employees are confronted with situations which differ in no way from those met with by any other persons. I think it would be a very far cry from the intent of the merit system generally and service ratings in particular, to attempt to give promotional credit for acts not connected with City service which might be performed by employees."

Retain Employees In Sheriff's Office, Council Is Asked

A bill authorizing the sheriff to appoint or retain without competitive exam those employees now temporarily employed or formerly employed in the sheriff's office at least four years was reported out of the Civil Employees' Committee of the City Council this week. It will next be heard in Council, which meets again October 6.

The bill, according to its sponsor, Councilman S. Samuel DiFalco, is designed to reward efficient employees of the city "who have devoted years of faithful service to the department." Justification of the efficiency of many of these individuals, said Mr. DiFalco, is that Sheriff John J. McCloskey, Jr., has not found it necessary to wade through the veterans with an "axe" and, in fact, has capitalized upon their experience in assigning a number of them to the job of tutoring newly hired personnel.

"There is no attempt being made to favor older employees by making it unnecessary for them to take an exam," added Mr. DiFalco. "A number of them, of course, wouldn't stand much chance of passing a legalistic form of exam but nevertheless know their business and do competent work." He denied his bill has "any political aspects."

McCloskey Takes No Stand

When the sheriff's office was newly set up under county reform not many months ago, no provision was made for any but competitive employees. This bill is to rectify that situation, explained Councilman DiFalco.

Sheriff McCloskey told The LEADER he doesn't "care to take any position as to the merits of the bill," that he did nothing to get it introduced.

The bill has been amended from its original form which read at least seven years employment in the sheriff's office instead of four as a basis for appointment or retention today.

Welfare, Finance Get More Clerks

The names of 382 eligibles on the clerk, grade 2, list were certified by the Civil Service Commission to two City departments for temporary clerk, grade 1, jobs this week. The temporary jobs pay at the rate of \$960 a year and will last for a period of time not to exceed six months.

For 35 vacancies in the Department of Finance, the Commission sent over 97 eligibles up to number 9,804 on the list; 285 more eligibles, up to number 10,604 on the register, were certified to the Department of Welfare to fill an undisclosed number of vacancies in that department.

Approve Transfer Of Finance Clerks

The transfer of Department of Finance employees on 10 promotion lists for the Emergency Revenue Division to corresponding promotion lists in the Department of Finance was approved by the Civil Service Commission at its meeting last week. The promotion lists will be compiled under the heading of "Collection—Special Taxes."

The promotion lists affected include those for clerk, grade 2, senior accountant, accountant, junior accountant, bookkeeper, grade 1, junior administrative assistant, stock assistant (men) clerk, grade 3, clerk, grade 4, and stenographer and typewriter, grade 2.

Patrolman Appointments Haven't Come Through Yet

What, no patrolman appointment?

No, not yet!

As The LEADER went to press, the Civil Service Commission had not as yet received any request from the Police Department to certify names from the recently-established eligible list for patrol-

man, Police Department.

Meanwhile, vacancies in the ranks of patrolman continued to mount, hitting a new high of 1,106 this week. This number of vacancies does not include the 248 patrolmen, who, Inspector John W. Sutter told Wednesday's meeting of the International Association of Police Chiefs in annual convention at the Hotel Pennsylvania, are in military ser-

vice. These 248 men are not carried on the rolls as vacancies but are assigned to the Military Service Bureau.

The 1,106 unfilled vacancies plus the 248 patrolmen on military service only emphasize the fact that the city has a brand new patrolman list on file in the Civil Service waiting to be used. The fact that appointments would not be made by October 1 has not become a certainty.

Least the patrolman eligibles give up all hope, it can definitely be said that the appointments will be made sometime in October—most likely in the latter part of the month. More, next week.

Water Agency Gets Gardeners

The assistant gardener eligible list established by the Municipal Civil Service Commission for employment outside the city limits is finally being used—but not for assistant gardening.

Last week the Commission certified the names of the first fifty eligibles on this list to the Board of Water Supply to fill vacancies as guards on the upstate aqueducts maintained by the Board. The jobs pay \$125 a month and are of a temporary nature. The temporary employment is expected to continue for the duration of the war.

Previously, a number of eligible lists, including those for sanitation man, watchman attendant and others were certified by the Commission to the Board of Water Supply for the upstate jobs.

Maintainer Men Go to Subways

Twelve eligibles on the list for maintainer's helper, group D, were certified by the Civil Service Commission to the Board of Transportation to fill four permanent jobs at \$63 per hour and the names of 28 lads were forwarded for a number of temporary jobs at the same salary. Highest eligible reached on the permanent certification was number 355, for the temporary jobs number 720.

Welfare's Air Hero Honored by Employees

A plaque was presented via short wave radio last week to Lieut. David Hirsch, of the United States Air Force, now in Australia. Hirsch, a clerk in the N. Y. C. Welfare Department, was recently cited for heroism in the air battle over the Solomon Islands after he brought his Flying Fortress back to its base despite three bullet wounds and the loss of his bombardier.

The presentation was made by James V. King, acting secretary-treasurer of the State, County and Municipal Workers of America. Hirsch was a member of the union in civilian life. His parents in New York received the plaque while the young lieutenant listened in to the short-wave broadcast from his Australian base some 6,000 miles away. The special broadcast was arranged through the Labor Division of the Office of War Information. Hirsch had previously been notified by cable about the broadcast.

David Hirsch Blood Bank

"All this week," said King, "members of the union will be contributing their blood in his

honor to a special Lieut. David Hirsch blood bank. We want him to know that we are all solidly in back of him and in back of our commander-in-chief, Franklin D. Roosevelt."

During the course of the broadcast, it was learned through Hirsch's sister that the young lieutenant, prior to his recent exploits, had also been part of a plane crew accredited with the sinking of a Japanese submarine in the northwest Pacific.

City Refuses Extra Credits for Heroism

Extra service rating credits will not be assigned City employees who perform acts of heroism while off duty, according to a decision of the Civil Service Commission, made at its meeting Wednesday, September 23.

The decision came as a result of a request by Harry Bass, personnel representative of the Sanitation Department, to change the service rating mark of Francisco J. Bondi, a sanitation man, class B, whose name appears on the promotion list for assistant fore-

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Fire Appointments Halted As "3-A Case" Reaches Courts

Latest developments in the battle between the 3-A fire eligibles denied appointment to the Fire Department and Fire Chief-Commissioner Patrick Walsh this week were:

- 1—Appointments of 52 additional firemen scheduled for October 1 have been held up at the request of the Civil Service Commission.
- 2—Argument on the show-cause order requesting the City to nullify the 146 September 15 appointments and appoint the 147 3-A eligibles who were passed over was adjourned until 10 a.m.

Friday, October 2, in Supreme Court, Special Term, Part 1.

Chief Sticks to Guns

Meanwhile, Chief Walsh, interviewed by The LEADER, stuck to his guns. "I'm not going to appoint anyone who is going to be put in 1-A," he stated emphatically.

"I've got 260 out of my department already," Walsh added.

Walsh reiterated his statement made at the time he passed over the 3-A eligibles that he had done so on the advice of Colonel McDermott, director of Selective Service for New York City. "Before I passed over the boys in 3-A, Colonel McDermott told me those with collateral dependents or those married later than September 15, 1940, would be put in 1-A. That's why I skipped them." [Col. McDermott, in an interview with a LEADER reporter, was not at all so definite about it.—Ed.]

"I'm only looking out for the interests of the Fire Department," Walsh said. "I don't know any of the boys on the list."

"If any of the boys in 3-A can get me a letter from their draft

boards showing me that they won't be put in 1-A, I'll appoint them, Walsh repeated. "Some of the boys have done this, and I've appointed them."

Meanwhile, Walsh declared that the Civil Service Commission had requested him not to make any more appointments for a few days.

As revealed in last week's LEADER, 147 eligibles in 3-A who were married subsequent to September 15, 1940, or who are unmarried and have a 3-A status because of collateral dependents were skipped when the 146 September 15 appointments were made.

A spokesman for the Selective Service administration in New York admitted that Colonel McDermott had issued a directive to local boards on September 3, stating that local boards should be reconsidering the classification of all registrants in 3-A or 3-B with collateral dependents. The directive was issued subsequent to the decision by Congress to pay dependents of men in the armed forces.

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Steno Promotion Test Angers the Candidates

More than 40 persons who took the city-wide promotion exam to stenographer, grade 2, September 19 in Washington Irving High School forwarded signed protests to The LEADER this week and held that hundreds more are protesting the "unfair," morale shattering manner in which the Civil Service Commission's examining division conducted the test.

Raging at the "fast, jerky and sporadic" delivery, and adding that applicants who spent weeks of time and invested more than a bit of money were unreasonably hustled around, the complainants demanded that "the only equitable adjustment is a new examination under fair conditions conducive to obtaining objective results."

The complaint specified that "apparently the examiners are not interested in advancing qualified stenographers notwithstanding the fact that there will be no other promotion examination for at least two or more years." Moreover, that they were not concerned with the fact that many applicants, working under strenuous conditions brought on by city-wide understaffing, expended vital energy and spent time and money to prepare for the test only to be "disillusioned" by an incompetently delivered exam.

No Dictation Till 11:15.

Although the morning examination was scheduled for 10 a. m., some candidates did not receive dictation until 11:45 a. m., the complaint pointed out. "In some of the examination rooms, the two-minute practice dictation was given too fast. Protests of the applicants to monitors were overridden with the following: 'We don't have time for all these protests. We're in a hurry.'"

Further: "According to the instruction sheet the dictation was to be given at a smooth and

rhythmic pace, which was impossible when the dictator had no way of timing himself, since he did not hold the stop watch with which to control the dictation. The stop watch was held by a woman standing in back who kept nudging him to slow up, causing a jerky and sporadic delivery in which the dictation exceeded the 120-word per minute rate of speed advertised for the examination. In many of the rooms applicants threw down their pencils in disgust."

Dates Set for Steno Transcription Tests

October 17 and 24 have been set by the Civil Service Commission as the dates for the practical transcription tests in the promotion examination to stenographer, grade 3. Approximately 1,500 city employees passed the written part of this exam held March 21.

Notices to appear for the examination will be mailed to the candidates in the near future by the Civil Service Commission.

What's in the Name Of a Subway Man?

From now on there are no more third rail maintainers employed in the IND division of the city subway system. They're power distribution maintainers to you.

It seems that in the BMT and IRT divisions of the New York City Transit System, the employees who do this type of work are known as power distribution maintainers. In the IND division they were called third rail maintainers. In order to make one uniform title throughout the entire subway service, the Civil Service Commission, at its meeting last week, decided to change the title of the third rail maintainer, IND division, to power distribution maintainer.

Before making its decision, the Commission had requested the Board of Transportation to canvass the employees affected by the title change and ask them what they thought about it. By an overwhelming majority, the third rail maintainers in the IND division agreed that the title of power distribution maintainer would be oh, so much more preferable. Result of their mass opinion was the Commission's democratic decision. All of which can only happen here.

For civil service information, phone the Civil Service LEADER's branch office at WALKER 5-7449. Or come in person. The address is 142 Christopher Street, half a block from the Federal building.

Clerk Candidates Can't Get Their Schools Changed

The Civil Service Commission will not make any changes in the schools assigned candidates for the clerk, grade 1, written examination, a spokesman for the Commission announced this week. The examination will be held in 15 high schools throughout the city at 1 p.m., Saturday, November 7. The list of schools in which the test will be conducted was printed in last week's issue of The LEADER.

During the past week numerous candidates appeared in the offices of, or wrote to the Civil Service Commission requesting changes in the schools to which they were assigned for the test. Candidates from upper Bronx and Manhattan complained that they had been assigned to schools in Brooklyn or Queens. Candidates in Brooklyn and Queens said that they were assigned to schools in Manhattan and the Bronx.

Impossible to Change
Representatives of the Civil Service Commission pointed out that it would be impossible to change the assignments to schools of individual candidates because of the unusually large number of applicants who had filed for the test. The candidates had been assigned to the schools in the order in which their applications had been received in the Commission's offices.

New Promotions Are Authorized

Four promotion lists certified by the Civil Service Commission last week included the clerk, grade 2, lists in the Law and Finance departments, the clerk, grade 3, list in the office of the Chief Medical Examiner, and the elevator operator list in the Department of Hospitals.

Thirteen names on the Finance Department, clerk, grade 2, list were certified for seven promotions at \$1,200 a year. Highest number reached for certification was 1,051. For three similar promotions in the Law Department the Commission certified eight names up to number 933 on the list. One eligible on the clerk, grade 3, promotion list in the Chief Medical Examiner's Office was certified for that promotion.

To fill permanent and temporary jobs as elevator operators in the Department of Hospitals, 50 names on the promotion list, up to number 168, were certified by the Commission. The vacancies pay \$720 a year with maintenance and \$960 a year without maintenance.

This same promotion list was declared appropriate to fill vacancies as watchman, grade 1, in the Hospitals Department. Twenty eligibles up to number 168 were certified for these jobs which pay \$600 a year with maintenance and \$840 without maintenance.

Asst Foremen Get Higher Ratings

Slight upward changes in the service rating assigned 57 eligibles on the promotion list for assistant foreman, Department of Sanitation, were approved by the Civil Service Commission at its meeting Wednesday, September 23. The changes will result in new marks assigned record and seniority for these candidates with consequent changes in final averages. In many cases, these changes will mean the shifting of the candidates one or two places higher on the promotion list.

The changes were made because credit for participation in in-service training courses conducted by the Bureau of Training of the Civil Service Commission had not been assigned to them. The in-service training courses attended by the assistant foremen eligibles were those entitled "Technical Aspects of Sanitation Work" and "Functions and Activities of the Sanitation Department."

The Civil Service Commission will revise the assistant foreman promotion list in accordance with these changes. The Commission will notify the eligibles of their changed averages and new standings in the near future.

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Hughes Opposes Park Per Annum Pay Measure

"It's all right for Park Commissioner Bob Moses, or rather Majority Leader Joseph T. Snarkey, to introduce a bill in the City Council placing per diem gardeners, assistant gardeners and attendants in the Parks Department on a per annum basis. "But where's the percentage?" asks John Hughes, president of the Civil Service League, when, under the provisions of the same bill, the maximum salaries of attendants is reduced from \$1,799.99 to \$1,620 a year?"

Hughes this week distributed memorandums to all members of the Council—signed by hundreds of Parks Department employees—urging them to oppose the bill "supposedly intended to grant per annum status." (The bill has been pigeon-holed in the Civil Employees' Committee).

The League, points out Hughes, insists upon per annum status for all employees in the Parks Department, but upon a salary level in line with that of employees in similar positions in other City departments.

Shouldn't Be Penalized

"At the very least," says Hughes, "there should be no penalizing one of the oldest titles in civil employ: the attendant."

Adds Hughes: "For years, administration officials did recognize the attendants' faithful service. During these years, persons appointed from attendant lists were certified at \$1,560, \$1,620 and \$1,680 a year; and, after several years of service, were permitted to participate in a promotion examination for the next highest grade, making it possible for their number to receive compensation approximating a living wage."

"Their entrance salary has now been reduced to \$1,200. Promotions have been eliminated. In the face of these abuses, this local law would further lower their salary standards."

Per annum salary effected over a pay slash for attendants, in short, doesn't sound any too wholesome. Especially, adds Hughes, when it smells as if Mr. Moses wants to evade the McCarthy Increment Law.

Two Commissions Hear Pretty Rumpus Over City's Engineers

By MICHAEL SULLIVAN

Should maintenance engineers in the New York City Transit System be reclassified in a special Rapid Transit Service, to be set up outside of the scope of the engineering and architectural service?

This was the subject of lively debate between city officials, engineering employees and representatives of civil service organizations at a special joint public hearing of the State and Municipal Civil Service Commissions in the offices of the City Commission Thursday, September 24.

On opposing sides, speaking pro and con were two veteran officials of the city government—John H. Delaney, chairman of the Board of Transportation and John C. Reidel, chief engineer of the Board of Estimate and member of a special committee which worked on the recently-effected reclassifications in the engineering and architectural services.

Delaney's View

Grim, gray-haired Chairman Delaney contended that the New York City Transit System with its 36,000 employees is a special industry within the structure of the city government, second only to Education in size and specialization. He said that the knowledge, experience, and abilities of the engineers required to operate the city's transit systems constitute a "separate, unusual, necessary, distinct engineering service, not found in the type of work performed by engineers in the other services."

The construction engineers who built the subways were competent men in their own field, Delaney said, but they were not competent to operate a railroad. He said that there was a vast difference in building concrete boxes and in operating railroad power or signal systems. "The safety of the public demands the specialized training of the people who are going to be responsible for the maintenance and operation of this railroad," he added.

Reidel's View

John C. Reidel, who, besides

being a member of the special committee which worked on the title reclassifications of engineers and architects in the city service, is also chairman of the Board of City Surveyors, and a member, ex-officio, of the City Planning Commission, stated that the special committee worked four years on the task of reclassifying engineering employees from hundreds of titles and specialties into the one unified engineering and architectural service which became effective July 1st.

"I view with great concern and alarm this effort to create another service outside of this classification," Reidel said. He pointed out that if this resolution creating a separate engineering service in the Board of Transportation was adopted, a precedent would be established for special services. He indicated that this would eventually lead to the breakdown of the structure of the engineering and architectural service.

Siding with Reidel against the adoption of the resolution calling for the establishment of a separate engineering service in the Board of Transportation were Frederick W. Libby, president of the Civil Service Forum, William Spivak, president of the Association of Engineers of the City of New York, member of the board of directors of the Municipal Engineers of New York, Harry S. Campbell, treasurer of the Civil Service Technical Guild, Morris C. Comar, chairman of the legislative committee of the Association of Civil Engineers (structure) and Philip F. Brueck, president of the Civil Service Technical Guild.

Libby said that to separate 140 employees in the IRT and BMT from the 5,500 city engineering would be unfair. He added that the salary range in the proposed maintenance titles in the Rapid Transit Service does not conform with the salary range for similar titles in the engineering and architectural services.

Burke for Delaney.

Charles W. Burke, superintendent of maintenance, way and structure department, BMT division and H. Elliot Kaplan, executive secretary of the Civil Service Reform Association supported Chairman Delaney in favor of the adoption of the resolution.

Burke, who stated that his railroad engineering experience covered both the construction and maintenance fields, said that there was "a vast difference between construction and maintenance."

5 1-2 Day Week for Welfare Dept.

The Department of Welfare has withdrawn its order to place all of its employees on a six-day week and has decided to put into effect a 5½ day work week. The new plan also increases the lunch period to a full hour and reduces the regular work-day by one-half hour. A skeleton staff will hold down the department offices on Saturday afternoons. Each employee will have to work a full Saturday probably once in each seven or eight weeks.

Prior to the summer months, when the staff worked on a lighter schedule, the department worked a full six-day week which had been ordered by the Mayor for all departments under his jurisdiction. Two weeks ago, Deputy Commissioner Arnstein stated that this schedule would be resumed on September 26th.

Despite some improvements in the proposed six-day schedule, employees protested on the ground that there was no justification for city employees working more than 40 hours a week without overtime pay. The SCMWA pointed out that this was the labor policy of the national government in deciding disputes in private industry. After several conferences with union officials, the Welfare Department finally decided to withdraw its order and reduce the work week.

Follow The LEADER regularly for independent Civil Service news coverage.

Send Your Questions To Mrs. Bromley

Mrs. Esther Bromley, member of the Municipal Civil Service Commission, will conduct the Civil Service Question Box over Station WNYC at 6:15 p.m., Monday, Oct. 15. Mrs. Bromley welcomes questions on City civil service sent in by listeners of the program. The program, which last for fifteen minutes, is broadcast every second Monday.

Civil Service Employees Attend Huge Holy Hour

Numerous civil service employees in City, State and Federal departments were among the thousands who attended the Holy Name Patriotic Service at the Yankee Stadium, Sunday, September 27. One of the most impressive outdoor religious services ever held in this country, the ceremonies were presided over by the Most Rev. Francis J. Spellman, Archbishop of New York and Military Vicar of the Army and Navy Diocese.

Most Rev. William P. O'Connor, Bishop of Superior, Wis., a chaplain with the A.E.F. in the first World War, delivered the memorial address after the blessing of the Gold Star Flag. Mrs. John J. Powers, mother of Lieut. John J. Powers, U.S.N., upon whom President Roosevelt conferred the Congressional Medal of Honor recently, represented the Gold Star mothers.

The Most Rev. James E. Kearney, D.D., Bishop of Rochester, N. Y., delivered three meditations during the Holy Hour. Solemn Benediction was celebrated by the Most Rev. Francis J. Spellman at the conclusion of the services.

Correction Officers Get Promotions

The promotion of six correction officers in the Department of Correction to the rank of captain will be made as the result of a certification last week by the Civil Service Commission of thirteen names on the captain list. The captain eligibles certified ranged from those who occupy positions from 9A to 20A on the list. Appointment of captains are made at \$2,400 a year.

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CIVIL SERVICE IN NEW YORK STATE

6 Adjudicator Jobs Coming— At Lower Salaries

ALBANY. — Six appointments will be made October 1 from the new list of eligibles for motor vehicle adjudicator, but the appointees will not get the promised \$3,600 minimum starting salary—not even the provisionals who are retained.

The Classification Division of the State Civil Service Department has ruled that motor vehicle referee and adjudicator are similar jobs, interchangeable and in the same group and grade. Some referees are now getting under \$3,600, the supposed minimum for their grade.

Salary adjustments, it was said, will have to be made to increase six referees to \$3,600 each. Then appointments from the adjudicator list will be made to six present referee jobs at \$3,490, four at \$3,390, and one at

\$3,290. The former referees, who will be moved up to the \$3,600 bracket, will be given the technical title of "adjudicator."

Used Interchangeably

Since the department has 12 other motor vehicle referees, the newly combined adjudicator-referee personnel will consist of 18 referees and six adjudicators, and they will be used interchangeably whenever efficiency or economy so dictates, according to officials of the State Tax Department, of which the Motor Vehicle Bureau and Motor Financial Responsibility Bureau are part.

Originally there were 21 adjudicators, all of them provisionals. Several have entered military service. But the 21 original positions will be slashed anyway to six because of curtailment in auto driving and accidents and because officials expect more drastic gasoline rationing will reduce motor vehicle travel even more.

Three Provisionals Passed

Only three of the 21 provisionals passed the statewide civil service examination for adjudicator. The test was the first in which the State used the "flexible passing mark" system to weed out in the first half of the test all those failing to make the highest rating of the first 200. Harry I. Kutz, New Rochelle, Carlos Toan of Perry and Joseph J. Schmitt of Batavia were the only three provisionals adjudicators who passed.

Officials of the Tax Department, with the aid of a representative of the Civil Service Department, personally interviewed every candidate for the provisional jobs, selecting only those they thought could compete successfully in the subsequent tests. But the tests proved stiffer than anticipated and the competition keener.

State Police Losing Its Men

ALBANY.—The thinning ranks of the New York State Police lost another this week with the retirement of Sgt. James G. Welsh, 50, one of the few "originals" who were left. The resignation of Welsh reduces to 20 the number of men still remaining in the troopers who joined that organization when it was founded in 1917. Major John A. Warner, superintendent, is one of the "originals." Welsh for the last 19 years had been stationed with Troop B. He was reputed to know "every corner of the north country."

Strength Way Down

The draft and voluntary enlistments have thinned the ranks of the troopers to a point considerably under their authorized strength. So far as the existing list of eligibles is concerned, it is valueless, since practically all the men on it are in the services. Moreover some 400 men who hadn't completed their examinations have gone into the Army or Navy.

Since those on the list and those who didn't complete their examination come first, no new list is being contemplated. Indeed, the State Police will welcome any man who can meet the most minimum of qualifications—but the appointment will be on a strictly "for the duration only" basis. If you're a good, healthy specimen, of better-than-average intelligence, and not in I-A, it won't harm you to write to State Police Headquarters, Albany, N. Y.

How to Improve Efficiency

(Continued from Page Two)

we have set them down for the first time as an open declaration of our intent in handling the civilian personnel responsibilities of our various jobs."

The statement says that from the viewpoint of employees, "good personnel management includes the right of employees to obtain and hold a job on the basis of ability and performance without discrimination or prejudicial action, opportunity for advancement both in money and in position, adequate pay for services rendered, recognition as individuals, respect for their rights and interests, and fair treatment from supervisors."

Action shall be directed toward insuring equitable payment for work performed, the policy stating that "there shall be like pay for like work and positions involving duties of equivalent difficulty and responsibility shall be allocated to equivalent salary grades in accordance with Federal laws."

May Join Union

Regarding employee organization, the policy states that "employees are considered free to join or refrain from joining employee organizations or associations without interference, coercion, restraint, or fears of discrimination or reprisal because of such membership or non-membership."

"It is considered to be a right of employees to present for consideration matters in which they are concerned affecting compensation and conditions of employment. This right may be exercised individually or collectively through committees of employees selected by the employees themselves who are involved."

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Hospital Attendant Spoke Up, So She Faced Loss of Job

Sally Mann, a girl who works at Creedmoor Hospital, spoke up. This is what happened.

In a letter sent to Governor Lehman last week, James V. King, acting secretary-treasurer of the SCMWA, charged Creedmoor State Hospital with "flagrant violation" of the executive order of the Governor guaranteeing to State employees the right of representation of their own choosing when faced by disciplinary action.

According to King, Superintendent Mills of Creedmoor State has refused to permit the union to represent Sally Mann at a hearing at which she was required to answer charges of insubordination. Sally Mann several weeks ago wrote a letter to the Civil Service LEADER exposing the poor quality of food served at this State institution. The LEADER published this letter.

Although there is no reference to this letter in the charges of insubordination filed against Miss Mann, the fact that her suspension took place a few weeks after the publication of this letter, has led union officials to wonder whether a desire for retaliation may have been behind the formal charges.

Disputes Charges

In a brief prepared by Miss Mann in answer to the charges of insubordination, she disputes the five counts enumerated by Superintendent Mills and counter-charges that she has been subjected to "repeated threats of discipline and unwarranted browbeating." She also asserted that she was "being discriminated against" because other employees were not "bullied and harried as was I."

Three of the charges against Miss Mann allege that she did not arrange to take accrued vacation time after being instructed to do so by her superiors. The other two charges are that Miss Mann took an afternoon off without permission and that she failed to report to see one of the institutions doctors on the day of her suspension.

In his letter to Governor Lehman, King referred to a meeting the Governor had with SCMWA officials two months ago at which

time he was informed of the refusal by superintendents of State institutions to meet with representatives of the union on individual grievances. The Governor at that time advised the union that he would look into this matter. In view of the urgency of the present Mann case, King asked the Governor to "use your good offices to correct what seems to us to be a flagrant violation of your announced policy in connection with the right of employees to representation of their own choosing."

Miss King has since been permitted to retain her job, and has been granted sick leave; but she's been fined eight days pay.

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WAR JOB NEWS

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER

Here's the Whole Story—Who Can Get A Job With 'Miracle Man' Kaiser, and How

By ARTHUR RHODES

Want a job, stranger? Even you white collar workers who have never practiced a trade. Are you able bodied? Then now's your chance of a lifetime! You've been reading about it in the dailies—now here are some of the details that may mean just the lead for you personally. Beginning Thursday, October 1, according to indications, they ex-

pect to be hiring about 500 men—no women—daily at the Henry J. "Call Me Miracle Man" Kaiser Gotham headquarters at 381 Fourth Avenue, Manhattan, near East 27th Street. That's the recruiting center for Kaiser's Portland shipyards spurring the war effort.

They expect to be grabbing every man who can tote a tool. Only big provision: are you willing to go to Oregon almost immediately? And are you willing to leave your family here in the meantime (unless you've got the dough to pay its way)?

Look of experience is to be no bar at all. In fact, here's the way Thomas Murphy, hiring specialist for the Kaiser organization, likes to put it:

"If they know one end of a monkey-wrench from another, we'll take 'em. And if they don't, we'll label each end."

Here's What They Want

Here's the order that came in at the dawn of the past week-end to unions and the U. S. Employment Service headquarters in Manhattan (the USES is the clearing house for selecting unskilled personnel): wanted—an unlimited number of skilled plumbers, steamfitters, boilermakers, electricians, plasterers, carpenters, steamfitters and painters at \$1.20 an hour. (They're to be placed in appropriate jobs). Also, 5,000 helpers, all crafts, and just as many laborers.

Employables must be in good physical shape, 18 to 60 in age, not have a 1-A draft classifi-

cation, and not be employed in a war industry. Men above 36 with families will find it easiest to be hired.

They are offered a 40-hour week, seven days a week, with every eighth day off. This rotating system is preserved until the seventh week, when they get both Saturday and Sunday off.

Helpers are needed to aid electricians, boilermakers, shipfitters, welders and painters, and receive 95 cents an hour.

Laborers, sought for general "laboring work," are offered 88 cents an hour on the regular day shift, 96 cents an hour for the "swing" shift and \$1 an hour for the so-called "graveyard" or night shift.

Overtime is allowed at time-and-a-half and most of the workers currently engaged in the Kaiser West Coast jobs are working on a 48-hour a week basis.

Pays Your Fare

Recruits are advanced approximately \$75 train fare by the Kaiser organization to Kaiserville, Ore., just outside Portland, and are required to pay it back, starting with a \$7.50 payment the first week. Within 20 days after starting work, they must also join an AFL Building Trades Union, Local 296; Kaiser has a closed shop agreement only with AFL unions on the coast. The initiation fee is \$25. So it's not all "gravy" from the start.

Day's Work for Day's Pay

But it's a wide open field and, as Mr. Murphy points out, "All we ask is that the boys have the

ability to do a day's work for a day's pay. Let them come with an open mind; if they are inexperienced, we'll teach them. We've taught plenty so far."

Recruits are being sent out in waves as soon as possible; the first detachment has already left New York by train. They are asked not to bring their families along unless they want to have the people live in tents. The workers themselves are being crammed into barracks, some sharing space with others.

Where to Report

Applicants from Manhattan, Bronx and Queens must report at the USES offices at 44 East 23rd Street, Manhattan; those from Brooklyn and Staten Island at the USES office on the eighth floor of 205 Schermerhorn Street, Brooklyn.

Cooperation of the Federal offices of the USES has been announced by Monroe D. Dowling, manager of the Building and Construction Office of the USES, acting jointly with Mrs. Anna M. Rosenberg, Supervisor of Manpower for Region Two.

Skilled Recruited by Unions

Skilled workers are being recruited directly by the unions in the metropolitan area. Men are given referral cards and "shot up" to the Kaiser headquarters without delay. The Building Trades group is being contacted most urgently. But here as well as elsewhere the unemployed are being sought as recruits.

The hirings which began last week were halted—apparently

temporarily—last Thursday night because the facilities haven't been sufficient to engulf the initial recruitments.

Interviews at 381 Fourth Avenue, meantime, are temporarily halted to be resumed Thursday.

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Tip to Wives, Sisters, Mothers

If Your Man Is in the Service And You'd Like to Find a Job

They've opened a placement job-service for the wives, sisters and mothers of army men—women who have lost their support because of the draft.

Just apply at the Army Emergency Relief headquarters at 165 Broadway, Manhattan (12th floor) and certify to the fact that your very close relative is in the

army, points out Mrs. Sara Sparks, vice-chairman of the placement agency created by the Army Emergency Relief, and you'll be referred promptly to her placement bureau.

The bureau, points out Mrs. Sparks, has connections with manufacturers and, in fact, all varieties of firms in the metropolitan area, and has laid the groundwork that is now producing jobs regularly for all sorts of women workers—from the clerical field to manual labor.

Many of the applicants are experienced and merely take the jobs as "refresher" positions, gradually attaining their old efficiency. Others, totally inexperienced, receive training while on the job.

Some applicants have received employment the day they applied. Others find it a matter of weeks. The placement bureau has

separated the applicants into these three groups: young married women with no business experience, married women who have had experience, and housewives or unmarried women who never have worked.

The bureau tries to act as a counselling service, too, explains Mrs. Sparks, who works with Mrs. Preston Davie, chairman of the agency. The latter section is composed of volunteer workers.

About 50 persons a day are being placed in jobs; this, according to Mrs. Sparks, is hitting a 33 percent average.

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Independent Weekly of Civil Service and War Job News

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MEMBER AUDIT BUREAU OF CIRCULATIONS

Tuesday, September 29, 1942

The 'Draft' of Federal Workers

PEOPLE have been asking us what we think of the power granted the War Manpower Commission to transfer Federal employees at will, without their consent or the consent of the agencies for which they work. The order provides that Federal employees shall be utilized where their abilities will serve best to further the war effort. They may even be transferred to private industry, though in this case their own consent would be needed. A survey by The LEADER'S Washington correspondent indicates that the authorities plan to use these vast new powers with circumspection. An appeals board is being set up to hear the cases of employees who may object to transfers. Every effort will be made to keep families intact. And the directive of the Manpower Board prohibits the transfer of employees "beyond reasonable commuting distances."

It probably wasn't easy for President Roosevelt to issue this order. It marks a revolutionary departure from the system of free employment which we have always accepted as part of our mode of life. And if one may be permitted a bit of conjecture, it looks as though this policy—placing Federal workers where they will do most good in the war effort—is but a prelude to far wider application of the same procedure. Government workers are in all probability participating in a crucible of experiment.

What do we think about it? We think that it will help win the war. We think that the nation is sufficiently flexible to utilize its manpower to the best possible purpose. We think this is part of the flowering of our human resources—other parts are the use of women and older people in industry, the breaking down of prejudices against Negro workers, the growing acceptance of the Government's employment services.

Long ago The LEADER argued the necessity of getting job and man together in the war effort. A corollary to this is the importance of getting the right man and the right job together. The Army does it, as described last week in this newspaper by Major General James A. Ullo, with speed and efficiency. The same brilliance that imbues the Army program can be—should be—applied to civilian activities in the war effort. We see the plan of "drafting" Federal workers as one design in the pattern of fighting the war—and it makes us realize that the pattern is larger than most of us know, a pattern intelligently directed despite many minor weaknesses, a pattern for winning the struggle.

[P.S.—Item of information: In the first two weeks of operation, the new plan has evoked many queries from Federal employees, but practically no complaints.]

Commissioner Walsh Sure Started Something

ELSEWHERE on this page, there appears an interview between Col. Arthur McDermott, chief of New York City's Selective Service setup, and a LEADER reporter. Significant in the course of that interview is the fact that Col. McDermott was much less certain, and much more circumspect, about the chances of 3-A men in the draft than is Commissioner Walsh of the Fire Department. The Commissioner has arbitrarily refused jobs to 3-A men married after September 15, 1940, when the Selective Service law went into effect.

The LEADER learns that conversations are taking place among the various officials involved to find a solution to the problem which Commissioner Walsh has posed. Whatever the solution, it must not be at the expense of the eligibles. And whatever the solution, it must not be such that a precedent be set up for jimmying the merit system at the whim of an official. Because if an official can get away with this sort of thing, however great his need, what's the sense of having a Civil Service Commission, holding exams, or pretending that we have a set of protective civil service laws?

Don't
Repeat This!



Sensation

Civil service sensation of the year is in the making with Welfare Department's private hunt for the Nazi-minded individual who's been defacing walls in Welfare Office 26 . . . Since the story was first revealed in this column a while back, the filthy anti-democratic smears continued to appear . . . So the Welfare Department is checking the writing-on-the-wall against the handwriting of employees . . . Officials consider it so serious that they intend to push the probe until the culprit is found . . . Rumors among some of the higher-ups that the FBI has been called in aren't true—yet . . . To Miss Emerson, who's administrator of the office, goes this column's merit award for her attempts to inculcate the spirit of democracy in her staff—a spirit which couldn't penetrate the dirty Nazi mind which poison-penned its scum on gents' room walls.

Looking Around

Mayor LaGuardia may make a kindly mention of Mrs. Bromley, Civil Service Commissioner, in one of his forthcoming broadcasts . . . Ewart Guinier, former civil service examiner now in the Army, thinks so highly of Army training that he says he'd like to see a peace-time draft after it's over . . . Milton Mandell, formerly with OPM and before that with NYC Civil Service Commission, has been promoted to big personnel job in Don Nelson's department . . . The Navy no longer gives mental exams to a man on enlistment—except if they suspect he's a moron . . . You can see more NYC big-shots during a luncheon at a little Mulberry Street cellar restaurant than at City Hall . . . A Brooklyn Welfare Office is going to fold up . . . The Federal Government is looking into the possibility of part-time work for housewives. . . . Councilmen Louis Goldberg, Stacey Isaacs and Genevieve Earle were left in the upstairs committee meeting room of Council the other day cooling their heels while the Civil Employees' Committee decided suddenly to meet downstairs without notifying them. Reason for unexpected switch of rooms: downstairs, freshly painted, looked so cozy.

letters

Thanks!

Sirs: Your recent four-page publicity on the Postal Employees' problem was very much appreciated by the Woman's Auxiliary to the New York Federation of Post Office Clerks. Although this "Thank you" is a little belated, it is none the less sincere.

For the first time, New Yorkers got an accurate picture of the problem facing their most faithful Federal servants. No doubt, your generous space allotment contributed to the early introduction of two pieces of remedial legislation.

May we express our gratitude once again for your interest.

Mrs. CHAS. SCHOENER, Secretary, National Women's Auxiliary, N. Y. Federation of Post Office Clerks.

Merit Men



WE WENT UP TO 1 East 44th Street the other day to have a talk with Col. Arthur V. McDermott. Any individual who has a word in the destinies of 1,008,126 men should be interesting copy, we thought. Heading up the Selective Service system in New York City, is a job that we'd like to know something about.

We discovered a sparkling, blue-eyed genial Irishman, who talks engagingly. We were somewhat surprised to find a handsomer man than we had expected (he doesn't look tough like his photos), and somewhat slighter in build. But "Army" is stamped all over Arthur McDermott: he looks the part completely.

What shall we ask him? we ruminated as we approached his desk, just as every reporter ruminates when approaching a distinguished desk. We wanted to learn something out of this interview.

"Colonel," we began, "I wonder if you'd be kind enough to tell us some of your problems as head of the Selective Service setup in New York. We're constantly hearing the other side—the problems of the registrant. And so the public isn't always aware of the difficulties besetting a job such as yours."

The Colonel smiled—an exceedingly pleasant smile. "Well, maybe I'm sticking my neck out," he scratched his chin, "but one of our toughest problems is an emotional one. These young fellows in 1-A who get married, and then they're wives maybe get pregnant, and then the boy gets a call from his draft board. The girls come running here. They can't stand to lose their men. It's tragic, it's tough, and it hurts, and there's nothing we can do about it. The man and the girl knew when they were getting married that induction was imminent."

Important Dates

We asked the Colonel if he could give us some idea about the dates which would control whether a married man with de-

pendents could expect to be called within a fairly short period. Any man who married before September 16, 1940, who has bona fide dependents, will probably remain in 3-A or 3-B for some time to come, may never be called. The same is true of men who married between September 16, 1940 and prior to May 27, 1941, provided that they hadn't received their selective service questionnaires in the meantime and have wives who are really dependent on them. Men over 28, who were married before December 7, also have a fairly good chance to stay out. The guiding principle seems to be this: Did the man marry when his induction was imminent? At the time he married, did he have reason to believe he would be called to service?

You might be interested in what those dates mean. December 7 you know. May 27, 1941, was the date the President declared the existence of a national emergency. September 16, 1940, is the date the Selective Service law went into effect.

Occupational Deferments

Another headache with which McDermott must cope is occupational deferments. More and more, as the Army's call for men grows heavier, Selective Service must pull draft-age males out of the factories. "Industry is unwilling or unable to realize that they must replace the younger men with those over 45. We have done everything—we have written to the personnel men of the factories, we have confronted them with the whole problem—but so far we haven't had the cooperation we should. This despite the fact that in most cases the older man will do just as good a job—and in some cases a damn sight better!" McDermott feels that draft-age men who are semi-skilled or have taken short periods of training and then got war jobs shouldn't expect deferments. Says he: "Industry can take substitutes for its young men. The Army can't." He also favors the greater use of women in industry.

The Aliens

Still another headache is the problem of classifying the large New York alien population. An elaborate procedure has been set up to determine whether an alien is from an allied nation, a belligerent nation, a co-belligerent nation, a neutral nation, or an enemy nation. And of course an individual from an enemy nation may be a great friend of democracy and might wish to enlist. And the status of nations changes as the war continues. This is the realm of ticklish legal questions. "A citizen of Cuba wishes to join the Army. Shall we permit him to do so? What if Cuba then calls him for her own forces?"

"Raiding"

One of the minor problems might best be described as "raiding." The Navy, for example, takes a man who has been classified in 1-A, and his draft board doesn't know about it. Sometimes curious things happen. There was the case of a young

(Continued on Page Nine)

QUESTION, PLEASE

May Reinstate Former Employee

J.B.: Even though a promotion list exists for a given title in a City department, the head of that department has the right to reinstate a former employee to fill a vacancy in that title. Former employees who have resigned and wish to be reinstated may apply within one year of the date of their resignation for reinstatement.

Appealing Rating On U.S. Exam

J.B.: The U. S. Civil Service Commission does not maintain a Record Room similar to the one operated by the Municipal Civil Service Commission where candidates may purchase past copies of examinations and look at their examination papers. If you think that the rating assigned you in Federal test was unjust, you may write to the Board of Appeals,

U. S. Civil Service Commission, Washington, D. C.

Drafting During Probation

J. K.: If you are appointed to any permanent city position from the conductor eligible list and are subsequently drafted during your probationary period, you will not only be restored to your position when your military service is over but you will be credited with the completion of your probationary period.

How Many in One Family?

L. M.: There is no law limiting the number of persons in one family who may hold positions in the city service. In the Federal civil service, no more than two persons in the one immediate family living under the same roof may hold Federal civil service jobs.

POLICE CALLS

War Bond Prizes For Honor Legion

Two \$25 war bonds will be awarded to the two Honor Legion members who sell the most tickets to the annual entertainment and ball, scheduled for the Hotel Astor, October 30.

To date Honor Legion members are \$800 ahead of the amount of tickets sold at this time last year when President Dave Salter and his comrades put over the most successful affair in the history of the organization.

Nineteen new members were sworn into the Legion at last week's meeting. The new members, all of whom have been commended for some heroic act, are Zoltan R. Arbay, 40 Pct.; Louis A. Bengston, 41 Squad; Augustin Bravo, 34 Pct.; Frank S. Byrne, 112 Squad; Cornelius L. Fisk, 43 Pct.; Ernest F. Freeberg, 10 Pct.; George H. Gernon, 87 Squad; Burton T. Gessner, 78 Pct.; James F. Grant, Grand Jury Squad; Harold R. Hoerning (Ret.), 19 Div.; Thomas L. Kildruff, 19 Pct.; Edward M. McCormick, 78 Pct.; Francis S. McKee, 79 Squad; Edward J. Murphy, 78 Pct.; Edward A. Rooney, 26 Pct.; Salvatore Pipia, 34 Pct.; Filomeo C. Saviola, 24 Pct.; John J. Sheehan, 18 Pct.; Franklyn E. Williams, 112 Pct.

33 Rookies in Army

Thirty-three of the 194 rookie patrolmen who completed their probationary period last Monday are in military service. For the record the new patrolmen are: R. E. Nelson 3 P. P. Dunne, Jr. 18 C. O. Fritsch 5 H. B. Roberts 18 W. A. Joseph, Jr. 7 E. P. Parkas 19 H. A. Knell, Jr. 8 M. W. J. Potter 20 J. R. Burgund 10 D. G. Buhler 22 D. J. Ingram 10 R. E. Luhrs 22 J. B. Ahlers 11 R. Solomon 23 J. C. Cusker 13 G. M. Schwartz 25 J. A. Piller 13 S. Krenzis 28 Anthony J. Lau 14 H. Sinkel 28 T. J. Cahill, Jr. 17 Emil Nouza 30 J. H. Thompson 17 H. J. Linde 32

Table listing names and numbers of patrolmen and other personnel.

1,284 Vacancies

Vacancies for patrolman went over the eleven hundred mark last week. Total amount of vacancies in the various ranks of the uni-

Merit Men

(Continued from Page Eight)

man who joined the Navy, and was then rejected because he didn't quite meet the high physical standards that prevail. Now he's sitting around and his draft board just gnashes its teeth because of a law which says that once a man has entered the service and been disqualified for physical reasons, he is released from the operations of selective service.

McDermott thinks a lot of these minor problems would be solved by banning direct enlistments altogether and servicing all the forces through selective service.

We learned a lot of things in our interview. For one thing, Selective Service plans in New York State were started in 1935. Mc-

Dermott was one of the little group working on these plans. "People thought it was fantastic—there was never going to be another war." And when the thing that was never going to happen, happened, we were ready to go to work."

It may well be because the incubation period was so long, and so many of the problems were considered in advance, that the Selective Service System—despite everything—has worked out so comparatively well.

Vital statistics: Col. McDermott is a New Yorker. Studied at St. Francis Xaxier, Jesuit preparatory school. Went to Columbia. Trudged around the country for awhile as a young man, doing odd jobs. Went to France in World War I, won the British Military Cross, the Purple Heart, the Silver Star decoration, three citations for brav-

formed force now number 1,284. There are 1,106 patrolman positions unfilled, 133 sergeant jobs open, 4 lieutenant, 1 acting captain, 16 captain, 1 deputy inspector and 23 policewomen posts waiting to be filled. The quota follows:

Table showing quotas for various ranks: Chief Inspector, Asst. Chief Inspector, Deputy Chief Inspector, Inspector, etc.

Sorry about the typographical error in last week's listing, which had the word lieutenant where sergeant should have been.

ery. Suffered ugly bullet wound in back. Studied law. At home, the Colonel has his own workshop, carves sailing ships and schooners. Runs one of the most efficient government offices, and he's complete boss.

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THE DRAFT AND YOU

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER

Selective Service Facts For Uncle Sam's Employees

WASHINGTON — Uncle Sam is always expected to set a good example for industry and that's why Federal workers within the draft ages are on the spot.

It's tough now trying to get a Federal worker deferred and it'll get a lot tougher.

This is especially true following the investigation of the Selective Service and the committee headed by Senator Tydings of Maryland into the reasons for deferment of Federal workers.

Any Federal worker who's deferred is called a "draft dodger" no matter how good the reasons may be. That's terribly unfortunate, but it's true nevertheless. For example, a few days ago The Washington Daily News headline on a story about the Tydings Committee read: "350 Federal Employee Draft Dodgers Now in Army."

Now no one likes to be called a draft dodger and as a result the vital war work of more than one department in Washington has been hampered because employees have refused to be deferred because they are afraid they'll be called draft dodgers.

After Probe

The Tydings Committee had sent Selective Service a list of 900 men under 26 who had been deferred. It asked for an inquiry into the causes.

Selective Service has completed its inquiry into 681 cases and of that number 350 already are in the armed services or they soon will be inducted.

Selective Service reported that deferments in the remaining cases appears to have been warranted.

Some unwarranted deferments undoubtedly have been made, but by and large the Government has had a pretty clean record. Many employees have been drafted who should have been deferred, too.

The War and Navy Departments themselves have made the largest number of requests for deferments. That's natural as they have the most civilian war work. Employees deferred are mainly in the Army arsenals and Navy Yards. No number is available for either department.

Federal Bureau of Investigation also has had a large number of its employees deferred as it, too, has a man-sized job on its hands.

Old Agencies Last

The new war agencies such as War Production Board, Office of Price Administration have asked for a few deferments of key personnel. The old-line agencies, generally speaking, have asked for the minimum of deferments, often less than a dozen people in big agencies such as Treasury and Agriculture.

Incidentally, the agencies themselves have demanded a sound and uniform draft policy but none has been forthcoming to date. Only broad principles have been laid down. They are: (1) that it's okay to ask for a six-month de-

Last week, The LEADER, in response to many queries from its readers, ran the first series of articles on Selective Service. This week, the series is continued. In addition to the articles which appeared before and those on this page, others are scheduled for forthcoming issues. The titles still to come: What Puts a Man in 4-F; Where You Can Volunteer; How the Dependency Allotment System Works; Civil Service Deferments in New York City and New York State; Government Allotments to Students; How the Draft Board Chose Your Classification.

ferment for any employee holding a key job, who can't be immediately replaced; (2) during the six months the agency is supposed to train some other person to fill the job; (3) but if the job is such that it would take at least two years to train a new worker to fill it then an attempt will be made to get sort of a permanent deferment. Of course all this must be settled by the local draft boards.

From 1-A to Induction

This Article Gives You Detailed Answers to Your Questions

What happens from the moment a man is classified 1-A until he is inducted? Can the registrant get a little more time if he needs it? Just how does the whole process work?

Let us start at the point where our registrant has already been classified 1-A, and has already been ordered to report for induction. The time specified for reporting will be at least ten days after the mailing of the notice which tells the man to report. Suppose the registrant has a death in his immediate family, or falls seriously ill himself, after he receives his notice to report for induction. In cases of imperative necessity, the local board may postpone the time when a registrant reports for induction for a period not to exceed 60 days. This period may be terminated before the date of expiration if the local board decides to do so.

It should be understood that the local board will be very hesitant in granting such extensions, and will do so only when an emergency arises which is beyond the control of the registrant.

If You Want to Volunteer

Suppose, however, that before he gets his notice to report for induction, our registrant decides

to volunteer. He goes to his local board to signify his intention, and, if he is under 21 years of age, brings with him the consent of his parents or guardian in writing. Had he been deferred for dependency instead of being classified in 1-A, he would also have had to bring waivers of dependency from all his dependents over 18 years of age. Had our registrant not been classified when he decided to volunteer, the local board would have sent him his questionnaire immediately, and would have classified him at once. The draft board doesn't ordinarily let a man volunteer who, upon the basis of his questionnaire, is put in a deferred classification. However, some of the services do take on men as volunteers without regard to the draft board.

Arriving for Induction

When our typical registrant arrives at his local board at the time set for his induction, he will find other inductees who are going to accompany him to the induction station at Governors Island. First, the local board calls the roll of selected men. Then, after having considered each man's age, experience, character and personality, the local board designates one to be the leader and one or more to be assistant leaders of the group. To the leader, the local board turns over the transportation tickets and the records for the induction station. It is his job to

look after these and to see that the men get there. To that end, the inductees are specifically ordered to obey the leader and assistant leaders, their first taste of Army discipline.

1-C or 4-F

At the induction station, all inductees are given a thorough physical examination. Those found acceptable are inducted into the Army when they take the oath of allegiance. Those who are not acceptable, are told so, and the report of their physical examination is returned to their local boards, so that they can be reclassified. Those found acceptable are classified in 1-C. Those found not acceptable are classified in 4-F, as being physically, mentally or otherwise disqualified for any kind of military service. Formerly, those with minor physical defects were placed in 1-B as qualified for limited military service, but that class has been done away with and all those who are now in 1-B are to be reclassified, either in 1-A or in 4-F.

Furlough

When our typical registrant finds himself at the induction station, he can apply for a fourteen-day furlough to take place directly after induction, if he needs that extra time, when he is certain he is going off to camp, to wind up his civilian affairs. This system has been set up so that no registrant will be compelled to give up his job or sell his business unless he knows that he has passed his physical examination. While fourteen days is the normal period of the furlough, it may be extended or shortened 1 or 2 days, in order to avoid travel on Sunday or a holiday. Therefore, it would be well for our typical registrant to check with his local board several days before his furlough is up, if he has not received his notice to report for the trip to the Reception Center. When he takes the oath of allegiance, he becomes a member of the Armed Forces and is placed in the Enlisted Reserves until he is called for active duty at the end of his furlough. As a soldier of the Army of the United States, he is responsible to the Army.

No Restrictions

While he is on leave during this
(Continued on Page Sixteen)

Deferments for Students

They Fall Into Two Groups—Occupational and Reserve

What about the student and the draft?

When will the student be called up? Which students are granted deferments?

First, the law itself exempts medical students and divinity students. But in addition, regulations have been built up over the past year making provisions for the deferments of students in many additional categories.

Two Categories

There are two categories for deferments to college students:

1. Occupational deferments.
2. Reserve deferments.

In the first case, a student must be studying in one of the "critical" occupations necessary to the war effort. You won't be deferred if you're studying to be a lawyer or an English teacher, no matter how brilliant a student you are. Here is the list of fields for which you may be deferred:

- Chemists.
- Aeronautical Engineers.
- Automotive Engineers.
- Chemical Engineers.
- Civil Engineers.
- Electrical Engineers.
- Heating, Ventilating, Refrigerating, and Air Conditioning Engineers.
- Marine Engineers.
- Mechanical Engineers.
- Mining and Metallurgical Engineers.
- Mineral Technologists.
- Radio Engineers.

Safety Engineers.

Transportation Engineers—Air, Highway, Railroad, Water Geophysicists.

Meteorologists.

Naval Architects.

Physicists, including Astronomers.

The kind of people the government wants must have as full training as possible. The government wants scientists who can do the kind of things that will further the war effort.

But in addition to this list, there's another, smaller list, which will bring deferment usually to those living outside the New York area; in New York City, however, it's a toss-up. Most students will probably not be deferred. Individual cases, where the student has a brilliant record and his college thinks he should be permitted to continue, may be deferred. Here's this secondary list:

- Accountants.
- Economists.
- Industrial Managers.
- Mathematicians.
- Personnel Administrators.
- Psychologists.
- Statisticians.

The Limitations

No student will be deferred for occupational reasons in his freshman or sophomore year. Selective service officials told The LEADER they feel that only the time a man is a junior is it definite where he is going, and even so, he can be deferred only if "he gives promise of the successful completion of his course of study and the acquiring of the necessary degree of training, qualification, or skill."

A post-graduate student who is undertaking further studies in the fields listed above may be granted deferment, but only if he is doing "graduate assistant" work while taking his advanced degree.

Naval Reserve

The second class of deferments comes to those students who, while pursuing their courses of study, sign up in one of the reserve plans made available by the Army and Navy.

Let us look first at the Navy's V-1, V-5, and V-7 plans. V-1 is a

plan through which college freshmen and sophomores, and even high school graduates planning to go to college, sign up in the Naval Reserve and continue their studies until the end of the sophomore year. Men signed up in the Naval Reserve are no longer subject to the draft. At the end of the sophomore year, they enter either V-5, which is Navy Aviation, or V-7, which prepares one for deck or engineering duties. In some cases, a V-7 candidate may remain and finish his entire college course before being called to active duty. They receive Ensign commissions.

A number of colleges have units of the Naval ROTC, and students joining these units may be permitted to complete their college course, after which they will be given active duty as Ensigns. However, they must be prepared for active duty at the end of their second year if conditions demand.

Army Reserve

The Army has three reserve plans which will keep the student in college until the end of the present academic year, or in some cases for the entire four years of college. These plans are:

- a. Enlisted Reserve Corps—For men who will stay in college and acquire special knowledge which is of importance to the Army.
- b. Reserve Officers Training Corps—Training in military science and tactics as part of the college education, leading to a commission in the Officers' Reserve Corps of the Army.
- c. Army Air Forces Cadet Program—Here men are accepted for enlistment who do not expect to continue their education beyond the present year.

All colleges now have full details on these various plans which are available to students.

Another plan of deferment, previously described in The LEADER, is Signal Corps training. In this case, the student enters a school giving special radio courses approved by the Signal Corps, and remains in the Reserve until he finishes the course, lasting up to eight months, after which he goes into the Signal Corps as a private.

In forthcoming issues, these reserve plans will be discussed in detail.

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Examination Requirements

State Tests

The following examinations will be held by the New York State Department of Civil Service on November 21. The applications for these tests are not available yet. As soon as applications are available the date will be published in The LEADER.

Final date for filing applications will be NOV. 6 for written tests, NOV 20 for unwritten exams.

The requirements for the Nov. 21 tests are printed below.

Assistant District Health Officer

Department of Health

Usual salary range \$4,000 to \$5,000. Application fee \$3. Appointment expected at the minimum but may be made at less than \$4,000.

Minimum Qualifications: Candidates must be graduates of an approved medical school and must be licensed to practice medicine in New York State. In addition, they must meet the requirements of one of the following groups: Either (a) four years of satisfactory full-time experience in a responsible public health position within the last six years immediately preceding the announced date of this examination; or (b) six months of satisfactory full-time experience as epidemiologist-in-training; or in another full-time acceptable public health position within the last three years immediately preceding the announced date of this examination, and satisfactory completion of a postgraduate course in public health approved by the Public Health Council of one academic year in residence. Candidates must have a general knowledge of public health work and a general knowledge of public health administration, including the investigation and control of communicable disease.

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

Canal Maintenance Foreman

Div. of Canals and Waterways
Dept. of Public Works

Usual salary range \$1,800 to \$2,300. Application fee \$1. Appointment expected at the minimum but may be made at less than \$1,800.

Minimum Qualifications: Candidates must have had three full seasons on engineering construction or maintenance work within the last ten years, of which one season must have been as a foreman. Candidates should have a knowledge of general construction work, concrete form work and the mixing and placing of concrete. Candidates must be physically strong and active and capable of withstanding rigorous climatic conditions.

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

Associate Research Neuropathologist

Dept. of Mental Hygiene

Usual salary range \$5,200 to \$6,450. Application fee \$5. Appointment expected at the New York Psychiatric Institute and Hospital at \$3,370 without maintenance. This examination is open to residents and non-residents of New York State but preference in certification will be given to legal residents of New York State. This position offers unusual opportunity for research because of the numerous projects undertaken at the Institute, some of which are supported by private funds. The incumbent may also become affiliated with the faculty of Columbia University in a teaching capacity and receive remuneration for such service from the university.

Minimum Qualifications: Candidates must meet the requirements of one of the following groups: Either (a) five years of satisfactory progressive research experience relating to the problems of employed women and minors in regard to working conditions, wages, etc.; or (b) four years of satisfactory progressive research experience relating to the problems of employed women and minors in regard to working conditions, wages, hours, etc.; or (c) a satisfactory equivalent combination of the foregoing training and experience. Certain educational requirements must be met.

Subjects of Examination: Written examination on the duties of the position, relative weight 4; training and experience, relative weight 6.

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Minimum Qualifications: Candidates must meet the requirements of one of the following groups: Either (a) three years of satisfactory experience in neuropathology, and in addition, one year of clinical experience in neuropsychiatry and graduation with an M.D. degree from a recognized medical school; or (b) a satisfactory equivalent combination of the foregoing training and experience. Candidates must have a reading knowledge of French and German, and a knowledge of Italian is desirable. They must have demonstrated ability to conduct research in neuropathology. Clinical and pathological experience with feeble-mindedness is desirable, as well as a working knowledge of biochemistry.

Subjects of Examination: Written examination on the duties of the position, relative weight 6; training and experience, relative weight 5.

Assistant Research Psychiatrist

New York State
Psychiatric Institute and Hospital,
Dept. of Mental Hygiene

Usual salary range \$3,120 to \$3,870. Application fee \$3. Appointment expected at the minimum but may be made at less than \$3,120.

Minimum Qualifications: Candidates must be graduates of a recognized medical school and must be licensed to practice medicine in New York State. In addition, they must meet the requirements of one of the following groups: Either (a) one year of satisfactory experience as an interne in a general hospital, and three years of satisfactory experience in psychiatry either as a member of the medical staff of a psychiatric hospital or institution for mental defectives or epileptics of not less than fifty beds, or in a psychiatric division of a general hospital having in such division not less than fifty beds or in private practice, of which one year in the aggregate must have been in research in psychiatry; or (b) a satisfactory equivalent combination of the foregoing types of experience. Candidate must have knowledge of clinical psychiatry and of research techniques in the fields of psychiatry; teaching ability; ability to cooperate with other research workers, and to integrate this work with the general research program of the Institute.

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

Chief

Bureau of Research for Women
in Industry, Div. of Women in
Industry and Minimum Wage,
Dept. of Labor

Usual salary range \$3,500 to \$4,375. Application fee \$3. Appointment expected at the minimum but may be made at less than \$3,500.

Minimum Qualifications: Candidates must meet the requirements of one of the following groups: Either (a) five years of satisfactory progressive research experience relating to the problems of employed women and minors in regard to working conditions, wages, etc.; or (b) four years of satisfactory progressive research experience relating to the problems of employed women and minors in regard to working conditions, wages, hours, etc.; or (c) a satisfactory equivalent combination of the foregoing training and experience. Certain educational requirements must be met.

Subjects of Examination: Written examination on the duties of the position, relative weight 4; training and experience, relative weight 6.

Director of Higher Education

State Education Department

Usual salary range \$5,200 to \$4,450. Application fee \$5. Appointment expected at the minimum but may be made at less than \$5,200. This examination is open to residents and non-residents of New York State.

Minimum Qualifications: Candidates must be graduates of a recog-

nized college or university from a four-year course for which a bachelor's degree is granted, and in addition, must meet the requirements of one of the following groups: Either (a) a Ph.D. degree from a recognized university, and five years of satisfactory experience in an institution of higher education, including or supplemented by three years of administrative experience in the field of higher education in New York State; or (b) a Ph.D. degree from a recognized university, seven years of satisfactory experience in an institution of higher education, other than in New York State, including or supplemented by four years of administrative experience in the field of higher education which may have been outside of New York State; or (c) a master's degree from a recognized university, and seven years of satisfactory experience in an institution of higher education, including or supplemented by four years of administrative experience in the field of higher education in New York State; or (d) a satisfactory equivalent combination of the foregoing training and experience.

Subjects of Examination: Written examination on the duties of the position, relative weight 3; training and experience, relative weight 7.

Labor Relations Examiner

Labor Relations Board,
Dept. of Labor

Usual salary range \$2,760 to \$3,360. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,760.

Duties

Under general supervision, to investigate charges of unfair labor practices and questions concerning the representation of employees for the purpose of collective bargaining; to arrange and conduct conferences between the parties in disputes arising between employers and unions, involving charges and questions of representation; where possible, to secure compliance with the law without necessity of formal hearing through adjustment between the parties at these informal conferences; to assist in arranging and supervising the conduct of elections; and to do related work as required.

Examples: Interviewing officials of industry and labor organizations, and individual complainants in regard to issues in dispute; conveying suggestions and bases for settlement to the parties at joint conferences; assisting in the settlement of disputes; making recommendations to the Labor Relations Board as to the disposition of cases; answering inquiries; giving information to employers, employees, representatives of labor organizations, attorneys, and other persons.

Minimum Qualifications: Either (a) six years of satisfactory full-time paid experience as an investigator, whose major function has been to investigate labor conditions and to adjust labor controversies; or (b) four years of experience as described under (a), and graduation from a recognized college, university, or law school from a four-year course for which a bachelor's degree is granted; or (c) a satisfactory equivalent combination of the foregoing training and experience. Candidates must have a thorough knowledge of labor problems, industrial and commercial activities, competitive and other conditions in various industries; of the New York State Relations Act of the rules, regulations, and decisions of the New York Labor Relations Board, the National Labor Relations Board, and related court decisions. They must be familiar with the typical organization and constitutional provisions of labor organizations, with their methods of organization, and with their policies and practices (particularly with regard to the settlement of jurisdictional disputes). They must possess the ability to meet and deal effectively with people; to secure confidence and cooperation of both employers and employees and to avoid antagonisms; integrity; initiative; good judgment; good address; pleasing personality; resourcefulness; tact.

Subjects of Examination: Written examination on the duties of the position, relative weight 6; training and experience, relative weight 4.

Medical Social Worker

Dept. of Health

Usual salary range \$1,800 to \$2,300 without maintenance, or \$1,500 to \$2,050 with maintenance. Application fee \$1. Appointment may be made from this list to the position of Social Investigator, Department of Health. At present a vacancy exists at the Homer Folks Tuberculosis Hospital at \$1,500 with maintenance. If eligible, candidates may compete also in No. 4213, Senior Medical Social Worker. A separate application and fee must be filed for each.

Minimum Qualifications: Either (a) five years of satisfactory full-time experience in social case work with a social agency adhering to acceptable standards, or which one year must have been in supervised medical social work; or (b) graduation from a recognized college or university from a four-year course for which a bachelor's degree is granted, with courses in sociology, psychology, and allied social sciences, and either (1) one year of graduate study in an approved school of social work with the em-

phasis of academic and field work in medical social work, or (2) one year of satisfactory full-time paid experience in medical social work with a social agency adhering to acceptable medical social work standards; or (b) a satisfactory equivalent combination of the foregoing training and experience. Candidates must have a knowledge of social institutions; of the field, aims, and procedure of public and private social agencies; of case work technique, especially as it applies to medical social problems; of the nature and causes of social maladjustments; of the laws of New York State relating to public welfare and relief. Transcripts of college and postgraduate work required.

Subjects of Examination: Written examination on the duties of the position, relative weight 4; training and experience, relative weight 6.

Motor Equipment Maintenance Supervisor

Division of Highways,
Department of Public Works

Usual salary range \$2,400 to \$3,000. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,400.

Minimum Qualifications: Either (a) seven years of full-time paid experience in the maintenance and repair of heavy automotive vehicles and highway construction and maintenance equipment, of which three years must have involved supervisory responsibility such as

foreman, leading man, or supervisor; or (b) seven years of full-time paid experience, including a comprehensive apprenticeship, as a mechanic, machinist, or welder, of which three years must have been in the repair and maintenance of heavy duty equipment, such as automotive trucks, buses, and highway construction and maintenance equipment; or (c) a satisfactory combination of the foregoing training and experience. Candidates must have a thorough knowledge of internal combustion engines, applied mechanics and their application to the above-described equipment. Candidates should be familiar with machine shop practice, electric and gas welding, blacksmith and hand forging work; have ability to lay out work for others and get them to work together; initiative; resourcefulness; good judgment.

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

Museum Technical Asst. (Taxidermy)

State Education Department

Usual salary range \$1,650 to \$2,150. Application fee \$1. Appointment expected at the minimum but may be made at less than \$1,650. One appointment expected.

Minimum Qualifications: Either (Continued on Page Twelve)

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State Tests

(Continued from Page Eleven)
 (a) four years of satisfactory experience in technical work in a large natural history museum, and graduation from a standard senior high school, preferably supplemented by college training, including courses in the natural sciences; or
 (b) a satisfactory equivalent combination of the foregoing training and experience in allied museum preparation work. Candidates must have a good working knowledge of the natural sciences, and skill in technical museum work in taxidermy and related work; resourcefulness; good judgment; cooperativeness.

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

Orthopedic Public Health Nurse
Div. of Public Health Nursing, Dept. of Health
 Usual salary range \$1,800 to \$2,300. Application fee \$1. Appointment expected at the minimum but may be made at less than \$1,800. This examination is open to residents and non-residents of New York State.

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

Public Health Nurse
County Service, wherever vacancies occur
 Salary varies, usually from \$1,500 to \$1,800. Application fee \$1. The eligible list resulting from this examination will be used in counties for which the list resulting from the last examination has been exhausted. At the present time, the list has been exhausted for the following counties in which vacancies exist: Alleghany, Cattaraugus, Greene, Herkimer, Niagara, Rensselaer, Steuben, Ulster, Washington. The new list will be used for the remaining counties when the existing list becomes exhausted for those counties.

Subjects of Examination: Written examination on the duties of the position, relative weight 4; training and experience, relative weight 6.

Supervising Nurse (Operating Room)
Department of Health
 Usual salary range \$2,000 to \$2,500. Application fee \$1. At present, a vacancy exists at the New York State Reconstruction Home at \$1,200 and maintenance.

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

Sr. Med. Social Worker
Dept. of Social Welfare
 Usual salary range \$2,750 to \$3,360. Application fee \$2. Appointment expected at the minimum but may be made at less than \$2,750. If eligible, candidates may compete also in No. 4208 Medical Social Worker. A separate application and fee must be filed for each.

Minimum Qualifications: Either (a) graduates from a recognized college or university from a four-year course for which a bachelor's degree is granted, and six years of recent satisfactory full-time paid experience in social case work in a public or private social agency adhering to acceptable standards, of which two years must have been in medical social work in a recognized hospital or clinic; or (b) college graduation as described under (a), supplemented by graduation from a two-year course in an approved school of social work with the emphasis of academic and field work in medical social work, and three years of experience in social case work as described under (a), of which one year must have been in medical social work in a recognized hospital or clinic; or (c) a satisfactory equivalent combination of the foregoing experience and training of equal or greater value. Candidates must have a knowledge of modern case work technique, especially as it applies to medical social work; thorough understanding of medical social prob-

lems; familiarity with the field, aims, and procedure of public and private social agencies with particular reference to medical social work; demonstrated ability to work with people; initiative; resourcefulness; judgment; good address. Transcripts of college and post-graduate work required.

Subjects of Examination: Written examination on the duties of the position; relative weight 4; training and experience, relative weight 6.

Applications may be held to November 20.

Foreman
Blister Rust Control, Bureau of Forest Pest Control, Conservation Departments
 Usual salary range \$4 to \$6.24 a day. Application fee 50 cents. Several appointments expected.

Minimum Qualifications: Candidates must have had three seasons (since April 1, 1931) of satisfactory experience in blister rust control work. Candidates must be familiar with the life history of white pine blister rust, and with the characteristics of the different tribes in New York State. Candidates must be physically able to perform the duties of the position, and should be able to interpret field maps and prepare legible reports.

Note: For the purposes of this examination, five months of full-time experience is equivalent to one season.

Institution Teacher (Child Care)
Dept. of Correction
 Usual salary range \$1,800 to \$2,300. Application fee \$1. Appointment expected at the minimum but may be made at less than \$1,800. One appointment expected at Westfield State Farm at \$1,250 and maintenance.

Minimum Qualifications: Candidates must be graduates of an accredited school of nursing; and must be licensed to practice as registered professional nurses in New York State or be eligible to enter the examination for such license. In addition, they must have completed thirty credit hours of work in professional courses required for certification as School Nurse Teacher, and be certified as a School Nurse Teacher or eligible for such certification. Candidates must have a knowledge of nursing techniques and procedures involved in the care of infants and young children; ability to teach and demonstrate procedures; ability to work with adolescent girls and interest in their development. In rating training and experience, credit will be given for successful completion at a recognized institution of courses in educational methods, penology, psychology, and other appropriate subjects beyond the minimum requirements and for breadth of experience, especially teaching experience.

Written Examination application forms may not be issued after November 5, 1942, and to be accepted should be delivered personally or bear a postmark not later than November 6, 1942.

Unwritten Examination application forms may not be issued after November 19 and to be accepted should be delivered personally or bear a postmark not later than November 20, 1942.

WAACS and WAVES Are Protected
 ALBANY. — Attorney General Bennett in an official ruling this week held that women who go from civil service jobs into the WAVES are entitled to all the protection and security in their positions accorded to civilian employees who enter other armed services. He previously had ruled that members of the WAACS were entitled to the same consideration.

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SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOLS
ACADEMIC & COMMERCIAL—COLLEGE PREPARATORY
Boro Hall Academy—DeKalb and Flatbush Ext., Brooklyn—Regents Accredited—MAIN 4-8558.
Eron School—853 E'way (Cor. 14)—Day, Eve., Regents Accredited—ALgonquin 4-4882.

ACCOUNTING MACHINES
Accounting Machines Institute—221 W. 57th St.—Day and Evening Classes. IBM Accounting Machines, Tabulators, Sorters and Key Punches—Circle 5-6425.

AERO COMMUNICATIONS
Melville Aeronautical Radio School—45 W. 45th St.—BRyant 9-8876. Open to 10 P. M.

AIR CONDITIONING
N. Y. Tech—108 5th Ave.—Welding, drafting, refrigeration, heating, radio CHelsea 2-6330.

AIRCRAFT WELDING
Citizens Prep Center—9 W. 61st St.—State Licensed—Day & Evening Short Course—Easy terms.—Circle 6-4970.

AUTO DRIVING INSTRUCTION
Bill's Auto Driving School—171 Worth St (opp. State Bldg.)—Worth 2-6990
Petker Auto Driving School, 1407 Mermaid Ave., Brooklyn (Coney Island), ESplanade 2-3287.

AVIATION PRODUCTION MECHANIC
Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—State Licensed. STuyvesant 9-6900.

BANK EXAMINER
N. Y. School of Banking—World Bldg., 63 Park Row—Intensive review course. Wed.-Fri. 7-9 P.M. Also home study material. REctor 2-4371.

BENCH ASSEMBLY—AVIATION
Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—100 hr. Course—STuyvesant 9-6900.

BUSINESS MACHINES
Delehanty Institute—11 E. 16th St.—Day and Evening Classes—Card Punch, Comptometry—STuyvesant 9-6900.
Brooklyn Business Machine School—7 Lafayette Ave.—Comptometry, Billing, Bookkeeping Typing—Day and Evening—ST. 3-7660.
Combination Business School, Civil Service Preparation, 139 W. 125th St. UNIVERSITY 4-3170.

CARD PUNCH OPERATOR
Delehanty Institute—11 E. 16th St.—Day and Eve. Classes—STuyvesant 9-6900
Accounting Machine Institute—221 W. 57th St.—Day and Evening Classes. IBM Accounting Machines, Tabulators, Sorters, and Key Punches—Circle 5-6425.

CIVIL SERVICE
Delehanty Institute—115 E. 15th St.—City, State and Federal Examinations. Day and Evening Classes—STuyvesant 9-6900.

DRAFTING
Delehanty Institute—11 E. 16th St.—Complete 500-hr. Course—Day or Eve. STuyvesant 9-6900.
New York Drafting Institute—276 W. 43d St.—Day and Evening Classes. Wisconsin 7-0366.
Manhattan Technical Institute—1823 Broadway (59th)—Day and Evening Classes—Circle 5-7857.
Hondell Institute—230 W. 41st St.—Day & Evening Classes—Wisconsin 7-2086.

FINGERPRINTING
Delehanty Institute—11 E. 16th St.—Course—Day or Eve.—Class now forming
New York School of Fingerprints—22-25 E. 8th St.—Introductory course for fingerprint expert. GRamercy 7-1263.
The Faurot Finger Print School—240 Madison Ave.—Evening Classes—ASHland 4-5346.

LANGUAGES and BUSINESS
Poza Institute, 1133 Broadway—English and Spanish Commercial Courses. CHelsea 2-5470.

LATHE OPERATION & MACHINIST
Citizens Prep Center—9 W. 61st St.—State Licensed—Day & Evening Short course—Easy terms.—Circle 6-4970.

MACHINE SHOP
Delehanty Institute—11 E. 16th St.—Day & Evening Classes—200-300 hr. Courses—STuyvesant 9-6900.
Lurz Machine School—1043 6th Ave. (near 39th St.)—Day and Evening Classes—PE. 6-0913
Practical Machinist School—109 Broad St.—Machinist school only. BO. 9-6498.

MECHANICAL DRAFTING—STRUCTURAL DESIGN
N. Y. Structural Institute—Evening Classes for Men and Women. R. A. Exam. Review. VA. 6-2364.

MEDICAL - DENTAL
Manhattan Assistants School—60 East 42d St.—3 Month Special Course—Laboratory Technique & X-Ray—Day and Evening. Cat. L—MU. 2-6231.

RADIO—TELEVISION
Radio Television Institute—480 Lexington Ave.—Laboratory Training—Day and Evening Classes—PLaza 3-4585—Dept. L.

SECRETARIAL SCHOOLS
Delehanty Institute—Day and Evening Classes. Branches in Manhattan, Jamaica, Newark—Main office, 120 W. 42d St.—STuyvesant 9-6900.
Combination Business School—Civil Service Preparation—139 W. 125th St.—UNiversity 4-3170.
Lamb's Business Training School—370 Ninth St., at 6th Ave., Brooklyn—Day and Evening Classes—Individual Instruction—SOUTH 8-4236.
Merchants and Bankers Business School—55th Year—Day and Evening—220 East 42d St.—MU. 2-0986.
Washington Business Institute, 2105 7th Ave. at 125th St.—Day and Evening. Classes, Individual Instruction. MO. 2-6686.

TABULATING MACHINE OPERATION
Accounting Machines Institute—221 W. 57th St.—Day and Evening Classes. IBM Accounting Machines, Tabulators, Sorters and Key Punches—Circle 5-6425.

X-RAY and LABORATORY TECHNICIANS
Harvey School—384 E. 149th St.—Day and Evening Classes—MO. 9-6655.

WELDING
Delehanty Institute—11 E. 16th St.—Day and Evening Classes—224-hr. Course—STuyvesant 9-6900.

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U. S. Tests

(Continued from Page Fourteen) Announcement 201 (1942) and amendment. HORIZONTAL SORTING MACHINE OPERATOR, \$1,260 Announcement 123 of 1941 and amendment. MIMEOGRAPH OPERATOR, under, \$1,260 Announcement 227 (1942). MULTILITH CAMERAMAN and PLATEMAKER, \$1,620 MULTILITH PRESS OPERATOR, \$1,440 Announcement 94 of 1941 and amendment. STENOGRAPHER, junior, \$1,440 TYPIST, junior, \$1,260 Announcement 224 (1942) and amendment. TABULATING MACHINE OPERATOR, \$1,260 and \$1,440 Announcement 223 (1942).

Engineering

See also announcements under "Aeronautical" and "Scientific" Announcement 104 under "Scientific" CHEMICAL ENGINEER, \$2,600 to \$5,600 Any specialized branch Announcement 163 of 1941 and amendment ENGINEER, \$2,600 to \$6,500 All branches of engineering except chemical and marine, and naval architecture Closing date—December 31, 1942, or before, upon public notice Announcement 173 of 1941 and amendments. ENGINEER, junior, \$2,000 All branches of engineering except aeronautical, and naval architecture and marine engineering Announcement 172 of 1941 and amendments. ENGINEER, junior, \$2,000 Options: Aeronautical, and naval architecture and marine engineering Announcement 122 of 1941 and amendment. ENGINEERING AID, \$1,440 to \$2,600 Options: Photogrammetric, Topographic Announcement 206 (1942) and amendment. INSPECTOR, Signal Corps Equipment, \$2,000 to \$3,200 Signal Corps, War Department (For field duty) Announcement 103 of 1940 and amendment. TECHNICAL ASSISTANT (Engineering), \$1,800 Announcement 177 of 1941 and amendment.

Architectural and Drafting

ARCHITECT, \$2,000 to \$3,200 Options: Design, Specifications, Estimating Announcement 222 (1942). ARCHITECT, Naval, \$2,600 to \$5,600 Navy Department; Maritime Commission Announcement 246 (1942). ENGINEERING DRAFTSMAN, \$1,440 to \$2,600 All branches of drafting Closing date—December 31, 1942, or before, upon public notice Announcement 174 of 1941 and amendments.

Marine

See also Announcements 159 and 160 under "Trades," and 122 above EXPEDITER (Marine Propelling and Outfitting Equipment), \$3,200 United States Maritime Commission Announcement 62 of 1941 and amendments. INSPECTOR, Engineering Materials, \$1,620 to \$2,600 Navy Department (For field duty) Options: Steel hulls, Mechanical, Electrical, Radio Announcement 81 of 1941 and amendment. INSPECTOR OF HULLS, assistant, \$3,200 INSPECTOR OF BOILERS, assistant, \$3,200 Bureau of Marine Inspection and Navigation, Department of Commerce Announcement 213 (1942) and amendment. INSPECTOR, Ship Construction, \$2,000 to \$2,600 Navy Department (For field duty) Options: Electrical, Mechanical, Steel or wood hulls Announcement 82 of 1941 and amendment. SHIPYARD INSPECTOR: Hull, \$2,300 to \$3,800; Hull, Outfitting, \$3,200; Machinery, \$2,300 to \$3,800; Electrical, \$2,600 to \$3,500; Joiner, \$2,600 to \$3,500 United States Maritime Commission Announcement 67 of 1941 and amendment. MARINE ENGINEER, \$2,600 to \$5,600; Navy Department, Maritime Commission; Announcement 247 (1942).

Ordnance

INSPECTOR, Naval Ordnance Materials, \$1,620 to \$2,600 (Various options) Bureau of Ordnance, Navy Dept. (For field duty) Announcement 95 Revised, 1941 and amendment. INSPECTOR, Ordnance Material, \$1,620 to \$2,600 Ordnance Department, War Department Announcement 124 of 1939 and amendments.

Miscellaneous

BINDERY OPERATIVE (Hand and Machine), 66 cents an hour Government Printing Office Announcement 230 (1942) and amendment. COAL MINE INSPECTOR, \$3,200 to \$4,600 Bureau of Mines, Department of the Interior Maximum age—55 years

Announcement 106 of 1941 and amendments.

ENGINEER, steam - electric, \$1,680 to \$2,040; Announcement 255 (1942).

DEPARTMENTAL GUARD, \$1,200 Announcement 194 (1942) and amendment.

DIETITIAN, Staff, \$1,800 Announcement 44 of 1941 and amendments.

FINGERPRINT CLASSIFIER, assistant, \$1,620 Bureau of Navigation, Navy Department Announcement 226 (1942).

INSPECTOR, Defense Production Protective Service, \$2,600 to \$5,600 War Department Announcement 180 of 1941 and amendment.

INSPECTOR, Hats, \$2,000; Miscellaneous Supplies (Hosiery and Knit Underwear), \$2,000; Textiles, \$1,620 and \$2,000; Clothing, \$1,620 and \$2,000 Quartermaster Corps, War Department Announcement 142 of 1940 and amendments.

INVESTIGATOR, \$3,200 to \$4,600 Materiel Division, Air Corps, War Department (For field duty) Announcement 171 of 1941 and amendment.

LITHOGRAPHER (Artistic or Mechanical), \$1,440 to \$2,000 Announcement 205 (1942) and amendment.

TRAINING SPECIALIST, \$2,600 to \$5,600 Options: General (Diversified techniques), General (Motion picture technique), Trade and Industrial Announcement 199 (1942) and amendment.

Radio

See also Announcement 175 under "Engineering."

COMMUNICATIONS OPERATOR, junior, \$1,620 (High-Speed Radio Equipment) Signal Service at Large, War Department Announcement 20 of 1941 and amendments.

RADIO MECHANIC-TECHNICIAN, \$1,440 to \$2,600 Announcement 134 of 1941 and amendments.

RADIO MONITORING OFFICER, \$2,600 and \$3,200 Federal Communications Commission Announcement 166 of 1941 and amendment.

RADIO OPERATOR, \$1,620 and \$1,800 Announcement 203 (1942) and amendment.

RADIOSONDE TECHNICIAN, senior, \$2,000 Announcement 128 of 1940 and amendment.

Scientific

See also Announcement 163 under "Engineering."

ASTRONOMER, junior, \$2,000 Naval Observatory, Washington, D. C. Announcement 173 of 1941 and amendment.

CHEMIST (Explosives), \$2,600 to \$5,600 Announcement 162 of 1941 and amendment.

CHEMIST, junior, \$2,000 (Open only to women) Announcement 219 (1942) and amendment.

CHEMIST, \$2,600 to \$5,600 Announcement 235 (1942).

GEOLOGIST, junior, \$2,000. Announcement 249 (1942).

INSPECTOR, Powder and Explosives, \$1,620 to \$2,600 Ordnance Department, War Department Announcement 104 of 1940 and amendments.

METALLURGIST, \$2,600 to \$5,600 Announcement 238 (1942).

METALLURGIST, junior, \$2,000 Announcement 254 (1942).

METEOROLOGIST, \$2,600 to \$5,600 Announcement 237 (1942).

METEOROLOGIST, junior, \$2,000 Announcement 127 of 1941 and amendments.

PHARMACOLOGIST, \$2,600 to \$1,600 TOXICOLOGIST, \$2,600 to \$4,600 Announcement 186 (1942) and amendment.

PHYSICIST, \$2,600 to \$5,600 Announcement 236 (1942).

PHYSICIST, junior, \$2,000 Announcement 253 (1942).

TECHNICAL AND SCIENTIFIC AID, \$1,440 to \$2,000 (Open only to women) Options: (All grades), Radio, Explosives; (Grades below \$2,000) also Chemistry, Physics, Metallurgy, Fuels Announcement 133 of 1941 and amendments.

TECHNOLOGIST, \$2,000 to \$5,600, any specialized branch Announcement 188 (1942) and amendment.

Trades

Positions exist at ordnance, naval, and Air Corps establishments. The salaries shown below vary according to the place of employment. INSTRUMENT MAKER, \$7.44 a day to \$1.24 an hour Announcement 162 of 1940 and amendment. LENS GRINDER, \$5.92 to \$8.00 a day Announcement 158 of 1940 and amendments. LOFTSMAN, \$1.04 to \$1.12 an hour. Announcement 159 of 1940 and amendment. MACHINIST, \$1,800 a year to \$1.06 an hour Announcement 161 Revised, 1941 and amendments. SHIPFITTER, \$6.81 to \$8.93 a day. Announcement 160 of 1940 and amendment. TOOLMAKER, \$7.20 a day to \$1.08 an hour. Announcement 133 Revised, 1941 and amendments.

Amusement Parade

By Joseph Burstin



Errol Flynn will be starred by Warner Bros. in "To The Last Man," a fifth columnist story which the studio has purchased from Adventure Magazine. The picture will be a Jesse L. Lasky production. Flynn is now working in "The Edge of Darkness" with Ann Sheridan. . . . Ruth Gordon has been signed by Warner for a part in "Action in the North Atlantic." She will appear as Raymond Massey's wife in the sea picture, which stars Humphrey Bogart. Lloyd Bacon directs. . . . Joan Leslie has been signed to play opposite Fred Astaire in David Hempstead's production of the intimate musical, "Look Out Below," for RKO Radio. . . . Jan Wiley, Chick Chandler and Julie Milton have been added to the cast of "Bye, Bye, Baby," the Monogram film musical now in production with Gale Storm, the Mills Brothers, Cliff Nazarro, Ted Fio Rito's orchestra and the entire N.T.G. girl show. . . . Frank Morgan and Katherine Alexander will replace Lionel Barrymore and Spring Byington in "The Human Comedy," starring Mickey Rooney.



DIANA BARRYMORE who co-stars with Robert Cummings in "Between Us Girls," now at the Capitol Theatre.

'In the Rear of the Enemy' to Have Premier At Stanley Theatre

"In the Rear of the Enemy," now Soviet film with English dialogue, will have its first American showing at the Stanley Theatre on Friday, Oct. 9, following the run of "Spring Song." The film, which deals with a Soviet ski-patrol trapped behind the enemy lines, was produced in Moscow and the English dialogue was recorded in London. This picture will be distributed under the joint auspices of Artkino Pictures and Anglo-American Films.

Paramount Opens Back Stage Bond Canteen

The New York Paramount Theatre has opened the Andrews Sisters' Dressing Room Bond Canteen. It is open daily to all patrons of the theatre who purchase war bonds of \$100 or more. The Andrews Sisters present autographed records and photographs to the bond purchasers.

For civil service information, phone the Civil Service LEADER's branch office at WALKER 5-7419. Or come in person. The address is 132 Christopher Street, half a block from the Federal building.

Movies

RADIO CITY MUSIC HALL 50th STREET and 6th AVENUE Charles Boyer • Rita Hayworth Ginger Rogers • Henry Fonda Charles Laughton • Ed. Robinson Paul Robeson • Ethel Walters 'Rochester' 'TALES OF MANHATTAN' A 20th Century-Fox Picture ON THE GREAT STAGE 'WORDS AND MUSIC'—A cavalcade of Irving Berlin melodies, produced by Leonidoff, with Rockettes, Corps de Ballet, Glee Club, Symphony Orchestra, direction of Erno Rapee. First Mezz. Seats Reserved. Cl. 6-4900

George MONTGOMERY Ann RUTHERFORD Cesar ROMERO GLENN MILLER AND HIS BAND "ORCHESTRA WIVES" A 20th Century-Fox Picture PLUS BIG ROXY 7TH AVE. STAGE SHOW 50TH ST. SALUTE OUR HEROES!! BUY WAR BONDS AT THE ROXY

NOW PLAYING ERROL FLYNN • RONALD REAGAN In Warner Bros Hit "DESPERATE JOURNEY" IN PERSON HORACE HEIDT WITH FRANKIE CARLE AND HIS MUSICAL KNIGHTS Salute in September! Buy a Bond Now. AIR CONDITIONED — STRAND — B'WAY & 47TH ST.

DINE AND DANCE

ZIMMERMAN'S HUNGARIA AMERICAN HUNGARIAN 163 W. 46th St., East of Broadway

Famous for its Food. DINNER POOL \$1. Lively Floor Show at 7:30, 10:30, 12:30. Gypsy and Dance Orchestras. Continuous Music and Dancing from 6 P.M. to Closing. No Cover. No Minimum. Air Conditioned. LO. 3-0115.

Restaurants

MAMA RITZ KOSHER Dairy and Vegetarian Restaurant Serving Civil Service Employees for 23 Years De Luxe Dinner 5 to 8 P.M.—55c Orders Delivered to Your Office 327 Broadway (Nr. Worth St.) New York City Worth 2-8272

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PLUM POINT IN THE FALL Plum Point is never more enticing than in the Fall when the sun is gentle, the keen air invigorating, and nature's colorings so delightful. Add to these an abundance of sports activities, entertainment, delicious food, favorable rates. Only 54 miles from New York. PLUM POINT ATTRACTIVE RATES FREE BOOKLET New Windsor, N. Y. Newburg 4270

Clerks, Printers, Shipworkers Called by Govt.

The United States Civil Service Commission continues to seek Inspectors of Ship Construction and Rate Clerks, and announces new examinations for Senior Bookkeeping Machine Operator and Press Assistant.

To recruit urgently needed ship inspectors, the Commission has amended Announcement 82. Under liberalized requirements, men with 4 to 6 years of appropriate electrical, mechanical, or shipbuilding experience, but without inspectional experience, may qualify for assignment to the Navy Department as Senior Inspectors, \$2,600 a year, Inspectors, \$2,300 a year, and Associate Inspectors, \$2,000 a year. No written test is given. There are no specific educational requirements, although engineering courses from recognized colleges and suitable war training courses may be substituted for part of the required experience.

Because of the continuing demand, for Freight and Passenger Rate Clerks, at \$2,300 and \$2,600 a year, the Commission is permitting applicants to substitute resident courses in transportation from traffic schools for part of

the 3-year experience requirement. Hitherto, only courses from recognized colleges were acceptable. There is no written test.

Prospects of a stepped-up Treasury tax program have caused the Civil Service Commission to re-announce an examination for Senior Bookkeeping Machine Operator, \$1,620 a year. Operators of typewriter-style bookkeeping machines who have had 1 year of suitable experience and can pass the general test may be rated eligible for numerous positions in Washington, D. C., and elsewhere. Particularly needed are Elliott Fisher flat-bed and Burroughs bookkeeping-typewriting machine operators.

Printers

Press Assistants are needed in the Government Printing Office, Washington, D. C. Interested applicants should file with the Commission's Washington Office not later than October 12. Press Assistants get 84 cents an hour, and may be promoted to cylinder pressmen when vacancies occur. There is no written test; applicants with 1 year of appropriate experience may qualify.

There is no maximum age limit for any of these positions. Except in the case of Press Assistant, applications will be received until the needs of the service have been met, and must be filed with the Washington office of the Civil

Earned \$1,799, Fired, Offered \$1,200 Job

What happens to New York City employees who are dismissed from their jobs because of budget reductions and placed on preferred lists?

The case of Anna V. McKenna, 129 Oak St., Brooklyn, is typical. On July 1, Anna McKenna, a widow with one child, was dismissed from her job as attendant in the office of the Borough President of Brooklyn because of the administration's budget slashings. Her salary at the time of dismissal—after five years of service in the Brooklyn Borough President's office—was \$1,799.99 a year, top salary for her grade.

Last week the Civil Service Commission certified the name of

Anna V. McKenna from the preferred list of attendants (female) to three city departments for employment. First certification was to the Park Department for a temporary job, not to exceed two months, as attendant at the pay rate of \$4 a day or 50 cents an hour. The second certification was to the office of the Sheriff for a permanent job as a cleaner. The salary—\$840 a year.

Just as The LEADER went to press, it was learned that Mrs. McKenna was certified to a job at least within her grade. The job for which the preferred list of attendant, female, was declared appropriate was that of a cleaner in Brooklyn College at \$1,200 a year.

Service Commission. Applications are not desired from war workers unless higher skills would be utilized in a change of position.

Full information as to requirements and application forms, may be obtained from the Secretary of

the Board of U. S. Civil Service Examiners at first and second-class post offices, or from the United States Civil Service Commission, Washington, D. C. In New York City, apply at 641 Washington Street.

Await Mayor's OK For Promotions In Sanitation

The promotion of five foremen and 18 assistant foremen in the Department of Sanitation will be made as soon as approval of the Mayor is obtained, William J. Powell, assistant to the Commissioner, informed President LaVeglia of the Assistant Foremen Eligibles Association last week. LaVeglia reported on his conversations with Powell at the meeting of the eligibles on September 22 in the Columbia Association Club, 912 Union Street.

At the meeting, which was well-attended, a vote of thanks was given Harry Bass, personnel representative of the Sanitation Department, for his efforts in obtaining increased service ratings for approximately 75 eligibles on the list. All members were requested to attend the next meeting of the organization. Date for the next meeting will be announced at the meeting which will be announced in a future issue of The LEADER.

Next week: A discussion of the U. S. legal exam held last Saturday.

From 1-A To Induction

(Continued from Page Ten)

fourteen-day furlough, our registrant is not paid, and his uniform is not issued to him until he goes to the Reception Center at the end of his furlough. There are no restrictions on the way he uses this time. He may assist his employer to train a replacement or he may make arrangements to sell his business. That is entirely up to him. This furlough is a breathing spell for those who need it, so that they can go into the army feeling that they have fulfilled their civil obligation.

What to Take With You.

Many registrants want to know what they should take with them to camp. The answer is "as little as possible." No bulky objects. No musical instruments. Preferably clothes should be wrapped in a bundle or at most, carried in a small hand bag. They should consist of a change of underwear and personal items such as shaving equipment, tooth brush, etc. An old suit should be worn, as it will have to be mailed home when uniforms are issued. He should not take anything with him when he goes to the induction station for his physical examination, unless he does not intend to request a furlough. Registrants who do not request furloughs go directly to the Reception Center from the induction station. Others take their change of clothing only when they go to the Reception Center after their furloughs.

★ HOW TO GET A RATING OR COMMISSION ★

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