

Civil Service
LEADER

How to Transfer From
One NYC Dept. to Another

see page 4

Vol. 5, No. 47 Tuesday, August 1, 1944 Price Five Cents

WAR, POST-WAR JOBS

THOUSANDS OF EMPLOYEES WILL BE NEEDED TO CARRY OUT G. I. BILL OF RIGHTS; ALSO POSITIONS FOR SKILLED OR UNSKILLED — FULL INFORMATION ON PAGES 2, 10

FINAL RULES ON WAY TO SETTLE U. S. EMPLOYEE POST-WAR CAREERS

sale cuts are made in a hurry, through pure expediency, little attention will be paid to small differences of rights between temporary workers. But in agencies where the cut comes more gradually a closer observance of the regulations will be made, and tenure, seniority, and efficiency rating, will decide whether an employee goes or stays. Where time and work-load permit, employees in reduced offices will be re-assigned to new jobs.

[Follow the LEADER regularly for additional information on post-war job prospects.]

**NEW YORK STATE
EMPLOYEE NEWS
BEGINS ON PAGE 7**

WASHINGTON—The final official regulations governing reduction of forces after the war will soon be released by the Civil Service Commission.

They are of the utmost importance to every Federal employee because they determine his future with the government service.

With the exception of one major point, it is pretty well-known what the regulations will say. It is legally established in the Starnes-Scrugham veteran preference bill that tenure, seniority, and efficiency rating will determine who goes first when the cut comes. The bill also makes it

mandatory to keep veterans.

The big issue that the Commission is sweating over is how much freedom of decision to give the agencies in cutting off temporary and war service appointees.

Army, Navy and most of the war agencies argue that the bulk

of the war appointees will go sooner or later, anyway—so why go to a lot of bother trying to enforce a bunch of complicated rules? They argue that the difference between the workers will be only a matter of two or three weeks and it isn't worth fooling around with it.

Army officials point out that when the cut comes it will be overnight and the task of tracking down and compiling each person's employment record from, maybe, more than one agency, and evaluating his efficiency rat-

ing against his co-workers, would be impossible.

On the other hand the Commission feels there will be upwards of a million war service appointees kept in the Government and allowed to compete for permanent status. It says that in the interest of keeping the best people care should be taken in reduction of force to hang on to the best men as long as possible with the chance that they might be kept permanently.

It is the expert opinion around here that in agencies where whole-

Exclusive LEADER photo by William Kennedy



GOVERNOR THOMAS E. DEWEY poses for an exclusive LEADER portrait with the winners in the Civil Service LEADER's contests to find (1) Miss Civil Service; (2) the women State employees who have done most in the war effort. The Governor last week had this photo taken in his Albany office. Those in the picture are, l. to r.: Miss Barbara T. Holdenreich, an Assistant Stenographer in the Medical Division, Department of Social Welfare, a winner in the war service contest; Mrs. Mary R. Nelson, chosen by famed illustrator Russell Patterson as the most beautiful of all Federal, State and New York City employees; Miss Janet Strube, a Librarian in the State Education Department, also a winner in the war service contest; the Governor; Mrs. Ann George, Department of Agriculture and Markets,

a winner in the war service contest; Miss Leona Hudson, grand prize winner in the war service contest, and employed as an Assistant Cancer Biologist in the State Institute for the Study of Malignant Diseases; and Brigadier General John J. Bradley (Ret.), the LEADER's military editor, who acted as judge in determining which women employees had done most on the home front. The final selections in both contests took place in New York City's old City Hall on July 12, and the presentation of awards to the winning contestants was made by Newbold Morris, President of the New York City Council. Commented Governor Dewey to General Bradley: "General, you made your selections with taste and discretion."

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Advt.

Commission Keeps An Eye On Handicapped

WASHINGTON.—The Federal Civil Service Commission is keeping an eye on the 30,000 government employees with physical handicaps. The majority of these workers have such limitations as amputations, blindness, arrested tuberculosis, organic heart disease and hearing defects.

Before a handicapped applicant is assigned to a job, the duties are carefully studied to make sure that there is no risk either to the employee or his co-workers.

The Commission recently issued rulings to govern assignment of handicapped workers to other positions.

Code Numbers

Handicapped workers will be given code numbers which will appear, but as inconspicuously as possible, on their badges. These will indicate the type of work which may be assigned.

For example here is one suggested system of notations:

- Class 1 (No hazardous machinery)
- Class 2 (No heavy lifting)
- Class 3 (Ground-level work only)
- Class 4 (Avoid dusts, fumes and skin irritations)
- Class 5 (No extensive walking or standing)
- Class 6 (Restricted to noise-free areas)

Uniform Travel Pay Plan Urged By Civil Service

WASHINGTON.—Uniform procedures for the payment of travel expenses to experts and consultants of the Federal Government will be set up, if a bill which the Civil Service Commission has sent to Congress is enacted.

At present, the Commission informed Congress, some departments have funds from which employees receive travel expenses, up to \$10 a day, or three cents a mile if travel is by privately owned automobile. In other agencies, the employee is expected to travel around at his own expense.

The bill, which has the approval of the Budget Bureau, provides that employees on a per diem "when actually employed" basis would receive travel expenses while away from their homes or place of business; also that \$1 a year men would be eligible to receive this allowance.

War Dept. Employees Ordered to Work 56-Hour Week; All Leaves Cancelled

By CHARLES SULLIVAN

WASHINGTON — More than 850,000 civilian employees of the War Department have been changed from a 48- to 54-hour week.

Army claimed it was necessary "to meet a critical situation in the Army Service Forces arising from an accumulation of unfinished work." But as soon as the announcement was made there arose a chorus of protests claiming the action was unnecessary.

Along with the increase it was ordered that no leave could be taken until further notice. This means that vacations are out, too. It is indicated, too, that if in some offices the new lengthened work-week should result in an excess of employees, those employees will be transferred to other offices.

The order affects all personnel, military and civilian, in the Headquarters, Army Service Forces, Headquarters of Administrative and Technical Services and Headquarters of the Service Commands.

The Extra Pay

The pay for the extra six hours overtime will be \$4.50 for a CAF 2 per week, \$5.04 for a CAF 3, and \$5.88 for a CAF 4 and on up for the higher grades.

Employee Groups Object

A statement by the United Federal Workers of America typifies the attitude of most of the affected employees.

"Certainly if a 54-hour week were necessary to the war effort employees would be glad to work it—would feel proud their services were needed, would willingly put in the extra hours.

"The Department has consistently failed to make full use of most of its employees. At a given time, large number of employees will not have enough work to keep them busy while others are overworked. The Department has made no attempts to conserve manpower and expedite the work by shifting employees from sections where they are not needed to places where they are.

"The entire episode is typical of arbitrary, high handed and inefficient personnel policies which have become typical of the Department in handling civilian personnel, and which keep employees demoralized and morale low."

James B. Burns, President of the American Federation of Gov-

ernment Employees, said his group wanted to do everything in their power to produce the maximum effort to win the war, but he said he doubted whether the increase in hours was necessary based on his knowledge of the work load at the War Department.

Chief Complaint

Chief complaint centered around the leave prohibitions. Thousands of persons had planned vacations and the general government policy recognized that vacations are essential to the health and efficiency of the workers.

Regarding the duration of the 54-hour week the order said, "The longer working day prescribed herein will be maintained until further notice and until such time as conditions in theaters of operations and the status of the work load in the Zone of the Interior permit a relaxation."

Exact number of affected civilian employees at Army arsenals, depots and other installations remained to be determined. There are 877,000 such employees, but not all will be affected since some are employed at installations already working three shifts and others at installations where there is no accumulated backlog of work.

The 877,000 figure includes about three-quarters of all civilian employees of the War Department.

New Efficiency Rating Plan Will Be Tested

WASHINGTON—There may be a brand new efficiency rating system established for Government employees.

Archibald MacLelsh, head of the Library of Congress, offered to let his employees be guinea pigs for testing a new system.

This proposed plan would call for giving persons either "outstanding," "satisfactory," or "unsatisfactory," grades and eliminating most of the elements of the present form.

Reasons for the change, according to Mr. MacLelsh, would be to save time in giving out ratings and insure that ratings are absolutely honest. Under the present system, he says, there is too much chance for error of judgment of the many elements, and some are even "metaphysical."

The U.S. Civil Service Commission has agreed to give careful consideration to the proposal. There is a general agreement here that the efficiency rating system now in use is not very successful.

Proposals To Increase Efficiency

A program to advance the efficiency and economy of the Federal service has been drawn up by the American Federation of Government employees. Here is the proposed platform as explained by President James B. Burns of the AFGE.

1. Government employment should be on the basis of merit.
2. The Government should set the example of equal pay for equal work.
3. Overtime pay of time-and-a-half should be granted to government workers.
4. A comprehensive health program for Federal employees should be created on the pattern suggested by the Civil Service Commission to Congress.
5. Reductions in force which follow the end of the war should be made on an "equitable" basis.
6. The post-war work-week should be reduced to 35 hours to spread employment.

Vet Preference for Peacetime GI's?

WASHINGTON — What about veterans preference for peace-time veterans?

Here's what civil service says about them.

"Those peace-time veterans who have preference in connection with their present employment retain it for reduction-in-force programs, as it is evident that it was not the intent of the Starnes-Scrugham Act to change the present status of such veterans. If, however, such leave the service, they no longer have a status and on re-entry to the service their preference status will be determined on the basis of whatever laws are in effect at the time of re-entry."

Thousands of Employees Will Be Needed To Administer G. I. Bill of Rights

WASHINGTON — Thousands of Government employees are going to be needed to handle the huge task of administering the GI bill of rights. These will be permanent jobs that will last indefinitely after the war.

The plan for the set-up of handling this job is now being blueprinted by Veterans Administration. It is known that at least half a dozen other agencies will be asked to handle part of this work.

The many different jobs to be done under the bill—loans, housing, education, financing, and rehabilitation—bring it within the field of endeavor of many other already established Government functions.

What to Expect

Although plans are still in the formative stage, it is not too early to speculate on what some of the agencies can expect.

The size of the job involved in handling National Service Life In-

surance—a fraction of the overall job—is an example of what proportions the task will assume when veterans start returning and then when the war is over. There have been more than 15,000,000 applications for policies, totaling \$115,000,000,000 face value.

The Agencies Involved

Here are some of the agencies which will handle sections of the GI bill job:

United States Employment Service is expected to turn over much of its service to placing veterans in private industry. It has already started and will get even more authority.

U.S. Office of Education will co-

operate in furnishing college educations to eligible veterans.

Department of Agriculture will probably help vets buy and start their own farms and furnish loans to do so.

Reconstruction Finance Corporation will aid in the financing of business for the returning boys.

Federal Housing Authority will get the job of financing houses under the bill.

Department of Labor has had a lot of experience in vocational training which will be valuable to Veterans Administration.

As soon as the complete plan is worked out and the jobs are available under the GI administration set-up, the Civil Service LEADER will furnish complete details of how to get one of them.

New U. S. Regulations Under Vet Preference Law

WASHINGTON—Many changes in the Federal Civil Service procedures have been put into effect since the passage of the Starnes-Schugham veteran preference Act. Basically, a measure to clarify the handling of veteran's preference, the new legislation has required a return to many practices which were dropped when the Federal civil service went under "war-service" regulations.

Here are some of the more important revised rulings which the Commission has sent to Federal agencies governing appointments under the new law:

- 1 The "rule of 3" is required by statute. The issuance of certificates and the requirements as to selection will be generally in accordance with the principles followed under Civil Service Rules.
- 2 Competition for elevator operator, guard, messenger and custodian positions is restricted to preference applicants as long as such applicants are available.
- 3 The authority heretofore given to agencies to determine that eligibles certified by the Commission are NOT QUALIFIED physically is withdrawn.
- 4 While peace-time veterans, except certain specified veterans,

are not entitled to preference under the Act, those peace-time veterans who are in the civilian service of the Federal Government on the effective date of the Act will retain any preference to which they were entitled under the preference regulations in effect prior to such date for reduction-in-force purposes so long as there is no break in service.

5 For positions in the professional and scientific services for which the base salary is more than \$3,000 per annum, the names of 10-point preference eligibles will be entered on the registers in the order of their augmented ratings; for such positions, 10-point preference eligibles will not be granted absolute preference as heretofore.

6 The Act requires that, when the tentative selection of a non-preference eligible involves the passing over of the name of a preference eligible, the appointing officer's reasons for passing over the name of the preference eligible must be submitted to the Commission, and the non-preference eligible may not be appointed or entered on duty until the appointing officer has received and considered the findings of the Commission as to the sufficiency of his reasons. The reasons of the appointing officer and the findings of the Commission must be furnished by the Commission to the preference eli-

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7 Under the new Regulation VIII former war service employees may be reappointed only within 12 months of separation from service of one month or longer under war service indefinite appointment and only to the same agency in which such service was rendered.



Sorry, lady—we only sterilize our own dishes.

Chock Full o' Nuts

Public Health A New Career For NYC Nurses

Changes in the public health nursing setup of the N. Y. C. Health Department, considered by the Municipal Civil Service Commission last week, would make that branch of the City service a "career" for registered nurses.

Previously, the City's public health nurses had less chance of advancement and lower salaries than those performing similar duties for the State. The new salary and promotional opportunities mean an additional \$300 to \$420 for public health nurses; and \$600 a year more for those in supervisory capacities.

Room For Improvement

However, some nurses feel that there is still room for improvement. There are approximately 800 nurses in the Health Department; there are only about 60 upper-bracket positions for which they can hope.

Here is the new Civil Service title and salary schedule before the Commission. It must be approved by the State Civil Service Commissioners, but their O.K. is expected:

- Public Health Nurse, \$1,500 to and including \$2,400 per annum
 - Assistant Supervising Public Health Nurse, \$2,401 to and including \$2,700 per annum
 - Supervising Public Health Nurse, \$2,701 to and including \$3,500 per annum
 - Consultant Public Health Nurse (various specialties), \$3,001 to and including \$3,500 per annum
 - Assistant Director of Public Health Nursing Service, \$3,600 to but not including \$5,000 per annum
 - Director of Public Health Nursing Service, \$5,000 per annum and over.
- and be it further
- Resolved, That all Supervising Public Health Nurses presently employed in the Department of Health shall retain the titles of Supervising Public Health Nurses even though assigned to duties of Assistant Supervising Public Health Nurses.

Subway Men Fired For Violating Regulations

Another employee of the N. Y. C. Board of Transportation was fired last week for violating the rule "with reference to employees holding outside positions." He is Dominick Nargi, a car inspector for the IND System. As the legal division of the Board explains the case, he was working for the Pullman Company and took time off from his City job to work for that company. This violation of the "Rules and Regulations" led to his dismissal.

Two other transit workers were also dismissed, but their transgression was excessive absences, without indication that they were holding two jobs. They are Thomas J. Burke, a motorman, and Paul Felder, railroad porter.

Housing Workers Assured Post-War Employment

Employees of the NYC Housing Authority don't have to worry about lack of work after the war.

The Authority has just begun proceedings to take over two tracts of land for large post-war low rent projects. One development, Marcy Houses, will be erected in Brooklyn; the Abraham Lincoln Houses will take over many blocks in Harlem.

Occupational Deferment For Postal Men

Regional Deferment Committees set up to handle draft matters for the Post Office recently received instructions and advice from the Postmaster General.

Here is some of the "dope":

1—Applications for occupational deferment will be filed for employees as they return from annual leave; for new appointees; and for employees as they reach the various age groups and classes of eligibility.

2—The Regional Deferment Committees will continue to function as long as necessary under Selective Service Regulations.

NEW TITLE FOR DPW CLERKS

Two grade 5 clerks in the New York City Department of Public Works were handed new titles last week.

The City Civil Service Commission approved changing Lillian H. Rosenblum and Frieda Lamm from Clerk to Administrative Assistant.

Borough President Against Mayor On His Anti-Two Job Campaign

By JEROME YALE

Manhattan Borough President Edgar J. Nathan, Jr., an elected official of New York City who ran for office with Fiorello LaGuardia in 1941, last week openly op-

posed the Mayor's anti-dual job drive. The Mayor had received a letter complaining that 9 employees of the Manhattan Borough Office were working on outside jobs, some driving trucks for the American Railway Express, others holding clerical jobs in hotels at night.

He promptly wrote to the Borough President asking for a full report. In his reply Mr. Nathan said that he had carefully checked the work records of those employees; that there was no indication of any excessive absences or inefficiency at their job, and that so far as he was concerned, the matter was closed. In addition, he checked with the records of the Traffic Bureau and found that there were no accidents or

traffic violations listed which could be blamed on the fatigue resulting from holding two jobs.

But there is one thing which the Borough President did not do. He did not ask these men if they were holding any outside jobs. So long as their work is satisfactory, he does not care what they do after they leave the office.

A Liberal Policy

And, for the Mayor's information, he sent him a copy of the Borough's policy with regard to employees holding outside jobs. That policy is in complete accord with court decisions, with the requests of public employee organizations, and with the LEADER'S

stand on the dual job issue.

Here is the BPM statement: "The question of the right of city employees to hold an outside job during the hours when they are not working for the city is a legal one and as to some aspects already has been decided by the courts. The policy of the Office of the President of the Borough of Manhattan is based on the Charter provisions and on their interpretation by the Courts. Outside employment is permitted during the employee's own time, provided it does not interfere with the performance of his duties for the city and does not diminish the efficiency of his work. In some titles in our office the employees are subject to call at all times, so that they can cope with emergencies such as sewer breaks, serious sidewalk encumbrances and street cave-ins. Such employees are not permitted to hold outside jobs."

Fireman 2-Job Decision Dosen't Hit Other Depts.

The Supreme Court last week upheld the right of Fire Commissioner Patrick Walsh to dismiss a fireman for holding a second full-time job, but that ruling doesn't jeopardize the rights of City employees in other departments.

H. Elliot Kaplan, executive secretary of the Civil Service Reform Association, says: "The Court made it clear that, in its opinion, the prohibition against outside employment is effective in the Fire Department because it is essential for the efficient conduct of the Fire Department. It does not apply to other municipal employees whose performance for the City is not adversely affected by their dual employment."

Appeal Will Be Taken

The ruling of Justice Felix C. Benvenga is not being accepted without a fight. An associate of Matthew Silverman, attorney for Vincent Guy Calfapietra, the dismissed fireman, said that an appeal would be taken to higher courts.

In the opinion of the attorneys, the judge's decision is based largely on out-of-State cases and on the minority opinion in the Natelson-Hodson case. They still question the right of the Fire Commissioner to prohibit holding outside jobs; and the assumption that holding an outside job interferes with the performance of Fire Department duties.

An example has been given of the fact that a fireman is free to leave the City on his days off; when he is at a movie, he is as far away from his engine house as when he is working on his own time.

Could Mitigate Penalty

While the Court did not censure Commissioner Walsh for ousting the fireman, part of the decision read: "... in view of the controversial character of the issue involved and the laudable motive ... which actuated the petitioner (Calfapietra) to accept outside employment, whether the Commissioner would be justified in mitigating the penalty imposed is a matter which rests in his discretion."

LaGuardia Thinks Up New Dual Job Wrinkle

Now that the legal right of NYC employees to hold outside jobs has been established by the Courts, Mayor LaGuardia, who doesn't seem to approve of sharing his employees with other employers, even after hours, has dug up a new wrinkle in his anti-2 jobs campaign.

Last week's LEADER told about how Sanitation employees who refused to give up their second job had their hours shunted around.

Another Dodge

Here's another dodge. This came in the form of an order from the mayoral office to "Heads of all Agencies and Bureaus."

It reads: "All requests for leaves of absence due to illness or accident must carry on the back of

the form a statement signed by the employee indicating whether he or she is working for a private employer in addition to the regular City work."

Nothing was said to indicate what would happen to the employee who said that he has an outside job, or said "Nuts" and refused to sign the back of the form.



SANITATION MAN MAKES GOOD: When he got his "greetings" he was a clerk in the NYC Sanitation Department. Now, he's First Lieutenant Henry J. Pfeiffer, Jr. He's become an expert in gunnery instruction, has written a manual on the subject. At Fort Custer, he's Executive Officer of the 5th Battalion and commands a Company, doing work usually assigned to a Captain.



S. ELLEN HENDERSON, a former medical social worker, with the NYC Department of Welfare, is shown here in her uniform as an overseas hospital worker with the American Red Cross. She is now serving in North Africa. Before coming to the Welfare Department, Miss Henderson was employed in a similar capacity at the Hospital for Joint Diseases in New York City.

Deputy Fire Chief Wins Court Battle With Chief

Fire Commissioner Patrick Walsh lost a court decision to Deputy Fire Chief Stephen Mack and the trustees of the Fire Pension Fund — of which Walsh himself is a member.

Last week, Supreme Court Justice Edward Koch ordered Chief Mack restored to sick leave at full pay while his pension mixup is straightened out.

Back in June 1943, Chief Mack, a veteran of 24 years service, applied for retirement on ¾ pay, claiming medical disability incurred in the line of duty.

The Department Medical Board said he was physically O.K., so Commissioner Walsh advised him to appeal to a special medical board examination, at which his own doctor would be present.

Mack did that, and the second

examination found him physically unfit for duty, but said the disability was not incurred in the line of duty, and ordered him retired at half pay.

Another Exam

This time, he appealed to the trustees of the Pension Fund for another special medical examination to determine whether his ailment was incurred in the line of duty. The trustees, including Commissioner Walsh, unanimously granted him this right.

Then, all of a sudden, Commissioner Walsh said that Mack

should be retired at half pay; or that he would be suspended (after Walsh had voted to give him another examination). The trustees wouldn't do this, and the Commissioner dismissed Mack from the force.

Next step will be a jury trial to determine whether he is entitled to retirement at half or ¾ pay.

NYC Promotion Tests Coming

Promotion tests in various NYC department are going through the works at the Civil Service Commission. Following are some promotion examinations which have been ordered held in the near future. Dates, when announced, will appear in The LEADER.

Clerk, grade 2, Department of Hospitals; Machinist, Department of Sanitation, Marine and Aviation, and Public Works.

Aftermath Of Tragedy

There's a pathetic story behind the death of three N. Y. C. sanitation workers in a gas-filled pit near the municipal incinerator last week.

Gaetano Musorritte was one of those to lose his life. At the time of his death he was trying to manage to keep his five small children together, since his wife was no longer at home.

His co-workers believe that a brother is caring for the children pending some permanent arrangements. And the Sanitation Welfare Fund has sent in \$100 to help out.

Promotions Made To Disputed Subway Posts

Four promotions to the disputed position of Foreman (Cars and Shops) were made in the N. Y. C. Board of Transportation last week. Conflict arises from the fact that while a promotion test was in progress, the City Civil Service Commission decided to abolish the "assistant" title and make the men foremen. Some of those who took the promotion test don't like this idea and are appealing to the State Civil Service Commission to say "No."

Meanwhile four men who were serving as temporary foremen in the IND system had their status changed.

First their temporary appointments were withdrawn. Then they were reappointed on a permanent basis at \$2,760 a year. Right after that the salaries were increased as follows:

Arthur J. Gill, James M. Powers and John R. Rowan to \$3,000; and Joseph Agoglia to \$2,880.

Bromley Opposes

At a hearing on this change, held before the State Civil Service Commission last week, Acting President Esther Bromley of the NYC Civil Service Commission, made an appearance.

"I am opposed to this theoretically," she said, but added that her 2 colleagues on the City commission were in favor of it, and requested its approval by the State.

Employee organization representatives also came before the State Commission and discussed the reclassification. The AFL, American Federation of State, County and Municipal Employees opposed it as a violation of the merit system, charging that it was an attempt to side-step the examination which should fill the positions.

The Transport Workers Union and the Civil Service Forum representatives favored the change.

However, if the State Commission gives its approval, the AFL group is prepared to step into court to force use of the examination to fill the foremen's positions.

If You're a Vet, Former Employee, See Commission!

Some New York City employees who are discharged from the armed forces neglect to appear at the offices of the Municipal Civil Service Commission within 60 days after their military discharge and that neglect endangers their rights.

The Commission has asked The LEADER to bring the following notice to the attention of men and women from the City service who are in uniform, or recently discharged:

To Permanent New York City Employees Honorably Discharged from Military Duty

All permanent City employees who have been honorably discharged from military duty as defined in section 46 of the State Military Law should appear within sixty days of their discharge at the offices of the Municipal Civil Service Commission, 299 Broadway, Manhattan, New York 7, N. Y., Information Unit, Room 708, with a copy of their discharge papers. At the time of their appearance at the Commission's offices they may determine their eligibility in promotion examinations which they have missed, and file applications. They may also make application to have their names restored to eligible lists in accordance with the New York State Military Law and the Rules and Regulations of the Civil Service Commission.

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How to Transfer from One Department to Another

By FRANCIS KELLY

If you're a New York City employee, you've probably looked around and seen other jobs in the City service which seem to offer better prospects of advancement, nicer surroundings, more pleasant work than your present spot.

It is possible to transfer from one City job to another, and last week the Municipal Civil Service Commission established the principles to govern such transfers.

How to Begin

The first step in making a change is to get the approval of the head of the agency to which

you wish to transfer, and an O.K. from the office you want to leave.

Then such changes must meet with the approval of the Civil Service Commission. The rule on this matter reads: "A person may, with the approval of the Commission, be transferred from one

position to a similar position in the same class and grade, where the examinations for both are equivalent."

What "Equivalent" Means

The first thing the Commission did was to explain the meaning of the term "equivalent." The commissioners agreed that it would be unfair to ask for identical examinations in order to permit transfers.

What should be the basis of decisions, the commissioners felt,

is: "Can we say that the candidate who qualified for position 'A' is on that basis substantially qualified to perform the duties of position 'B'?"

"Technical differences of details," said the Commission, "should be disregarded."

Under this liberal interpretation, if the duties and requirements of the job to which you would like a transfer are similar to those you now perform, then the Commission should O.K. the change.

But remember, that it has to start with the second agency asking for you, and your employing officer agreeing to let you go. These O.K.'s may not be easy to obtain. Interdepartment transfers do not require statements of availability or releases from the War Manpower Commission.

Park Employees Start Drive for Permanent Raise

Employees of the NYC Parks Department are doing their bit to assure passage of the Council resolution sponsored by Councilman Louis Cohen to put the cost-of-living bonus on a permanent basis.

The Greater New York Parks Employees Association is starting a mail barrage in favor of the idea. They're writing members of the Board of Estimate urging favorable consideration of the bill.

NYC ELEVATOR EXAM IS CANCELLED

Many New York City employees had been looking forward to a City-wide promotion examination to elevator operator which had been ordered by the Municipal Civil Service Commission.

But last week, the commission announced that the test had been cancelled.

NYC Departments Try in Many Ways To Solve the Service Rating Puzzle

The current survey of service ratings in the various New York City departments is of interest to every municipal employee. One fact which has come into the fore is that there no uniformity in the manner of handling the employee's work-record in the different agencies.

One weakness of the annual rating plan is that the supervisor may forget the employee's good performances during the past year.

Sanitation Heroes Win Medals For Valor

Nine medals and 90 commendations will be awarded to employees of the N. Y. C. Department of Sanitation who have distinguished themselves during the past year. Formal presentation will take place at public ceremonies during the last week in August.

These are the Sanitation workers who have been selected for the honors:

MEDAL WINNERS
 District 43 Brooklyn
 MICHAEL LISA, Sanitation Man C
 BERNARD BARONE, Sanitation Man C
 On February 4, 1944, while on duty, Michael Lisa and Bernard Barone witnessed two men boating and robbing a citizen. These employees, at great personal risk, gave chase to the criminals. Despite the brandished firearms, these Sanitation men cornered the gunmen and held them at bay until the arrival of police.

District 39, Brooklyn
 WILLIAM V. SARBELLO, Sanitation Man B
 FRANK J. BROWN, Sanitation Man B
 LORENZO LESTO, Sanitation Man B
 On October 18 1943, while on duty at 80th Street and Bay Parkway, William V. Sarbello, Frank J. Brown and Lorenzo Lesto witnessed a huge truck containing hot asphalt collide with fire department apparatus responding to a call. The truck was turned on its side and several of the firemen were catapulted into the mass of molten asphalt. These Sanitation employees plunged into the hot pitch, without regard to personal risk, extricated the firemen and consequently suffered severe burns.

District 39, Brooklyn
 *ATTILIO PIERI, Sanitation Man B
 *MICHAEL GALLAGHER, Licensed Fireman
 MARTIN J. NORTON, Licensed Fireman
 GENNARO DITRINCO, Sanitation Man B
 On July 23, 1944, while working in the Incinerator, these employees witnessed Gaetano Musorritola collapse in the bottom of a gas-filled pit. Attilio Pieri, Michael Gallagher, Martin J. Norton and Gennaro Ditrinco clambered down into the poisonous, gas-filled pit to rescue their fellow-employee. Norton and Ditrinco were overcome in the attempted rescue and Pieri and Gallagher gave their lives.

*Medals to be awarded posthumously.
COMMENDATIONS
 After consideration by the Merit Board, the following employees of the Department were awarded commendations for outstanding service to the Department or the public during the year ending July 1, 1944:

Manhattan
 Peter Balzarini
 Jerry Barone
 John Bauer
 Raffaele A. Bilotto
 August Catusco
 William J. Cavallo
 Jack I. Class
 Giacomo Cocozziello
 Richard P. Cosgrove
 Savino Damico
 John D'Ateno
 Raffaele DiMaggio
 Donato J. Feorino
 A. J. Francavilla
 Farrell Gilroy
 Charles F. Grispio
 Francis Grottole
 Frank Haas
 Benn Kantor
 William H. McAlpin
 Francis W. McGuire
 Solomon I. Nelson
 Emmanuelle S. Rose
 Joseph O'Donnell
 Samuel Posner
 St. Elmo Reeves
 Salvatore M. Romano
 Joe. A. Rotondaro
 Frank Salerno
 Meyer Scher
 John J. Schiavone
 *Louis H. Siebert
 Vincenzo Ursini
 Angelo Vaccaro

Brooklyn
 Robert E. Beblo
 James Buro
 David W. Callahan
 Gennaro Cervo
 Domenico Citera
 William N. Conrad
 Michael DePasquale
 Gioacchino DeVito
 Joseph DiTommaso
 Pasquale Esposito
 Salvatore J. Esposito
 *This employee has two commendations.

Welfare Employees Don't Like

In the Department of Welfare, there is general dissatisfaction with the service rating policies. The following report from a social investigator (who requested that his name be withheld) appears to be typical of employee feeling about service rating evaluations in that department.

"Among staff members, it is felt that the evaluation should merely indicate whether a worker is "satisfactory" or "unsatisfactory" and necessary documentation submit-

ted in case of the latter rating. This would eliminate many of the abuses.

"Let me give point to the above statement by telling what happened to a worker. The other day he was called over for a conference by his high-minded supervisor who began dishing out the usual hokum about his assets and liabilities. He had learned not to argue with her and since she made him out to be an excellent worker he took it all quietly. She told him that he was interested in his job (how wonderful!), that he cooperated, that he dictated on his cases and visited his families; in short, he did a satisfactory job. Suddenly, as he was about to sign the Rating Form he discovered that he has been marked "unreliable," because of an excessive number of latenesses. On appealing to her to check some other item to counterbalance this unfavorable rating (nothing on the Rating Form would ever indicate to a reader that a supervisor thought him to be good) he only became more angry. She told him that this was a limitation of the agency and there was nothing that could be done about it. I'd like to ask what kind of double-talk is this professional argot? He is a good worker but he isn't reliable. Figure that out! Naturally, my friend feels bad about it; but what disturbs him, and others, most is the lack of concern in their problems by people who have presumably dedicated themselves to the noble profession of social service."

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They Come in WAVES

Many New York City employees have been wondering about the WAVES they've seen riding up and down the elevators in the municipal building on Park Row.

Veterans May Be Re-employed Within 1 Year

The U. S. Civil Service Commission last week notified Federal agencies that returning veterans who are carried in a leave-without-pay or furlough status may be re-employed within one year of their honorable discharge from the armed forces, without prior approval of the Commission.

The regulations provide that such veterans may also be considered for transfer to another Federal agency within one year of their discharge. If the veteran has a classified civil-service status, his transfer may be effected, at the request of the agency desiring to employ him, as a permanent transfer under the civil-service rules.

These are the men involved in the change: Joseph Evans, Charles Rindone, Epifano Sineno, Jack Kubert, Guy J. Cuomo, Robert Bozomo, Henry Booker, Charles A. DeMartino, Jeremiah Claps, Frank Sinapi, and Martin M. Rosen.

Two-Platoon Setup Covers Half Fire Dept.

Fifty percent of New York City's firemen can relax for the moment. The two-platoon, 84-hour week is now in effect for half the Department.

That's all for the present, is the word from Fire headquarters, but any time that the Fire Commissioner thinks conditions warrant it, he can extend the longer work-week to other divisions.

Welfare Attendants Become Patrolmen

Eleven attendants in the NYC Department of Welfare were made special patrolmen by the Civil Service Commission last week.

In asking this change, acting Commissioner Harry W. Marsh pointed out that other City departments have made such appointments from the list for attendant.

He also said that there were no other lists from which the department could meet its need for special patrolmen and that the employees would benefit. Now the top salary which they can reach as attendants is \$1,800. As special patrolmen they can go up to \$2,100.

However, as attendants they could qualify for promotional examinations in the clerical field. As patrolmen, their advancement is pretty limited.

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If You're on a NYC Eligible List, The Following Table Is for You

If you are on one of the larger New York City eligible lists, the following table, compiled by the NYC Civil Service Commission, shows what's happening. If your particular list isn't included, you can find out where you stand by checking at the Certification Bureau of the Commission, 6th floor, 299 Broadway.

Title of List	Last Name Certified	Last Name Appointed
CLEANER (MEN)		
For permanent appointment at \$1,320...	Exhausted	Exhausted
For temporary appointment	Exhausted	Exhausted
CLEANER (WOMEN)		
For permanent appointment	333	301
For temporary appointment	Exhausted	Exhausted
CLERK, GRADE 1		
For permanent appointment	4889	4889
For indefinite appointment	Exhausted	Exhausted
For temporary appointment	Exhausted	Exhausted
CONDUCTOR		
As Conductor	4200	4122
As Street-Car Operator	Exhausted	Exhausted
As Railroad Clerk	Exhausted	Exhausted
CORRECTION OFFICER (MEN)		
For permanent appointment inside City	90	60
For temporary appointment inside City	Exhausted	Exhausted
For permanent appointments outside City	346	276
FIREMAN, F.D.; PATROLMAN, P.D.; SPECIAL PATROLMAN, P.D.		
No appointments are being made from these lists to the Fire and Police Departments at this time. Any eligible restored to the list for any reason, military discharge, reaching his 21st birthday, passing a medical examination will be certified only when the Commissioner requests the list in order to fill vacancies.		
JANITOR CUSTODIAN, GRADE 3	262	218
SANITATION MAN, CLASS "A"		
This list has been canvassed from top to bottom for Sanitation Man "B" at \$2,040. Any eligible who is available for certification will be certified.		
TEMPORARY FIREMAN, TEMPORARY PATROLMAN		
Apply to Payroll Bureau, Room 606-A, 299 Broadway for information.		
TYPIST, GRADE 1		
For permanent appointment	3554	3472
For indefinite appointment	Exhausted	Exhausted
For temporary appointment	Exhausted	Exhausted
STENOGRAPHER, GRADE 2		
For temporary appointment	Exhausted	Exhausted
BOOKKEEPER		
For permanent appointment	419	404
For temporary appointment	Exhausted	Exhausted

Seen and Heard In Vet Agency

NO, THE SUPERVISORS aren't all bad, and this column hopes you Veteran Administration employees haven't gotten that impression because we've brought to public attention some of the seamier incidents. Here's a letter that came in from S.S.M.: "I am employed in the section that seems to take all the riding in the Vets column. While most of the facts are true, we must consider the other side, that of the supervisors. The supervisors have to take care of personnel who have just come out of school, in many cases, and who have never had a job paying as much before. This is one of the facts that makes it bad for the member of the staff who really works hard. Some of the division heads are tough and perhaps give vent to irregularities, but isn't that the way everywhere? Our chief, while a bit excitable and a Don Juan, is all right if understood" ... That's a good letter. We are glad to have the comment. Here's another letter:

"The incident you mentioned in your column, involving the throwing of a pencil sharpener by an Assistant to the Chief, was precipitated by the present system prevalent in the Section of choosing favorites to supervisory positions. The members of the staff mumble and grumble about the 'unfairness of it all.' If we ask for redress of our gripe or grievance, we get the usual red-tape for an answer. ... Well, how about it, Frank Hoesch, Policy Issue is in charge of Preliminary Operations, are you going to help correct it?"

THE UNITED STATES Civil Service Commission has set up an examining division for the ap-

pointment of Stenographers, Clerks, and Typists on the 13th floor of the Veterans Administration building at 346 Broadway. Close to 300 applicants report daily for the examinations.

WHAT BIG BOSS likes to chat delicately from the side of his mouth on delicate matters to female members of the staff (5th floor) ... hmmm? Chief Cooley is now with the Navy Section at 350 Broadway with Chief Heftner ... Chiefs Bergner and Barbara Sylvers both in the same section, No. 3 West, are sisters ... Chief Healey, formerly in charge of No. 3 West, and now in 3 East, is having a bit of trouble with the staff, or is it vice versa? ... Chiefs and Assistants to the Chief received very impressive name plates the other day ...

MORE RESIGNATIONS have been reported to your reporter since last June 30th, and from the looks of things, quite a number will resign within the next few weeks or so ... Many employees we know are pretty disgusted with the system of "ratings" ... "the human element" which enters into it ... the manner of promotion, and how persons making suggestions, etc. are made the butt of it all. They say if the agency will only eliminate these complaints by getting at the cause, the agency's vital concern, Veterans Affairs, will be handled more competently ... No employee should be placed into a Supervisor's position until he has shown himself qualified to handle personnel! Chiefs have the authority to choose their "pets" for these positions. ... My idea is that certifications for the jobs should come from the Civil Service Commission after recommendation has been made and a check conducted of the record of the persons recommended.

Tuition-Free Courses Available At Abbe Institute

Summer courses in many fields of present-day interest are being offered during the summer by Abbe Institute on a tuition-free basis. There is a nominal registration fee.

Among the interesting subjects covered in the session starting on August 7, are languages, including Russian, French and Spanish; business courses such as traffic management, export, applied psychology, copywriting and book-

keeping; arts and writing courses; and public speaking.

As these classes are limited in size, early application is urged. Apply to Miss Helen McGivney, registrar, at 1697 Broadway, New York City.

QUEENS GETS EXEMPT JOB

Borough President James A. Burke of Queens has finally been given permission to hire an exempt (non-civil service) stenographer for his office.

After deliberating about it for several weeks, the City Civil Service Commission came through with its approval last week. The new position is Stenographer to the Commissioner of Borough Works.

Welfare Staff Loses Listener Commissioner Takes Over

Employees of the NYC Department of Welfare are wondering if anyone will be around to listen to their troubles now.

Since March, 1943, Edith Alexander has been in charge of staff relations at the department and she met regularly with employees and union representatives and then passed recommendations on to the Commissioners.

She established excellent relations with the employees, although there are many unsettled personnel problems which annoy the Welfare staff.

But last week, Acting Commissioner Harry W. Marsh (Civil Service Commission president on leave) announced that Mrs. Alexander had been granted a leave of absence to become associate director of the Mayor's Committee on Unity.

No one has been named to take over the job of dealing with employees, but it was expected around the department that deputy commissioner Joseph P. Piccirillo would take over the assignment, with Mr. Marsh handling community relations, another position which Mrs. Alexander had been filling.

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Is There an 'Emergency' In State Civil Service?

DR. NEWTON T. BIGELOW, head of the State Salary Standardization Board, and Judge J. Edward Conway, President of the State Civil Service Commission, have written replies to the protests against (1) the delay in decisions of the Salary Board; (2) the establishment of "Rule VIII-C," which gives to the Civil Service Commission the power to determine the existence of emergencies, and to hire employees without regard to the usual procedures, and at higher than the usual rates of pay.

Dr. Bigelow pleads for more time in reaching decisions.

Judge Conway, in his closely-reasoned letter to Clifford C. Shoro, President of the Association of State Civil Service Employees, defends his action on the ground that when an emergency exists, he must meet it. (Both letters appear elsewhere in this issue.)

A RIGHT AND A WRONG WAY

But there's a direct, forthright answer to Conway and Bigelow. It's this:

If an emergency exists, there's every impelling reason for the Standardization Board to act quickly in order to relieve that emergency.

The Civil Service Commission and the Budget Office have quite properly recognized that an emergency exists with respect to the desperate shortage of nurses in the State's hospitals. We agree with Conway's presentation of the facts. But was that emergency met in the proper manner? Or was that very emergency used to circumvent the established procedures? What happened was not the setting up of higher salary scales by the Salary Standardization Board—but the creation of a makeshift new rule which bypasses the Board, substitutes for action by the Board, and thus only delays the ultimate necessary solution of the problem. The Civil Service Commission, by offering higher temporary salaries, shows that it recognizes where the basic solution lies—in better pay. However, the Commission's approach could result in two groups of employees, working side by side at the same job, one group earning a higher rate of pay than the second. Does anyone contend this is a good thing?

No, this isn't the way to attack the emergency. Judge Conway is right in pointing out that when emergencies exist, speed is required to meet them. However, when there are direct means of attacking an emergency, a roundabout approach is the wrong answer.

STANDARDIZATION BOARD MUST ACT

The direct means lies within the province of the Salary Standardization Board. The Board has had all the facts since May. We don't think Dr. Bigelow's plea for more time should be granted. The Board has the power to determine a new wage scale. It can make that wage scale effective immediately or retroactively or as of the beginning of the fiscal year.

The Board should not allow its essential functions to be impeded by the administration or taken over by the Civil Service Commission.

Much Ado About Little

WITH howling secrecy, the NYC Investigation Commissioner recently inaugurated a study of the City's service rating system.

First, there was a meeting of persons "interested" in service ratings.

Then a committee was set up.

Then subcommittees were set up.

But it's impossible to find out just what the objectives are. Is Commissioner Bromberger interested in setting up a simpler rating system? The suggestions offered so far would only make for more complications and further paper work. Is the idea to set up uniform standards throughout the City? In that case, the whole business is being attacked from the wrong end. You can be pretty sure that if Commissioner Moses were told how he should grade (say) lateness, his answer would be: "Who's running this department?" There are many differences in the way departments interpret service ratings, but it wouldn't be possible to have uniformity while the present degree of autonomy obtains among departments.

All in all, New York City's service rating system is better than most. The Service Rating Bureau goes over 60,000 to 80,000 papers at each rating period. Yet the appeals run to less than 200 a year.

In wartime, a study like this should be undertaken only if definite results are sought. If Commissioner Bromberger has an idea in mind, if he is aiming at something definite, then he should let the employees and the administrators know what it is. Otherwise, City employees can't afford the time these days to spend on an unnecessary survey.

Don't Repeat This!



Politics, Inc.

Despite the many attacks on her, Mrs. Franklin D. Roosevelt is considered by Democratic strategists a tremendous asset to the FDR campaign. Here's why: (1) She has now, and always has had, the staunch friendship of the liberals, even when they wavered over some of the President's policies; (2) the Negroes like her, while skeptical of some other Democrats, and consider her a deep friend of their cause; (3) she knows the political set-up in New York State with shrewd intimacy; (4) she keeps her finger on the pulse of the rest of the country during her travels, and realizes the strengths and weaknesses of the various sections with amazing detail; (5) for years, she worked on the Women's Democratic State Committee, and she's being relied on to help line up the women in the Democratic column. . . . Most columnists and politicians who slur her completely underestimate her political sagacity. . . . Although personally fond of Jim Farley, Eleanor has always been in complete disagreement with Farley's lieutenant, Vincent Dailey, whom she labels "an old-line politician." . . . She isn't acquainted with Paul Fitzpatrick, the new State chairman, but she hopes he'll bring "the wish to win" to the party workers. . . . GOP bigwigs in NYC are upset by the revelation that an envelope containing anti-Dewey circulars bore the return address: "Republican Club—New York City." . . . They are checking to find the source. . . . The Democrats have rented 33 rooms in the Hotel Biltmore, NYC. . . . A number of Manhattan D.A. Frank Hogan's friends argue that it was politically unwise of him to attend the Democratic convention, and then fail to vote for FDR. They understand his personal friendship for Dewey, but they say he could have avoided getting involved altogether by simply staying away. . . .

Odds 'n' Ends

With the shortage of men in the NYC Fire Department, this column thinks that high officials of the department should not take Friday-through-Tuesday week-ends. Mayor LaGuardia ought to take a look-see into what goes on. . . . Most considerate phone gals are those in the Washington Street Federal Building. During the hot spell, when a caller has to wait for his party, they ask: "Are you in a phone booth? If so, I can call back when the wire is free." . . . The Fourth of July, of course, celebrates the successful conclusion of the war of the colonies against domination by England. This story has just come to this column from a Washington official who phoned the British Embassy in the national capitol on June 30 to explain that he would like to come in the following day with some information a member of the British staff had requested. He got this answer: "My goodness, no, not tomorrow, old chap. The Embassy will be closed tomorrow and next Monday and Tuesday to celebrate the Fourth." . . . NYC Sanitation employees, who don't get paid when they work Sundays, still talk about the way Mayor Fiorello LaGuardia screamed when their representatives came in to request an allotment for Sunday pay in the budget. They don't like to repeat the words he used. . . . Fifth Deputy Commissioner Vincent Finn, of the NYC Police Department, is an amazing storehouse of police facts and figures. . . . When Congress reconvenes, Federal employees can expect a bill to give them unemployment insurance, which many of them may very well need before long. The bill is being readied by Senator Downey, and it will call for a maximum of \$20 a week up to 26 weeks. . . . Look forward to unemployment insurance for State employees next year, too. It's been promised. . . .

Merit Men



WHEN HE STARTED to drive a sanitation truck for New York City back in 1923, Andrew Mulrain's friends and relatives figured that he was wasting his time playing chauffeur to a lot of garbage. But he stuck to the job, took promotion examinations, worked his way up, and today he sits in a big private office on the 6th floor of the City building at 125 Worth Street. Last January he was promoted to the rank of City Superintendent, and now he is in charge of the uniformed force of the Sanitation Department—a force of 10,000 men who protect the health of the City's population.

Just Studied

As he describes his rise, it was

just a matter of routine. He never did anything spectacular, he says. He just studied as he went along, learned the ropes, and when promotion tests came along, usually managed to be up near the top of the list.

In 1927 he became an assistant foreman. One year later he advanced to foreman. By 1934, he was a district superintendent. That's the top of the civil service promotional ladder in the Department of Sanitation. But he must have been doing a good job, because in 1937 he was made assistant borough superintendent of Queens; and in '39 borough superintendent.

A Joiner

He's described around the Sanitation offices as a "congenial guy," and has been an active member of many organizations.

For 4 years he was president of the Classified Association, an organization of the departmental officers of the uniformed force. He's vice-president of the Holy Name Society and 1st vice-president of the Sanitation Welfare Honor Relief Fund. In addition he is active in the affairs of the Elks and the Knights of Columbus.

The men in the Department like him because he talks their language. He joins the boys in deep-sea fishing and is a good handball player.

Mulrain is married, lives in Queens, and keeps a photograph of his young son on his desk.

The Sanitation Department is trying to gain a reputation as a "career" department, and can point to the City Superintendent as a good example.

POLICE CALLS

Facts About the Liquidation Of the NYC Police Endowment Fund

Approximately 400 members of the New York City Police Department stand to lose money in the current liquidation of the New York City Police Endowment Fund.

A recent Supreme Court order by Justice Benvenge, authorized the State Department of Insurance to take over the assets, books and charter of the organization; and after paying off its debts, to divide the assets among the members.

The spokesman for the Insurance Department, queried by this column, didn't sound too cheerful over the prospects of the members of this endowment association collecting any great refund.

"There is a small amount of cash on hand," he said, "some mortgages and other assets, but we haven't completed a survey, and it's too early to give a clear picture of the financial situation."

In the near future the Insurance department will send

forms to the members on which they will be able to file their claims for a share in what funds may be available for distribution.

The end of the endowment group wasn't a harmonious agreement, according to some sources. Some members of the group wanted to hold out until after the war in the hope that some new blood might come into the group and revive it; and that some of the paper assets might increase in value.

Others figured that the best solution would be to take the losses and forget about it. Then the matter went into Court, and the Judge's decision turned it over to the Insurance Department.

letters

About The State Vacation Schedule

Sirs: Would it be possible for you to find out why it is that employees of the Gowanda State Hospital are being denied the benefits of the recent ruling allowing increased vacation time?

We understand that the Civil Service Commission has issued an order directing the payroll department to allow the extra four days a year. However, the Director refuses to permit it, saying that he has not received any orders from the Commissioner of Mental Hygiene concerning the new ruling.

Would appreciate your investigating this matter, as many

\$5 FOR BEST LETTERS

Put it in words!

Each month, The LEADER will pay \$5 in war stamps for the best letter dealing with a civil service problem. So, if there's a gripe bothering you, or if you have an idea to improve things, or just want to talk, put it into a letter! Address the Editor, Civil Service Leader, 97 Duane St., NYC.

employees are quite upset at not being allowed what they have been led to believe is due them.

STATE EMPLOYEE.

The LEADER has received a number of complaints from employees concerning the new vacation schedule. The Association of State Civil Service Employees has already taken the matter up with the proper authorities and the matter seems to have been cleared up. See page 8.—Editor.

Waste Paper On Bulletin Boards

Sirs: I understand that the New York City Departments are having a paper salvage campaign.

I'd suggest looking around the bulletin boards in the various departments and tearing down the old notices. I see some which are over six months old and don't mean anything now, still hanging around on the bulletin boards.

A lot of paper could be saved too, by eliminating many of the notices which commissioners send around, and no one even reads.

WEIPARE WORKER

Good idea for all departments—Federal and State as well as City.—Editor.



The State Employee

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

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

Reconversion

CONVERSION from civilian production to war production as it affected the civilian population was followed or rather accompanied by shortage of nearly every commodity not considered critical to the home front. One of these "commodities" in which there has been for some time a severe shortage is manpower for State service, including State institutions and hospitals.

Professional, technical skilled, clerical, and unskilled workers have, up to July 1, 1944, left State service to enter the armed forces, war industries, federal government employ, and, in many cases, civilian industry where wages are considerably higher than in State service.

Many Devices Used

MANY DEVICES have been employed to assist in recruiting workers, particularly for our hospitals. The ingenuity of personnel officers has been challenged to the utmost to attract men and women to assist in the care of the wards of the State. In attempting to supply this most needed manpower, the Civil Service law and other related laws have been amended to allow for exceptions of all kinds to the basic requirements for employment. Civil Service rules have been promulgated to meet every contingency. And the period of effectiveness of all of these temporary legal provisions has been stated as "for the duration of the war and six months thereafter."

With the favorable progress of the war we find in the daily press, weekly and monthly magazines, and radio discussions more and more talk on the vital subject of "reconversion." Right now it is fast becoming of almost equal importance in planning for the immediate future as the prosecution of the war. This is evidenced by the action of the War Production Board in offering to release materials to the automobile industry to commence production of automobiles for civilian use. As production for war slows up, manpower is going to be released and will seek employment wherever possible. One of the first employers to attract such released workers is the State of New York. When applications for employment increase and positions that have been vacant for months, and in some cases years, are filled the time will have arrived for a return to pre-war laws governing civil service. Emergency regulations and laws must be repealed and the Civil Service Law must again become fully operative.

Imminent Changes

ACCEPTING THESE CHANGES to be imminent, we must be prepared to see to it that "Reconversion" in State service is not accompanied by a serious breakdown of accepted sound employment policies as set down in our Constitution and implemented by statute. Reactionary forces will be at work within and without State service looking for and attempting to effect radical changes in our Civil Service law. One such change is already in the making. I mean enlarged Veteran's Preference. This must be defeated. Other changes of equal importance and just as dangerous will be sought. Only a wide-awake, fully informed electorate can protect State service from serious and permanent impairment.

Permanent Careers In the N. Y. State Service

ALBANY—New York State offers college graduates and veterans with college training a chance to get into jobs in their line of work at salaries which compare favorably with those in private industry, and offer plenty of advancement.

Following are some details of these State positions which have been prepared by the State Civil Service Commission.

Examinations for these posts are announced at frequent intervals. Watch The LEADER for filing periods.

New York State needs trained business, technical, and professional employees in a variety of fields. College men and women who have prepared for such positions are encouraged to step directly from the classroom into the state service at the bottom rung of any one of the many career ladders in its numerous departments, institutions, and agencies.

Promotion Opportunities

The prestige of working for New York State is further enhanced by excellent promotional opportunities in many fields. Pleasant working conditions, security of tenure, sufficient vacations, and adequate provisions for retirement are evidence that the State of New York is a good employer. Salary schedules, established by statute and providing annual increases for satisfactory work, compare favorably in normal times with those offered in private employment.

Merit and Fitness

The Constitution of the State of New York requires that appointments and promotions in the state civil service and all its civil divisions be made according to merit and fitness to be ascertained so far as practicable by examinations. The Constitution further provides that such examinations, so far as practicable, shall be competitive. The majority of the entrance positions are filled competitively by appointment from appropriate civil service eligible lists. A few, particu-

larly training positions, may be filled by non-competitive appointment but competitive status must be obtained before an employee may compete for positions higher up the ladder. Civil Service Law requires that when a vacancy above the entrance level is to be filled, the appointment must be made, if possible, by promotion from among persons holding positions in a lower grade in the department, office, or institution where the vacancy exists.

Here are some of the available positions:

- ACCOUNTING**
Junior Accountant, Junior Auditor, Tax Examiner.
- BUDGETING**
Junior Budget Research Aide.
- DIETETICS**
Dietitian.
- DRAFTING**
Junior Draftsman, Senior Draftsman.
- ENGINEERING—CIVIL**
Junior Engineering Aide, Senior Engineering Aide.
- ENGINEERING—SANITARY**
Junior Camp Sanitarian, Junior Sanitary Engineer.
- INSTITUTION EDUCATION**
Institution Teacher, Institution Physical Education Instructor.
- LABORATORY**
Junior Laboratory Technician.
- LAW**
Senior Law Clerk, Law Assistant.
- LIBRARY**
Library Assistant, Junior Librarian.
- MEDICINE**
Medical Intern, Junior Physician.
- NURSING—HOSPITAL**
Staff Nurse.
- NURSING—PUBLIC HEALTH**
Public Health Nurse, Senior Public Health Nurse.
- OCCUPATIONAL THERAPY**
Occupational Therapy Assistant.
- PERSONNEL**
Junior Personnel Technician, Junior Personnel Assistant.
- PHYSIOTHERAPY**
Physiotherapy Technician.
- PSYCHOLOGY**
Psychology Intern, Junior Psychologist.
- SOCIAL WORK**
Social Worker.
- STATISTICS**
Junior Statistician.

Conway Insists on Taking 'Emergency' Action Whether Pay Board Does or Not

ALBANY—The State Civil Service Commission takes the view that when an emergency exists in the recruitment of new personnel for State agencies, that emergency must be met. If other agencies, such as the Salary Standardization Board, do not meet an emergency, the attitude of the Commission, as expressed by its president, Judge J. Edward Conway, is this: "The Commission cannot . . . interfere

with the functions of the Salary Standardization Board, nor can it refuse to face a problem that needs to be solved in some manner on the basis that the Salary Board should solve it."

Judge Conway stated this view in answer to a communication from Clifford C. Shoro, President of the Association of State Civil Service Employees. Mr. Shoro had written criticizing the creation of an emergency rule—Rule VIII-C—by the State Civil Service Commission, which would enable the Commission in its discretion to determine when an emergency exists, and to take direct measures—without reference to the usual procedures—in altering the status and pay of present employees on a temporary basis.

Shoro's Arguments

Shoro had criticized the new rule on the ground that emergency appointments are designed to by-pass the Feld-Hamilton law, delay action by the Salary Standardization Board in revising salary grades and set up varying pay levels for the same job. Mr. Shoro also contended that the new procedure would be unfair to older workers and that the policy would delay the solution of the critical problems in State insti-

tutions.

President Conway argued that:

"The Health Department has indicated that patients have been or may be denied hospitalization in institutions maintained by the State at considerable cost, due to a shortage of nurses. You are fully aware of these emergency conditions since they exist in your own Tuberculosis Hospitals.

"The State Civil Service Commission must and does recognize that this emergency exists and that service to the citizens of the State is the first concern of government.

"Condition, Not Theory"

"The proposed plan to meet this emergency has nothing whatever to do with any action taken or not taken by the Salary Standardization Board. Any action taken by that Board that helps to alleviate the emergency will, of course, be recognized—but the Civil Service Commission is immediately faced with a condition and not a theory and has faced that condition squarely.

"If and when the Commission is convinced that a serious emergency exists in some other field of State service, it will again en-

deavor to meet that emergency to the full extent of its resources.

"Your assumption that the proposed plan will not work is somewhat premature. Perhaps it will not work, but that can only be demonstrated by a period of trial. I fail to see where there can be any important discrimination against present employees any more than when the entrance rate for Junior Clerk was raised from \$900 to \$1,200 or when salaries below minimum were all brought up to the minimum. I have seen no evidence of such an attitude on the part of State employees generally. Nor does it seem consistent that you urge higher salaries before the Salary Standardization Board and oppose the Commission's action which results in immediate increase for nurses in these hospitals.

"This Commission is interested in the work of the Salary Standardization Board since it very materially affects the whole problem of personnel management. The Commission cannot, however, interfere with the functions of the Salary Standardization Board, nor can it refuse to face a problem that needs to be solved in some manner on the basis that the Salary Board should solve it."

Mr. Shoro was away from Albany last week, and could not be reached for comment on Judge Conway's reply to his letter.

See editorial, page 6.—Editor.



GRADUATING CLASS at the Hudson River State Hospital. First row, l. to r.: Grace Grant, Mary Brady, Ruth Lowery, Virginia Arico. Second row, l. to r.: Jeannette Crawford, Veronica Purycia, Gertrude Gosh, Alice Dolnick, Lillis Hall, Rita Mazziott, Kathrine Giuliano, Lina Monsopapa, Helen Valenti. Miss Monsopapa received a \$25 prize for having the highest rating in theory and practice, and Alice Dolnick received a \$5 prize for having the highest rating in bedside nursing.

Political Rights Of State Workers In Coming Election

ALBANY—The coming elections again brings attention to the sections of the New York State Civil Service Law which outline the political limitations on State employees.

While the State worker is free from such rigid restrictions as the Federal Hatch Act, the law does prevent him from certain practices in connection with campaigns and elections.

What The Law Says

One limitation is against soliciting or paying political assessments. Section 26 of the Law reads:

"No officer, agent, clerk or employee under the government of the State of New York . . . shall directly or indirectly use his authority or official influence to compel or induce any other officer, clerk, agent or employee . . . to pay, or promise to pay political assessment, subscription or contribution. Every employee who may have charge or control of any building, office or room occupied for any purpose of said government is authorized to prohibit the entry of any person . . . for the purpose of making, collecting or giving notice of any political assessment, subscription or contribution . . . Any person who shall be guilty of violating any provision of this section shall be guilty of a misdemeanor."

No Political Inquiry

It is against the law for any inquiry to be made into the political affiliations of a State employee. About this, the Law reads:

"No persons shall, directly or indirectly ask, indicate or transmit orally or in writing the political affiliations of any employee in the civil service . . . or of any person dependent upon or related to such employee as a test of fitness for holding office. Violation is punishable by a fine of up to \$500, and 6 months in jail.

Candidates Can't Promise Jobs

No person holding public office, or while a candidate for public office may promise to use his influence to secure a job, promotion, or increase in salary of a State employee in return for his vote or political help. That, according to the law, is bribery, and can lead to a 2 year jail term, or a \$3,000 fine, or both.

Any Taxpayer Can Enforce

To add teeth to this section of the Law, the statute provides that any taxpayer can bring action in the Supreme Court to stop the salary of any State employee or officer violating these sections of the law.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Appointing Appointing Officers

How often have you heard someone in the public service remark that he is in a position to do more for anybody else than he can do for himself? This situation is peculiarly true in the case of appointing officers, especially those who are members of an appointing board or commission. For, while these officials may be granted the power of appointing other persons to public positions, they are powerless to appoint themselves to similar positions.

It has been declared by the courts, as the public policy of our State, that a member of a board having the power of appointing may not be given an appointment by such board. This ruling is not based upon any statutory provision prohibiting such appointments. Rather, it was predicated upon the principle that appointments made by a board vested with appointing power "should be impartial, with freedom from a suspicion of taint or bias which may be against the public interest." In a leading case on the subject, the Court indicated why self-appointments were incompatible with this public interest, when it stated that "an appointing board cannot absolve itself from the charge of ulterior motives when it appoints one of its own members to an office."

Absence or Resignation

The rule applies even to cases where the board could have made the appointment, even if the board member sought to be appointed did not vote, and where the member took no part in the board's deliberations on his proposed ap-

pointment.

Furthermore, according to an informal opinion of the Attorney-General, the ineligibility of a member of the appointing board cannot be overcome by having the board member resign before he is appointed. The fact of his prior board membership may improperly influence the choice of the board.

Rule Applies to Competitive Positions

To go one step farther, the Attorney-General, in another informal opinion, has declared that such resignation would not render the board member eligible for appointment even from a civil service eligible list, so long as the right to choose one of the eligibles on the list remains with the appointing board.

The opinion related to an appointment by the Board of Water Commissioners of the City of Dunkirk, but the principle involved is applicable to State appointing officers as well. The Board, composed of three elected members, created a civil service position of assistant to the superintendent and the Dunkirk Civil Service Commission held an examination for this position at the Board's request. One of the Water Commissioners took and passed the examination and apparently attained a reachable position on the eligible list. The Board then asked whether it could appoint the successful member as assistant to the superintendent, if he first resigned from the board. Answering this question in the negative, the opinion states:

"It is the writer's view that the danger of partiality against which the law raises a safeguard is not

(Continued on Page 12)

State Speeds Up Reinstatement Of Returning GI's

ALBANY—The State last week took steps to speed up the administration of the Military Law, so that the rights and privileges of returning veterans would be effectuated with greater expedition.

In a memorandum sent to State appointing officers, the Civil Service Commission issued the following instructions, emphasizing their importance.

The Civil Service Commission requires the dates of entrance and discharge from the military service. To simplify the procedure, a new form has been devised for uniform use. On this form the veteran gives the required dates and these are certified, after comparison with the actual discharge record of the veteran, by competent authority.

Who May Certify

If the veteran presents his discharge papers to an appointing officer, that officer or his representative may make the certification.

If the veteran is required to submit this data to the Civil Service Department by mail, the certification will be made by a Notary Public or Commissioner of Deeds.

If the veteran wishes to present his discharge papers at one of the offices of the State Civil Service Commission, that Commission's representative may certify to the dates.

Where a veteran's name appears on existing eligible lists, or did appear on lists when he entered the service, and he believes he may have some rights to have his name placed on a special military list, he should supply this data in the place provided on the back of the form.

Right to Reinstatement

Appointing officers are asked to note carefully that a returning veteran has a mandatory right for re-instatement to his position provided he makes application for such re-instatement within sixty days after termination of his military duty (i.e. date of honorable discharge). He may be re-instated at any time after such sixty day period and within one year after termination of military duty, in the discretion of the appointing officer; therefore, dates of entrance and discharge from military service are very im-

Salary Standardization Board Asks More Time To Arrive At Decisions

ALBANY—Dr. Newton J. T. Bigelow, Chairman of the N. Y. State Temporary Salary Standardization Board, has replied to the letter written by Clifford C. Shoro, President of the Association of Civil Service Employees of New York State in which Mr. Shoro asked Dr. Bigelow for definite information concerning what action is being taken on the appeals of employees for reallocation of salary grades.

More than 40 hearings were conducted by the Board at which State employees, assisted by officials of the State Association, presented arguments and facts in support of their written appeals.

All State Employees

In reply Dr. Bigelow calls attention to the fact that all members of the Board are themselves State employees, having full-time jobs in State departments and that their work on the Board is in addition to their regular duties. Because of this fact, he says, more time is needed to consider all the statements made at these hearings to sift out the facts from the arguments, to collect data from other available sources, than would be necessary if the members of the Board could devote their whole time to this work. His letter indicates that some reallocations of salaries have already been recommended and have been accepted

by the Director of the Budget, Dr. Bigelow's letter follows:

The Letter

"Dear Mr. Shoro: "The Temporary Salary Standardization Board is continuing to hold meetings, hearing appellants or considering appeals. "Certain recommendations have already been made relative to positions in the Department of Mental Hygiene and have been acted upon favorably by the Director of the Budget. We have all given much time to this matter but each member of the Board has a full-time job to carry on over and above the considerable time which has been given to salary matters.

We are not hiding behind this as an excuse but it is a factor that must be considered in the work ahead of us.

"An investigation is being made of comparable salary scales with reference to certain positions. When the material has been compiled the Board will no doubt want to hear the research man with respect to his report and, as announced, may probably recall appellants.

"Having in mind also that any changes will not be effective until April 1, 1945, it is maintained that the Board must do its work objectively and thoroughly, and with adequate evidence to justify each recommendation.

"Because salaries were maintained at their September 30th level injudicious haste cannot be urged with respect to present incumbents."

[See editorial, page 6—Editor]

Vacation Tangle in Mental Hygiene Dept. Cleared Up—All to Get 18 Days

ALBANY—Scores of letters have been received from employees of mental hygiene hospitals by the Department of Mental Hygiene, the Civil Service LEADER, and the State Association, all asking for interpretation of the regulations of the Civil Service Commission setting forth the amount of vacation to be allowed to institutional employees for 1944.

It seems that the directive sent to Directors of Mental Hygiene Hospitals carried the interpretation that those employees who had already taken their 1944 vacation before June 16, the date of the Civil Service Commission's regulation, would not be allowed the additional vacation leave provided in that regulation.

A storm of protests resulted from this situation and under date of July 20th, following a conference with representatives of the Departments of Correction, Health and Social Welfare, Dr. MacCurdy issued the following directive to Directors of Institutions which should "clear the air" and dispel any further question as to how this regulation should be applied.

"Since the last Bi-monthly

Conference I have consulted with the Department of Civil Service and the various commissioners of the other departments concerned relative to the memorandum sent out by Judge Conway on June 16 pertaining to "Vacation Allowance for 1944 in State Institutions."

Different Yardsticks

"Because no two departments have been using exactly the same yardstick for computing these vacations, and as the general rules on vacations, sick leave, hours of work, etc., which will presently be issued through the Civil Service Department standardizing institutional practice, will have a definite policy stated relative to vacations for 1945, it

was decided today that we join the majority and compute our vacation in '44 upon the same basis as we have previously done, but allowing 18 days instead of 14 as heretofore.

"There will have been some individuals who have taken vacations prior to this time for whom some adjustment or credit may have to be given. This is a reversal of the decision made at the Conference but we feel that it is better to be consistent and go along with the majority for this year pending a more definite and better defined policy being set up for the future.

18 Working Days

"So that there will be no misunderstanding for this year, 18 working days as vacation, 52 Sundays, and 10 legal holidays, or equivalent days, as we have them at present, will constitute the days for calculation for this year, remembering that present personnel exigencies may not permit full vacations at this time."

portant. If a veteran is re-instated and he has not already

submitted this data to the Civil Service Commission, the appointing officer must submit the attached form certifying to these dates, with papers notifying this Department of the veteran's re-instatement.

State Promotion Examinations

A large group of promotional examinations have been announced by the N. Y. State Civil Service Commission. The last date to file an application for any of these tests is August 5. For complete details, write to the Civil Service Commission, State Building, Albany or New York City. Enclose a large, stamped, self-addressed envelope. Refer to the number given below.

9095. Senior Stenographer, Department of Taxation and Finance, Salary \$1,600 to \$2,100. One vacancy now in the New York Office.

9096. File Clerk, Albany Office, Income Tax Bureau, Department of Taxation and Finance, Salary \$1,200 to \$1,700.

9097. Senior Stenographer (Medical), State Insurance Fund, New York Office. Salary \$1,600 to \$2,100.

9099. Principal Clerk, Albany Unit, Department of Public Service. Salary \$2,000 to \$2,500.

9098. Stenographer, Buffalo District, Division of Parole, Salary \$2,000 to \$2,500. At present one vacancy in Albany Office.

9100. Junior Bacteriologist, Division of Laboratories and Research, Department of Health. Salary \$1,600 to \$2,300.

9101. Senior Laboratory Technician (Serology), Division of Laboratories and Research, Depart-

Two Old-Timers Dropped from State Labor Dept.

Employees of the New York office of the State Labor Department were sorry to see two old-timers get their notices last week.

They were both Workmens' Compensation Referees. Michael Fay had been on the job for 22 years and was formerly a clerk in the Municipal Court. He was retired.

John M. Grunert, had been with the Labor Department for 13 years, was a former Assistant Tax Commissioner and Assistant Deputy Comptroller of New York City. He has applied for a license to represent workmens' compensation claimants.

These were both exempt jobs and they were replaced by appointees of the administration.

ment of Health. Salary \$1,650 to \$2,150.

9102. Senior Statistics Clerk, New York Office, Insurance Department. Salary \$1,600 to \$2,200. One vacancy at present.

9103. Assistant Director of Health Department Accounts, Division of Accounts, Department of Health. Salary \$5,000 to \$6,250.

9104. Senior Stenographer, Main Office, Department of Public Works. Salary \$1,600 to \$2,100. Vacancies in the Administration Division and the Division of Highways.

9105. Principal, School of Nursing, Department of Mental Hygiene. Salary \$3,120 to \$3,870. One vacancy in the Harlem Valley State Hospital.

9106. Court Clerk, Grade G, County Court, Kings County. Salary \$3,240 and over.

Horan Elected to Executive Board Of State Assn.

ALBANY—On July 26th Mr. Joseph J. Horan of Troy, was elected to the Executive Committee of the Association of State Civil Service Employees as the first representative of the first new department since the Association was formed—the Department of Commerce.

Mr. Horan has been a permanent Civil Service employee since 1937 and has regularly been on the Bureau of State Publicity staff. In 1941, when the Bureau was transferred from the Conservation Department to the Division of Commerce, Mr. Horan became one of the new Division's first members.

Mental Hygiene Employee Group Meets in Albany

ALBANY—A special meeting of the Association of Employees of the Department of Mental Hygiene will be held in the State Office Building, Albany, on August 3, at 9 a.m. An informal preliminary meeting is scheduled for Wednesday night, August 2, 8 p.m. in the Hotel Wellington.

The assemblage, at which will appear Mental Hygiene employees from all parts of the State, will take up the current problems affecting workers in that department, and endeavor to find new ways of coordinating and directing activity toward the solution of those problems.

The organization, which works in close cooperation with the Association of State Civil Service Employees, will take up, among other things, the replies of Dr. Newton T. Bigelow and J. Edward Conway (printed elsewhere in this issue—Editor) on the issue of salary standardization.

Curry Asks Fast Action

Says Leo F. Curry, President of the Mental Hygiene Employees group:

"We realize the tremendous task it was to classify all the positions and to allocate proper salary schedules. We further realize discrepancies would occur and have tried to be patient in the hope that the proper titles and salary schedules would be effective by this time. The situation seems to be just as confusing and more discouraging than ever."

Lochner Still In New Guinea

ALBANY—Joe Lochner, popular Executive Secretary of the State Association, now with U.S. forces in New Guinea, has received many welcome letters from old friends in the Chapters and offices throughout the State since his address was recently carried in The Civil Service Leader.

Joe's present address is: T/5 Joseph D. Lochner (32856041) 333rd Sig. Co. Tr. Corr. Wg. A.P.O. 713, Unit 1, c/o Postmaster, San Francisco, Calif.

He sure likes to hear from his friends, often!



Announcing...

NEW YORK

ELLBEE FURRIERS

OPENING AT

200 W. 135 St. Room 215A ED. 4-8300

Offering to this great public our concrete LAY - A - WAY plan. Just select the fur piece you want—place a deposit on it—pay the balance on our budget system.

RESTYLING - REPAIRING REMODELING

Old fur coats and pieces remade into charming, stylish models—at very moderate prices.

BONDED FURRIERS

I. H. PORTER
GEO. L. SMITH
H. E. PIERCE

MAXINE VANN
HESTER JONES
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LOANS

By MAIL

— AT —

BANK RATES

Usually, Without Co-Makers

Prompt, Courteous Service
Write, Phone or Call . . .

BRONX COUNTY
Trust Company

2804 THIRD AVENUE
NEW YORK CITY, 55, N. Y.
MEIrose 5-6900

Member Federal Deposit Insurance Corp.
Member Federal Reserve System

Recent State Eligible Lists

- Associate Compensation Claims Auditor, Prom. Polnick, Arthur, Brooklyn... 1 80977

- English, Agnes, Cohoes... 53 85782

Albany Shopping Guide Health Services MINNIE S. DEVINNY, Chiropractor, Modern Methods.

Hobbies AIRPLANES, Stamps, Boats, Railroads. Bought and sold, Lydie Wyde Hobby Shop.

For The Ladies Oil Permanent Wave, Feather Cut, Shampoo and Styling.

NEW AND USED TIRES PAT'S SERVICE STATION, 607 Central Ave., Albany, N. Y.

Even in War-Time THE DEWITT CLINTON is better than GOOD!

WANTED DIAMONDS AND ANTIQUE JEWELRY WE PAY YOUR PRICE.

MORE MONEY Is What You'll Get For Your Car ALBANY GARAGE

NEWS ABOUT STATE EMPLOYEES

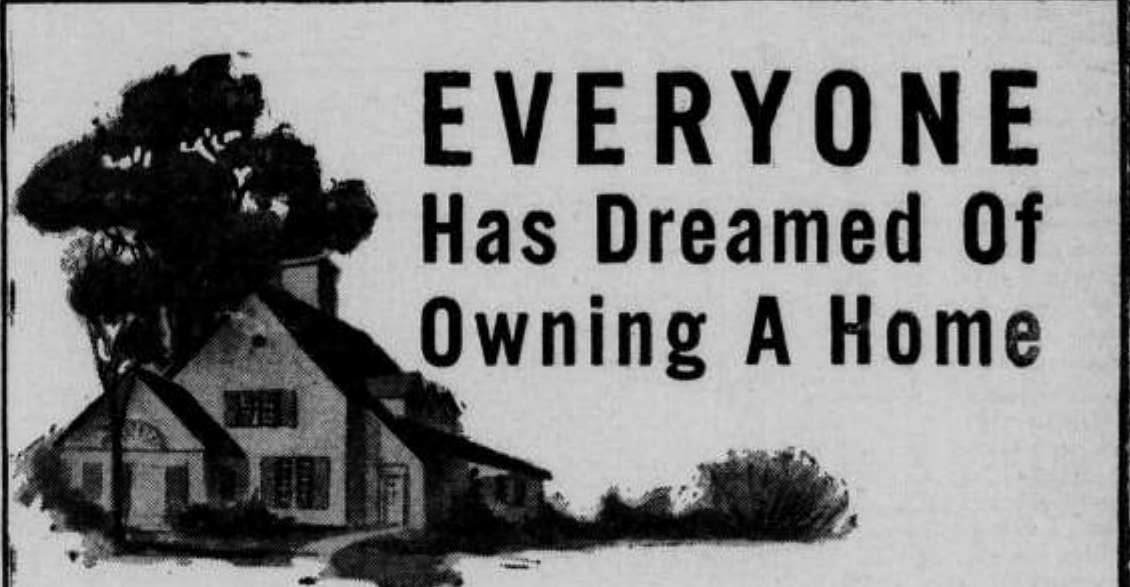
New York City Members of the Big City Chapter are calling Albert E. Lewin, of Taxation and Finance, "Governor".

Great Meadow GREAT MEADOW has the \$64 question: During a recent fishing trip enjoyed by a group of officers...

ular day off, some beautiful fish were caught by these gentlemen and measured to the correct thousandth part of an inch.

figure it's the years in service this man has with the State, being too long that has affected him.

Industry THE STATE AGRICULTURAL and Industrial School reports: The Blood Bank Unit working at Assembly Hall recently received 138 pints of blood.



EVERYONE Has Dreamed Of Owning A Home

You too, can buy or build the home of your dreams after the war if you plan and save for it now. The Home Buyers Institute of The Dime Savings Bank of Brooklyn will help you with a complete program of practical planning.

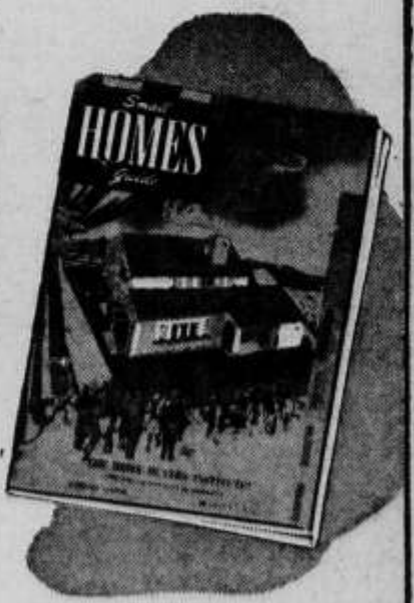
This table will give you helpful information in planning a savings program for the home you'll build later.

Table with columns: Purchase Price of Home, Minimum Down Payment, APPROXIMATE MONTHLY DEPOSIT TO SAVE DOWN PAYMENT IN 1 year, 2 years, 3 years.

A further service offered to you by The Home Buyers Institute is the "Small Homes Guide", an 88-page magazine, check full of all kinds of useful information for home owners and home buyers.

Enroll Now in THE HOME BUYERS INSTITUTE OF THE DIME SAVINGS BANK OF BROOKLYN

THE DIME SAVINGS BANK OF BROOKLYN FULTON STREET AND DE KALB AVENUE BROOKLYN 1, New York, Room 518



Help Wanted—Male

Radio Technicians

for International Point-to-Point RADIO communication stations. Must possess at least 2nd class radiotelegraphers license. Code speed 20 words per minute. Assignment outside N. Y. C.

Radio Telegraphers

CLERKS

We will employ you if you possess a knowledge of typing and provide you meanwhile with an opportunity to learn radiotelegraph operating. Apply weekdays except Saturday between 10 a.m. and 4 p.m. Essential workers need release.

R.C.A. Communications, Inc. 66 BROAD STREET, NEW YORK

MEN

No Experience Necessary GENERAL FACTORY WORK

ASSIST SHIPPING AND RECEIVING

Uniforms Furnished

\$32.50 for 48-Hour Week

Time and a Half for Overtime

GEORGE W. LUFT CORPORATION

34-12 36th AVE., L. I. C.

FOOD PLANT INSPECTOR

Sanitary Engineer or Public Health Inspector to work for national food chain as plant inspector and sanitation advisor.

Should be familiar with State and Federal health and sanitation laws.

Excellent permanent opportunity, under 45 years.

Must be willing to travel. Box 197 CIVIL SERVICE LEADER, 97 Duane Street.

Chauffeurs Wanted

Essential Industry Experience unnecessary. Good Hourly Rates. Paid Vacations. Salary While Learning. Essential Workers Need Release Statement.

GREEN BUS LINE

148-02 147th Ave. Jamaica, L. I. JA 9-1400—Ask for Dispatcher

LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent.

To: WARREN TODD FURNISS, JAMES PINE FURNISS, HENRY DAWSON FURNISS, 3RD Infant, PETER RANDALL FURNISS, Infant, PACIFIC MUTUAL LIFE INSURANCE COMPANY OF CALIFORNIA, TRAVELERS INSURANCE COMPANY and THE NORTHWESTERN MUTUAL LIFE INSURANCE COMPANY, being the persons interested as creditors, distributees, or otherwise, in the Estate of H. Dawson Furniss, deceased, who at the time of his death was a resident of No. 6 Henderson Place, New York, New York. SEND GREETING:

Upon the petition of Ruth Pine Furniss, residing at No. 5 Prospect Place, New York, New York, and Henry Dawson Furniss, Jr., residing at No. 10 Fern Street, Auburndale, Massachusetts, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 15th day of September, 1944, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Ruth Pine Furniss and Henry Dawson Furniss, Jr., as Executors, and the account of Henry Dawson Furniss, Jr., as Trustee, should not be judicially settled, and why Henry Dawson Furniss, Jr., should not be granted permission to abandon certain worthless assets, should not be instructed as to whether the net proceeds of said assets should be paid to Ruth Pine Furniss as lessee, and whether certain discretionary powers may be exercised by Henry Dawson Furniss, Jr., as Substitute Trustee.

In Testimony Whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HONORABLE JAMES A. FOLEY, a Surrogate of our Frank S. Sharp, Deputy Secretary of State.

Help Wanted—Male

MEN WANTED

30-55 years of age

TRAIN AS FOREMEN

L. I. City Plant

Night and Day Shifts

No experience necessary

\$45 per week

While Training

Steady Advancement

Write, Giving References Box 100 Civil Service Leader 97 DUANE STREET

WANTED!

TEST SET TECHNICIANS

Radio or electrical background desirable for building and maintaining electronic testing equipment

INSTRUMENT MAKERS

Mechanists or men with instrument making experience for building mechanical parts for electronic testing equipment.

Apply: Employment Dept. Mon. through Sat. 8:30-4:30

Western Electric Co. ROOM 400, 4TH FLOOR 403 HUDSON ST., N. Y. C.

MEN

NO EXPERIENCE

MEALS AND UNIFORMS FURNISHED

FULL OR PART TIME

BAKERS

LAUNDRY WASHERS

DISHWASHERS

POTWASHERS

PORTERS, Day or Night

SODA MEN, Good Appearance

BONUSES—PAID VACATIONS PERMANENT POSITIONS

SCHRAFFT'S

APPLY ALL DAY 56 W. 23rd St., N. Y. Or Apply 5 to 8 P. M. 1381 Bway, nr. 38 St.

TIMEKEEPER-CLERK, write stating age, experience, etc. Hudson & Manhattan RR Co., Room 113-E, 30 Church St., New York 7, N.Y. Release required.

Help Wanted—Male

MEN!

Essential Industry

Post-War Future

Advancement Opportunity

No Experience Required

ALIENS & I-A's placed at once

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY

80c PER HOUR \$37.95 FOR 50 HOURS

No Limit to Overtime

VAN DERSTINE CO.

Long Island City, N. Y.

I.R.T. Subway, take either Astoria or Flushing train, get off at Hunts Point Station, then bus to Van Dam St., walk two blocks to Bridge, then walk to R.R. track

PART TIME!

Men with cars to drive our prospects out to Ramapo, Mt. Lake, 28 miles from Times Square. Mostly Saturday and Sunday trip. Sometimes 2 trips a day. \$13 per trip. Apply 16th floor, Herald Tribune Bldg. 230 W. 41st St., N.Y.C. Noon-8 P.M. Daily.

MEN—MEN

GENERAL FACTORY WORK EXPERIENCE NOT NECESSARY Opportunity For Advancement OVERTIME and BONUS Good Work Conditions Luncheon Facilities

HENRY HEIDE, Inc.

Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential workers need release statement.

GUARDS PORTERS

HORN SIGNAL MFG. CORP.

73 VARICK ST., N. Y. Canal St. Station—All Subways Essential Workers Need Release

WAR MANPOWER COMMISSION

- 1. Employers in non-essential industry may not hire a worker previously employed in ESSENTIAL industry without a statement of availability and referral card from the USES of the WMC. 2. Employers in non-essential industry employing 4 or more persons may not hire any workers between 18 and 45 years of age previously employed in NON-ESSENTIAL industry without a referral card from the USES of the WMC. 3. Employers in essential industry may hire any worker previously employed in ESSENTIAL industry if he has a statement of availability from his last previous employer or from the USES of the WMC. 4. Employers in essential industry may hire any worker from non-essential industry without a statement of availability and without a referral card from the USES of the WMC. 5. Critical workers and shipyard workers must have a statement of availability and a referral from the USES of the WMC in order to secure any other job.

State of New York, Department of State, ss.: I DO HEREBY CERTIFY that a certificate of dissolution of Bruce Fabrics Corporation has been filed in this department this day and that it appears therefrom that such corporation has complied with section one hundred and five of the Stock Corporation Law, and that it is dissolved.

GIVEN IN DUPLICATE under my hand and official seal of the Department of State, at the City of Albany, this nineteenth day of July, one thousand nine hundred and forty-four. THOMAS J. CURRAN, Secretary of State.

By FRANK S. SHARP, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of WELL-BUILT TABLE CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 19th day of July, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ALL PURPOSE AROMATICS CO., INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 15th day of July, 1944.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PELHAM ICE COMPANY, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 31st day of July, 1944.

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

Help Wanted—Female

GIRLS & WOMEN

16 Years and Over

To take care of merchandise in ladies' ready-to-wear retail store.

DAILY FROM 5 or 6 P.M. TO 10 P.M.

Attractive Pay

S. KLEIN

ON THE SQUARE, INC. 6 UNION SQUARE New York City

CLERKS GIRLS WOMEN

(at least 18 years of age)

No experience necessary.

Knowledge of typing preferred.

We will employ you in interesting work, handling

International RADIOGRAMS.

Opportunity meanwhile to learn

Teletype or Radiotelegraph

Operating in our free school.

Apply weekdays except Saturday between 10 a.m. and 4 p.m. Essential workers need release.

R.C.A. Communications, Inc. 66 BROAD STREET, NEW YORK

GIRLS & WOMEN

NO EXPERIENCE NEEDED AS PRESS OPERATORS

PRODUCTION BONUS will enable you to earn \$70 to 70c per hour on 3 P.M. to 11 P.M. shift, 75c to 75c per hour on 11 P.M. to 7 A.M. shift after short training period. GOOD TRANSPORTATION Mr. DeHaun, 11-05 44th Dr., L.I.C.

GIRLS, 16-45

No experience necessary \$28.00—36. Week to Start 48 hours week—Liberal Bonus Night or Day Work AERO SPARK PLUG CO., INC.

422 Hudson St. (7th Ave. Subway to Houston St. or Ind. Subway to Spring Street Station Essential workers need release statement.

SCHRAFFT'S

APPLY ALL DAY 56 W. 23rd St., N. Y.

Or Apply 5 to 8 P. M. 1381 Bway, nr. 38 St.

Help Wanted—Female

TYPISTS

Experienced in filling in letters. Full or part time. Days or Evenings and Saturday. Good rates. Long run.

D. H. AHREND CO.

53 Duane St. (nr. City Hall), N. Y.

GIRLS & WOMEN

16 or over, no experience \$22.44 start, 5 days

Pleasant working conditions

NEW YORK LINEN

SUPPLY & LAUNDRY

352 E. 62nd St. (1st Ave.)

Girls-Women, 18-35

Experience Unnecessary TO FOLD CLEAN DIAPERS

Pleasant Working Conditions FREE MILK AND COFFEE

\$23 WEEK TO START

CAN EARN \$35 WEEK OR MORE IN SHORT TIME

General Diaper Service

79-55 Albion Ave., Elmhurst, L. I. Elmhurst Ave. station, Ind. subway

GIRLS—WOMEN, WAR WORK

EXPERIENCE NOT NECESSARY General Factory Work. Opportunity for Advancement and Bonus. Overtime. Good work conditions. Luncheon facilities.

HENRY HEIDE, INC.

Employment Dept., 84 Vandam (7th Ave. Sub. to Houston or 8th Ave. Sub. to Spring). Essential workers need release statement.

Help Wanted—Male & Female

ASSEMBLERS AND WIRERS

Some soldering experience desirable.

DAY SHIFT

Good starting pay.

JEFFERSON-TRAVIS RADIO MFG. CORP.

380 SECOND AVE., NEW YORK (Cor. 22nd St.)

MEN & WOMEN

for TRAIN SERVICE and STATION DEPT.

No experience necessary.

HUDSON & MANHATTAN R.R. CO.

Room 113-E, 30 Church St. New York 7, N. Y. Essential workers need release statement.

HERE'S A JOB

Help Wanted Agencies

A BACKGROUND OF SATISFACTION in Personnel service since 1910. Male and Female Secretaries, Stenographers, File—Law Clerks, Switchboard Operator, BRODY AGENCY (Henriette Roden Licensee), 240 Broadway, Barclay 7-8133 to 8157

YOUR BLOOD CAN SAVE HIS LIFE!

Give an hour of your time to bring the vital plasma to some boy who's fighting for you.

MAKE AN APPOINTMENT NOW!

Call MURRAY HILL 5-6400.

JOHN EMANUEL
Telephone CHickering 4-1010
Fine Furs
205 W. 29th St.
New York City
Furs Made to Order
Remodeling and
Repairing
10% Discount to All Civil Service Employees
Upon Identification



No Ration Points Necessary!

Largest Selection of
All Kinds of
**FRESH SAUSAGES, BOILED
and SMOKED HAM and
FRESH PROVISIONS**

For the past 48 years we have
produced only ONE quality—the BEST
HENRY KAST, Inc.

277 Greenwich Street
Bet. Murray and Warren Sts., N.Y.

7 Beach St., Stapleton, S. I.

LIVE CHICKENS and FRESH EGGS
RIFKIN LIVE POULTRY
MARKET, Inc.

Cleaned and Dressed
Special Prices to Churches &
Civil Service Functions

154 W. 145 St. ED 4-0725
2142 Madison Ave. AU 3-4864

For the Record



**ABBOTT APPLIANCE &
MUSIC** has a complete
line of the newest re-
cords. Radio Dept. will
service and repair your
radio. Tubes available.

2101 Grand Concourse, Bronx
FO 7-4108

INVISIBLE GLASSES
are marvelous for your sight and your
appearance! Safe and unbreakable.
You'll see better and look better. Have
FREE trial fitting. Consultation wel-
comed 10-8 p.m. daily; 2-4 p.m. Sunday

J. H. WILDAY
Times Bldg. (42d St.) BRyant 9-2282

MEN'S SUITS
SLIGHTLY USED
BETTER THAN NEW
\$7.50 and Up

We Also Buy Pawntickets
For Diamonds and all kinds
of Jewelry

Al's Clothing Exchange
132 Myrtle Ave., off Flatbush Ext.
Brooklyn, N. Y. TRiangle 5-0196

15 YEARS EXPERIENCE
**REFRIGERATOR
REPAIRS**

We Also Buy Pawntickets
For Diamonds and all kinds
of Jewelry

For BROOKLYN—Call
MA. 4-4809
For QUEENS—Call
JA. 6-3230

FROST REFRIGERATION
42 MYRTLE AVE

**WE BUY
AT TOP PRICES**
Complete Apartments, Pianos, Odd
Pieces, Rugs, Refrigerators, Comb.
Radios, Sewing Machines, etc.

FURNITURE

United Security At. 9-6486
2176 Third Ave.

MULTIGRAPHING
Direct Mail Campaigns—Multigraphing,
Mimeographing, Addressing, Mailing,
Special machines to speed your problems.
Accurate, Prompt and Reliable

CALL CHELSEA 2-9082

Prompt Multigraphing & Mailing Co.
204 WEST 14th STREET, N. Y.

Progress Report On State Exams

Open-Competitive
JUNIOR INSURANCE QUALIFICATIONS
EXAMINER, Insurance Department; 79
candidates, held January 23, 1943. The
rating of the written examination is
completed. Investigation of training and
experience to be made.

ASSOCIATE EDUCATION SUPERVISOR
(BUSINESS EDUCATION); 27 candi-
dates, held May 6, 1944. Rating of the
written examination is completed. Rating
of training and experience to be
done. Interviews to be held.

BUSINESS CONSULTANT, Div. of Com-
merce; 82 candidates, held May 6, 1944.
Rating of the written examination is
in progress.

INSTITUTION TEACHER (Elementary
Subjects) Correction Dept. (Unwritten);
31 candidates held May 6, 1944. This
examination has been sent to the Ad-
ministration Division for printing.

JUNIOR STATISTICIAN; 64 candidates,
held May 6, 1944. Rating of the written
examination is in progress.

LIBRARY ASSISTANT; 24 candidates,
held May 6, 1944. Rating of the written
examination is in progress. Rating of
training and experience is completed.
Clerical work is in progress.

MOTION PICTURE INSPECTOR, State
Education Dept.; 16 candidates, held
May 6, 1944. Rating of the written ex-
amination is completed. Investigations
of training and experience are in pro-
gress.

SENIOR BUSINESS CONSULTANT, Divi-
sion of Commerce; 69 candidates held
May 6, 1944. Rating of the written
examination is in progress.

SENIOR CIVIL SERVICE INVESTIGATOR,
Dept. of Civil Service; 338 candidates,
held May 6, 1944. Rating of the written
examination is in progress.

SENIOR STATISTICS CLERK; 220 candi-
dates, held May 6, 1944. Rating of the
written examination is in progress.

JUNIOR STENOGRAPHER, Albany Area;
455 candidates, held June 17 and 24,
1944. Rating of written examination is
in progress.

JUNIOR TYPIST, Albany Area; 711 candi-
dates, held June 17 and 24, 1944.
Rating of the written examination is
in progress.

STENOGRAPHER, Albany Area; 380 candi-
dates, held June 17 and 24, 1944.
Rating of the written examination is
in progress.

JUNIOR CLERK, Albany Area; 1189 candi-
dates, held July 15, 1944. Rating
schedule being prepared.

Promotion
STATISTICS CLERK, Dept. of Labor; 25
candidates, held November 20, 1943.
This examination has been sent to the
Administration Division for printing.

SENIOR ACCOUNT CLERK, Insurance
Department; 6 candidates, held January
22, 1944. Rating of the written ex-
amination and rating of training and
experience are completed. Clerical work
to be done.

HEAD CLERK (Motor Vehicle) Depart-
ment of Taxation and Finance; 12 candi-
dates, held February 26, 1944. Rating
of the written examination being
checked.

SENIOR PAROLE OFFICER, Division of
Parole, Executive Department, New

U.S. Gives Work To Blind, Deaf, Halt

WASHINGTON—Government
has hired 1985 physically hand-
icapped persons since June 1,
1944. This includes 268 hand-
icapped veterans.

There were 30 persons who
are totally blind and 464 persons
with sight of only one eye among
those hired. Fifty-one persons
taken on were totally deaf and
151 hard of hearing.

Nineteen victims of darrism
were employed by Government
during that time. Other de-
fects include 103 persons with
arrested T.B., 213 persons with
heart disease, and 83 persons
with spinal trouble. Largest
handicapped group included 871
persons with leg deformities.

422 Stenos Called For Immediate U. S. Positions

WASHINGTON.—All Govern-
ment agencies will soon have a
payroll lag system

At present, most Federal em-
ployees are paid up to date each
payday, but this makes too many
adjustments and supplemental
rolls necessary. By putting in a
lag—that is, being paid some time
after the actual pay period—this
extra work is eliminated.

Federal Works Agency here is
the first big agency to adopt such
a system. To ease the strain it is
moving into the system a day
each pay period and at the end
of eight periods will be completely
under the new plan.

Treasury and Bureau of the
Budget have been working on
establishment of such a system
on an agency-wide basis and it is
expected they will announce it
soon.

York District, Buffalo Region; 45 candi-
dates, held February 23, 1944. Rating
of the written examination is completed.
Rating of training and experience is
in progress.

HEAD ACCOUNT CLERK, Dept. of Audit
and Control; 9 candidates, held March
28, 1944. Rating of the written exami-
nation is completed. Rating of training
and experience is completed. Clerical
work to be done.

SENIOR DAMAGES EVALUATOR, Dept.
of Taxation and Finance; 19 candidates,
held May 6, 1944. Rating of the written
examination is completed. Rating of
training and experience to be done.

STENOGRAPHER, Department of Civil
Service; 27 candidates, held May 27,
1944. Rating of the written examina-
tion is completed.

ASSISTANT DEPUTY CLERK, Appellate
Division, Supreme Court, 2nd Judicial
District; 13 candidates, held June 10,
1944. Rating of the written examina-
tion is in progress.

PRINCIPAL CLERK, Dept. of Taxation
and Finance; 9 candidates, held June
10, 1944. Rating of the written examina-
tion is in progress.

RETAINER CLERK-TYPIST, Appellate
Division, Supreme Court, 2nd Judicial
District; 19 candidates, held June 3,
1944. Rating of the written examina-
tion is in progress.

SENIOR CLERK, Dept. of Law (Albany
Office); 10 candidates, held June 10,
1944. Rating of the written examina-
tion is completed. Rating of training
and experience is in progress.

STATISTICS CLERK, Dept. of Health; 24
candidates, held June 6, 1944. Rating
of the written examination is com-
pleted. Clerical work to be done.

STATISTICS CLERK, Dept. of Social Wel-
fare; 7 candidates, held June 10, 1944.
This examination has been sent to the
Administration Division for printing.

TAX ADMINISTRATIVE SUPERVISOR
(Corp.) Taxation and Finance; 10 candi-
dates, held June 6, 1944. Rating of
the written examination is in progress.

ADMINISTRATIVE ASSISTANT-COMMIS-
SIONER OF CORRECTION, Dept. of
Correction; 19 candidates, held June 24,
1944. Rating of the written examina-
tion is in progress.

CLERK, Division of Commerce, Executive
Department; 10 candidates, held June
24, 1944. Rating of the written examina-
tion is in progress.

CLERK, Department of Health; 44 candi-
dates, held June 24, 1944. Rating of
the written examination is in progress.

CLERK, Department of Taxation and Finance;
21 candidates, held June 24, 1944.
Rating of the written examination is
in progress.

FILE CLERK, Health Department; 14
candidates, held June 24, 1944. Rating
of the written examination is in progress.

STENOGRAPHER, Conservation Depart-
ment; 6 candidates, held July 8, 1944.
Rating of the written examination is
in progress.

STENOGRAPHER, Department of Social
Welfare; 9 candidates, held July 8,
1944. Rating of the written examina-
tion is completed. Clerical work to be
done.

TYPIST, Division of Laboratories and Re-
search, Department of Health, held July
8, 1944. Not yet started.

TYPIST, Department of Health; 29 candi-
dates held July 8, 1944. Not yet
started.

ASSISTANT LIBRARIAN (Traveling Lib-
raries) Education Department; 7 candi-
dates held July 15, 1944. Rating of
the written examination is in progress.

STENOGRAPHER (LAW), Department of
Taxation and Finance; 8 candidates,
held July 15, 1944. Rating of the writ-
ten examination is completed. Clerical
work to be done.

'Payroll Lag' Soon to Come In All Federal Agencies

WASHINGTON.—All Govern-
ment agencies will soon have a
payroll lag system

At present, most Federal em-
ployees are paid up to date each
payday, but this makes too many
adjustments and supplemental
rolls necessary. By putting in a
lag—that is, being paid some time
after the actual pay period—this
extra work is eliminated.

Federal Works Agency here is
the first big agency to adopt such
a system. To ease the strain it is
moving into the system a day
each pay period and at the end
of eight periods will be completely
under the new plan.

Treasury and Bureau of the
Budget have been working on
establishment of such a system
on an agency-wide basis and it is
expected they will announce it
soon.

422 Stenos Called For Immediate U. S. Positions

The jobs listed below must be
filled at once by the U. S. Gov-
ernment. Apply at the office
of the U. S. Civil Service Com-
mission, 641 Washington Street,
New York City.

There is a need for approx-
imately 422 Stenographers. The
majority of these vacancies are
at Grade 2; however, for per-
sons with one year's stenographic
experience, there are available vac-
ancies at the CAF-3 grade.

\$1620 per annum plus overtime
or about \$38 per week.

Approximately 453 Typists are
needed, mostly at grade 2
\$1440 per annum plus overtime
or about \$34 per week. In this
category too, vacancies at Grade
3, or about \$38 per week, are
available for persons with at least
one year's typing experience.

There is also a need for Mul-
tilith, Telephone, Key and Card
Punch Operators at about \$34
per week. There are some Tab-
ulating Machine, Mimeograph,
Graphotype, Addressograph and
Teletype Operators at salaries
ranging from \$34 to \$38 per week
needed. In most cases the Tele-
phone and Teletype Operators are
required to work on rotating
shifts.

Column for Car Owners

CIVIL SERVICE LEADER, 97 Duane Street, New York City
CAR APPRAISAL SERVICE BUREAU

If you wish to sell your car, send in the following information
or write to one of the dealers listed below: We will get an
estimated valuation for you based on the best marked price
we can find from a reputable dealer.

Make of Car..... Year.....
Type..... Mileage.....
Equipment.....
Condition of Tires..... Your Own Appraisal:.....
Your Name.....
Address..... Phone.....

Manhattan

75 LATE USED CARS
'33-'41 ALL MAKES, MODELS
LOW PRICES
6 LATE STATION WAGONS

DEXTA
First Ave.—97 St.
AT. 9-2998

Bronx

Wendel-Hall Pontiac Co.
PAYS HIGHER PRICES
FOR
USED CARS
1936 to 1942 models.
We will give you a postwar
new car priority.

Will send buyer with CASH
1700 Jerome Ave.
(Near 175th St.)
TR. 8-3048

Happy Irishman
Buys and Sells Any Car
Highest Cash Paid
423 WEST 42ND ST., Nr. 9th Av.
Call LOngacre 5-9360
9 West 61st St.
(Bway at 61st St.) CO 5-9769
Jerry J. McDonald

QUICK CASH
HIGH PRICES PAID
Call TRemont 2-9424
AVON MOTORS, Inc.
1680 JEROME AVE., BRONX
(174th Street)
150 CARS IN STOCK

CARS WANTED
ALL MAKES 1936-1942
Top Prices Paid
FIELDSTONE MOTORS
New York's Oldest DeSoto, Ply.
Dealers
BROADWAY at 239th STREET
MARble 7-9100

CARS WANTED
ALL Makes, 1932-1942
TOP PRICES PAID
PITKIN AUTO
DeSoto - Plymouth Dealer
225 PENNSYLVANIA AVE., BKLYN.
AP 7-0688

We Pay The Limit
for YOUR CAR or
STATION WAGON
SPOT CASH
Bonded Auto Sales
Phone COL 5-5614
or Drive to 1090 Broadway (53rd)

CARS WANTED
HIGHEST PRICES PAID
ALL MODELS FROM 1935-1942
HAMILTON MOTORS
4308 FT. HAMILTON PARKWAY
Call WIndsor 8-9064
After 7 P.M. SLicum 6-0685

State Civil Service Briefs

(Continued from Page 7)

removed because one of the mem-
bers of the board takes a civil
service examination, when the
power of appointment still remains
in the board from which the mem-
ber plans to resign and carries
with it the right to make a
choice." (Informal, April 8, 1944).

Inasmuch as the opinion stresses
the fact that the appointing board
could not appoint its own mem-
ber because it had the right to
choose another eligible from the
list, it would appear that if the
board member were a disabled
war veteran and, thereby, entitled
to an absolute preference in ap-
pointment over the other eligibles
on the list, his appointment would
be entirely proper. In such case,
the appointment would be man-
dated by the State Constitution,
and the discretion of the appoint-
ing board would not be involved.

THE EVERGREENS

CEMETERY
(Non-Sectarian)
BUSHWICK AV. &
CONWAY ST.
Brooklyn

Glensmore 5-3300-5301
The new Gibson Section
completely landscaped and
all with perpetual care, is
now open for both single
graves and plots.

PRICE OF LOTS
Depending upon Location
Persons desiring time for
payment will be accommodated.

Single Graves for three interments in
the New Park Section with perpetual
care and including the first open-
ing..... \$175
Single Graves for three interments in
other sections without perpetual care
but including the first opening, \$106

FOR BABY'S SAKE
Use
American Sterilized Diaper Service
Sanitary-Sealed
Deodorized Hospital Containers

**AMERICAN
DIAPER SERVICE, Inc.**
City Wide Service
520 W. 27th St., N. Y. C. CH. 4-2398

LALOR SHOES
215 Broadway, New York City

Here's good news for you! At last—
A shoe that really fits the most im-
portant part of the foot... the
Bottom.

Thousands of men and women in
every walk of life find that long
hours "on their feet" seem shorter,
much less tiring, thanks to the fati-
gue-free comfort of LALOR SHOES.

Remember, the fit is the thing—it
combines comfort and appearance.

D. J. LALOR

**E. C. PACK
CHIROPODIST**

Announces the opening of his
office at

1314 BOSTON BROAD,
BRONX
(Near 109th Street)

Office Hours: 9 A.M. to 1 P.M.
2:30 P.M. to 7:30 P.M.

Phone: DAYton 9-1634

When Your Doctor Prescribes Call
MARTOCCI
All Prescriptions Filled by Registered
Graduate Pharmacists

PRESCRIPTIONS — DRUGS
MARTOCCI PHARMACY
7801 13th Ave. Brooklyn, N. Y.
Call BEnsonhurst 6-7088
Bay Ridge's Leading Prescription
Pharmacy

20 YEARS' REPUTATION
FOR FAIR DEALING
ASSURES YOU MAXIMUM VALUE
FOR YOUR AUTOMOBILE

HILTON MOTORS
885 8th AV. (53rd), NEW YORK
COLUMBUS 5-7043

**TOP PRICES...
NO BICKERING!**

We'll buy your Car over the Phone
COMPARE OUR OFFER —
ST. 3-8384 or MA. 2-2033
HUDSON-1374 BEDFORD AV. BKLYN.

Some **ABC** stuff about **E**

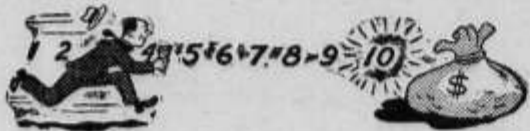


E IS A VERY important letter in this war.

It's the name of the War Bonds you buy—"War Savings Bond Series E."

As you know, a Series E Bond will work for you for ten full years, piling up interest all that time, till finally you'll get four dollars back for every three you put up. Pretty nice.

The first job of the money you put into "E"



is, of course, to help finance the war. But it also

gives you a wonderful way to save money.

And when the war is over, that money you now put away can do another job, can help America swing over from war to peace.



There'll come a day when you'll bless these Bonds—when they may help you over a tough spot.

That's why you should make up your mind to hang on to every Bond you buy. You can, of course, cash in your Bonds any time, after you've held them for 60 days. You get all your

money back, and, after one year, all your money plus interest.

But when you cash in a Bond, you end its



life before its full job is done. You don't give it its chance to help you and the country in the years that lie ahead. You kill off its \$4-for-every-\$3 earning power.

All of which it's good to remember when you might be tempted to cash in some of your War Bonds. They are yours, to do what you want with.



But... it's ABC sense that...

They'll do the best job for you and for America if you let them reach the full flower of maturity!

WAR BONDS to Have and to Hold

This advertisement is a contribution to America's all-out war effort by

B. GREEN MILLINERY, INC.
VON ALTMAN PURSES
MARTA CIGAR CO.
TUDOR KNITTING MILLS
SKINS TRADING CORP.
J. MAXENCHS & CO.
BERNICE BLOUSE CO., INC.
J. POPEIL AND SON, INC.
DEVON GROCERY
ACME SUSPENDER CO.
BENTUN WOOLEN CO.
D. C. ANDREWS & CO., INC.
ARTHUR A. STILWELL & CO., INC.
SUPERIOR MANUFACTURING CO., INC.
BECHTOLD & CO., INC.
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REMSEN BEVERAGE COMPANY
MIGNON CHOCOLATE CO.
HENRY M. BARTUNEK
HARDWARE
PETTERSON LIGHTERAGE & TOWING CORP.

YOUNG BINDERY, INC.
MARBE'S TAVERN, INC.
VATICAN CITY RELIGIOUS BOOK CO., INC.
WAGNER BROS. FEED CORP.
NATHAN'S FAMOUS, INC.
HENRY PAPE, INC.
ALL AMERICA SPORTSWEAR CO.
COBLENTZ BAG CO., INC.
HAYES G. SHIMP, INC.
MICHAEL MERCOGLIANO
HOROWITZ BROS. & MARGARETEN
FOX & EHRLICH
CHAS. J. KUEBLER
JULIUS TANTLEFF
LA MARINA BAR & GRILL
HUDAK STEAMING & WASHING CO.
TERMINAL BAG & BURLAP CORP.
WILLIAM MacCORLEY, INC.
H. B. FRED KUHL'S
MINETTA TAVERN

UNIVERSITY FROCKS
FRED GALBAS
OTTO EICKMEYER
SUPREME AIR FILTER CO.
COSMO SALADS, INC.
MAYFAIR LEATHER PRODUCTS
IRVING SMOKED FISH CO.
WILLIAMS VOORHEES
PETERSON-OWENS, INC.
TUNNEL PLAZA GARAGE
GARGIULO & AMENDOLA, INC.
HOCHBERG & HELLER
BAER BORTHERS
DAVID SMITH STEEL CO., INC.
CHELSEA FINISHING & DYEING CO., INC.
HACO MANUFACTURING CO.
STUTZ TEXTILE
TULLER FABRICS
GARDINER BINDING & MAILING CO.
ANAR BRASS WORKS
ADELPHI PAINT & COLOR WORKS, INC.

LAMAR GOWNS
LEONARD HOEGLMEIER
M. NACHA
VAUGHAN'S SEED STORE
C. WICENTOWSKI
LATORRACA BROS. EXPORT & IMPORT
FOOK-YOUNG'S CHINESE AMERICAN RESTAURANT
GOETZ C. BERNSTEIN
A. FINE
CHARLES WISSMAN CO.
KOPPER'S CHOCOLATE PRODUCTS
AMPEREX ELECTRONIC PROD.
THEO. HAVILAND CO.
S. LIEBOVITZ & SONS, INC.
TOPPING BROS.
THE INDUSTRIAL PRESS
CANGEN MACHINE & STEEL SHANK CO., INC.
COMMERCIAL CONTRACTING COMPANY
BRONGER & COMPANY, INC.
FRIEND OF THE BOND DRIVE

U.S. Jobs

(Continued from page 10)

applicants may substitute one full year of study successfully completed in a college or university of recognized standing.

EXAMPLES OF NON-QUALIFYING EXPERIENCE:

- (1) Experience in a purely clerical capacity in any organization.
- (2) Volunteer experience in the United Service Organization as a registration director or hostess.
- (3) Experience as a credit investigator.
- (4) Experience as a volunteer social worker.

There are no age limits for this position.

No written test is required. Applicants will be rated on the quality and quantity of their experience and fitness, on a scale of 100, based on a review of sworn statements as to their experience, and on corroborative evidence secured by the Commission.

HOW TO APPLY:

1. Applicants must file the forms and material listed below, all properly executed, with the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y.—
 - A. Application Form 57.
 - B. Form 14 with the evidence it calls for, if applicants desire to claim preference because of military or naval service.
2. The necessary forms may be obtained from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y., or at any first- or second-class post office in which this notice is posted.

Training Officer

\$4,428, \$3,828, and \$3,163 a Year (Salaries include the amount paid for overtime as shown below)

PLACES OF EMPLOYMENT: Veterans' Administration Regional Offices located at Batavia, N. Y., Bronx, N. Y., and Lyons, New Jersey.

CLOSING DATE: Applications will be received until the needs of the service have been met.

SALARIES AND HOURS OF WORK: The standard Federal workweek of 48 hours includes 8 hours of required overtime. The increase in compensation for overtime amounts on an annual basis to approximately 21 per cent of that part



JERRY WALD—his clarinet and orchestra is person at the Paramount along with Perry Como. The film attraction is "And The Angels Sing."

of the basic salary not in excess of \$2,900 a year.

Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$3,800	\$628	\$4,428
\$3,200	\$628	\$3,828
\$2,600	\$563	\$3,163

All basic salaries are subject to a deduction of 5 percent for retirement purposes.

DUTIES: Under supervision of the Vocational Rehabilitation Officer, with latitude for independent judgment and with supervisory responsibility varying with the grade, assists in organizing and administering the vocational rehabilitation training in the area which assigned, including contacts with educational institutions, Federal and State agencies, industrial concerns, or other institutions which may afford training opportunities to veterans; formulates courses of instruction and programs of training for individual trainees; locates agencies affording appropriate training for disabled veterans and enters disabled veterans for training into training facilities so located; supervises trainees individually throughout their training and checks the adequacy of the training; serves as coordinator in the supervision of trainees in a training institution; prepares reports and correspondence giving facts and conclusions in cases or problems of complex character.

MINIMUM QUALIFICATIONS: Applicants must have had, for the \$4,428 grade, at least five years, for the \$3,828 grade, at least four years, and for the \$3,163 grade, at least three years of full-time paid experience in one or more of the following types of employments of sufficient scope and quality to demonstrate conclusively the ability to perform the duties of the positions:

- (1) Administration or supervision of a comprehensive vocational training program for adults in one or more occupational fields.
- (2) Administration or supervision of a placement program of considerable size in one or more occupational fields, provided such experience must have given familiarity with and competence in the application of techniques of training of workers.
- (3) Handling and adjustment of industrial controversies between employers and employees, in which the duties performed required a broad knowledge of the requirements of a variety of occupations and the techniques applied in the training of workers for such positions.
- (4) Service in the armed forces or in other governmental or business or professional establishments or organizations in which the duties consisted primarily of training personnel for assignment to various types of work.
- (5) Experience in positions such as foreman, supervisor, etc., which have served to give familiarity with and conclusively demonstrate competence in the application of techniques of training and employment of workers.

Amusement

by J. RICHARD BURSTIN

The new Darryl Zanuck technicolor picture "Wilson" opens at the Roxy Theatre. Alexander Knox plays the part of Wilson and there is a speaking cast of over 300... Walter Huston, who is currently to be seen in M-G-M's "Dragon Seed," has just been signed by Jack L. Warner for a top comedy role in "Pillar to Post," a forthcoming Warner Bros. production. Huston will play Major Otley and Barbara Brown will play the part of major's wife. Ida Lupino and William Prince star.

itary service are: Glenn Ford, Tyrone Power, Gene Autry, Van Heflin, James Steward, Eddie Albert, John Payne, John Howard, Rudy Vallee, Tim Holt, Buddy Rogers, Ronald Reagan, Arthur Kennedy, and John Beal.

Swim Club Day At Palisades

Today (Tuesday, August 1st), the first one hundred youngsters to visit Palisades Park for the special Swim Club Day will receive free boxes of mason's dots and black crows. As a special added attraction this afternoon, Rita Daigle, recently selected as "Miss Stardust" from over 3,000 girls throughout the country, will appear in person. She was chosen as the prettiest sweetheart of a serviceman and will entertain by singing to Swim Club members.



ALEXANDER KNOX—who plays the part of Wilson in "Wilson," now at the Roxy.

**NEVER SUCH
DRAMA,
SPECTACLE
AND
EXCITEMENT!**

Directed by **HENRY KING**
Written for the Screen by **LAMAR TROTTI**
World Premiere
TODAY
CONTINUOUS THEREAFTER

Darryl F. Zanuck's
WILSON
in Technicolor
ROXY

A 20th CENTURY-FOX PICTURE

on the Roxy stage...
FRED WARING
and
HIS PENNSYLVANIANS
With augmented company of 100

TOM MURRAY
Presents for
Post Jewelers
"The Voice of the Service"
Station WHOM
1480 on your dial
Sunday Night, 11 to 12 M.
Dedicated to Brooklyn Men in Service

HOME OF GOOD FOOD
VIRGINIA RESTAURANT
271 West 119th St.
Bet. St. Nicholas & 8th Ave.
DELICIOUS DINNERS SERVED
UN 4-8860 Mary Abernathy, Prop.

COME IN AND PARTAKE OF OUR
DAILY SPECIALS. Delicious Chow Mein,
tasty sandwiches, appetizing salads. Tea
Leaf Readings an entertainment feature.

Alma's TEA ROOM
773 Lexington Ave. N. Y. C.

PALISADES AMUSEMENT PARK-NEW JERSEY
DSE 125 ST. FERRY

Our government says **RELAX and HAVE FUN**
NEAR HOME! No travel restrictions on the easily accessible subways, busses and ferries.

**SWIM IN
WORLD'S LARGEST
SALT WATER POOL**

FREE to Bathers—Athletic Equipment, Hand Ball Courts, Separate Wading Pool for Children, Sandy Beaches and Sun Solarium.

NAME BANDS
Playing for
FREE SHOW DANCING
FREE ACTS—DANCING and PARKING!

Sumptuous new this Year!
DANCE
Rain or Shine!

Service Men and Women in Uniform Admitted Free

Zimmerman's Hungaria
AMERICAN HUNGARIAN
163 West 46th St., East of Bway.

Nationally famous for its quality food. Dinner from \$1.25 served till closing. Excellent Floor Show, Gypsy and Dance Orchestra. No cover ever, no min., ex. Saturday, after 9 P. M. Tops for parties. Air conditioned. Long. 3-0115.

ELSIE'S DINING ROOM
975 ST. NICHOLAS AVE.
ELSIE TAYLOR, Proprietor

For the **FINEST FOODS**... Strictly Home Cooking... Special Catering to Clubs... For Reservations Tel. WAdsworth 3-9503
Bet. 159TH & 160TH STREETS

Paramount Presents
"And The Angels Sing"
In Person
PERRY COMO
Plus
JERRY WALD,
His Clarinet and Orchestra
PARAMOUNT
TIMES SQUARE

NOW AT THE STRAND
Warner Bros. Hit
"The Adventures of Mark Twain"
in person
Vincent Lopez
and his orchestra of 30 instrumentalists
PLUS
THE PITCHMEN
Air-Conditioned **Strand** B'way & 47th St.

RADIO CITY
MUSIC HALL
Showplace of the Nation
ROCKEFELLER CENTER

Powerful picture of love and courage based on Pearl Buck's great novel... M-G-M's Production

"DRAGON SEED"
KATHARINE HEPBURN
Walter Huston - Aline MacMahon
Akim Tamiroff - Turhan Bey
ON THE GREAT STAGE: "SKY HIGH"—Tops in melody and glamour... featuring the Rockettes, Glee Club, Corp de Ballet, and Music Hall Symphony Orchestra.
First Mezzanine Seats Reserved.
PHONE CIRCLE 6-4000

BETTE DAVIS
In Warner Bros. HIT!
"MR. SKEFFINGTON"
with
Claude Rains
B'WAY AT 51st ST. **HOLLYWOOD**

M-G-M's Talent-Topping-Triumph
BATHING BEAUTY
in Technicolor
STARRING **Red Skelton**
with
ESTHER WILLIAMS
HARRY JAMES XAVIER CUGAT
& his Music Makers & his Orchestra
Continuous popular prices at the cool **ASTOR** Broadway at 45th St. Doors Open 10 A.M.

HARBOR REST
SEA FOOD HOUSE, Inc.
NEW MANAGEMENT
Famous for
SHORE DINNERS • LOBSTER STEAK • CHOPS • CHICKEN
Wines and Liquors
Catering to Parties and Conventions
On the Bay—B. 116th St. & Beach Channel Dr. Rockaway Park Free Parking Belle Harbor 5-0777

Plymouth RESTAURANT
103 HENRY STREET 85 CLARK STREET
FORTIFY YOURSELF to meet the hardships of war with good wholesome vitamin-bursting food at sensible prices. Regular Luncheon and Dinner. Bar and Cafe. Also a la Carte. Air Conditioned.
Bar and Grill... Serving the Finest in **THIRD AVENUE RENDEZVOUS** (Formerly B & K Bar & Grill)
Wines • Liquors • Beers
Your Genial Hosts — C. HOOPER and A. WEEKS
2577 THIRD AVENUE, Cor. 104th Street NEW YORK CITY



at Long Island's Largest Lake! WHOLESALE ACREAGE FOR READERS OF THIS NEWSPAPER FROM NEW YORK'S LARGEST ACREAGE DEALER!

"Where you can buy so much for so little"



BATHING!

FISHING!

BOATING!

PICNICKING!

Quarter Acre
Estates

\$99 PRICE FULL

\$20 DOWN
Estates

\$1 A WEEK!

You get the equal of 5 city lots at \$19⁸⁰ per lot

You receive 10,000 square feet of beautifully wooded, high, rolling ground. The IDEAL CONDITION for your year 'round vacation or RETIREMENT home.

BUILDING BOOM!

EXPERTS predict that when this war is over there will be an unprecedented BUILDING BOOM! Will you be prepared to build the year 'round vacation or retirement home of your dreams? Write or phone today.

YOUR OWN LITTLE ESTATE

At this famous lakeside resort, a little more than an hour from New York or Brooklyn, you may now own a LITTLE ESTATE, equal to five city lots, for the insignificant price of \$99, payable \$20 down and \$1 a week. Think of it! Thousands of lots have been sold in this great Playland at prices up to \$500 and higher. And our price to you is the equivalent of only \$19.80 per lot, a record low price for high class resort real estate!

ESTABLISHED COMMUNITY

The quarter acres advertised are all on good roads in an established community of summer and year 'round homes, prosperous poultry and truck farms. The property is within easy walking distance of Long Island's largest lake, railroad station, stores, schools, churches. Every little estate is high and dry. Many are covered with giant pine trees that alone are worth the price of the land.

PRICES RISING FAST!

We recently tried to buy more land at the same price we paid last year but found the owners of large desirable estates were asking and getting four and five times more than before. We will not be able to continue to sell at the amazingly low prices much longer. Be wise—ACT NOW!

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3 FULL YEARS TO PAY

See Model Bungalow on Property!



Ask About Our Home Savings Plan

TODAY!

For full details and FREE TRANSPORTATION to property readers of this newspaper should MAIL COUPON or phone CHICKERING 4-1408 or visit our FREE ACREAGE EXHIBIT in Suite 306, 500 FIFTH AVENUE, Office open 9 A.M. to 9 P.M.—Sundays until 3 P.M.

—Readers Should Mail This Coupon Today—

LONG ISLAND ACRES

Box 1, CIVIL SERVICE LEADER

97 Duane St.
New York 7, N. Y.

Telephone CHICKERING 4-1408

Without Cost or Obligation on My Part Send Full Details of Your Wholesale Resort Acreage.

NAME _____ ADDRESS _____ CITY _____