

**New York City Sets Up
Employee Efficiency Plan**

see page 3

NOW'S YOUR OPPORTUNITY — GOOD PAY!

**TRAINEES IN MANY FIELDS;
POSTAL CLERKS, PRINTERS;
OVER 300 JOBS — MEN, WOMEN**

see pages 2, 3, 10, 13, 16

**Full Text of Draft Ruling
For NYC Cops, Firemen**

In order that members of the Police and Fire Departments may be completely clear about the Selective Service arrangements concerning their draft status, THE LEADER reprints in full Bulletin 105, which went out to local boards. In reading this memorandum, policemen and firemen should remember one additional fact: that it does not deal with the problem of "hardship cases", which in all probability would permit the deferment of a substantial number of men. Men whose families would suffer extreme hardship in the event of their induction are classified 3-D. All right, now, here's the memorandum.

TO: LOCAL BOARDS, REGISTRANTS ADVISORY BOARDS, GOVERNMENT APPEAL AGENTS AND BOARDS OF APPEAL.

I. Occupational Deferments for Policemen and Firemen.

In the past this Headquarters has recommended to the Local Boards that serious consideration be given to the question of deferments for firemen and policemen with more than two years' service. Changing conditions now make it necessary to amend these recommendations.

Firemen

The establishment of an overtime schedule by the Fire Department has materially lessened the shortage heretofore resulting from the three-platoon, eight-hour-a-day schedule.

The Fire Commissioner has advised this Headquarters that he will no longer file Forms 42-A for the occupational deferment of firemen unless the circumstances are exceptional.

The recommendations heretofore made by the New York City Director that ALL firemen with more than two years service be seriously considered for deferment are rescinded.

From now on, it rests with the members of the Local Boards to exercise their discretion as to whether or not an occupational deferment should be given to a fireman, regardless of his length of service.

The Local Boards will, of course, continue to give due consideration to the question as to whether the family and dependency status of a fireman warrants a III-D classification. The Board may also consider whether the removal of a fireman with many years of experience and training would impose a real handicap on the Fire Department. The failure to file a 42A would not necessarily preclude the granting of an occupational deferment in such a case.

Policemen

The critical shortage in the Police Department has recently become all the more acute by reason of the recent voluntary retirement last month of 827 policemen on a single day. The Department now has a shortage of 3,200 men, despite the fact that its la-

bors and problems have increased very greatly by reason of war time conditions.

The Emergency Legislation enacted by the Legislature last year, which authorized the appointment of temporary firemen and policemen without regard to the pre-existing Civil Service regulations, has failed to remedy the situation. Neither Department has been able to gain more than a handful of men under this Legislation because of the comparatively low pay and the absence of pension rights and permanence of employment. Experience has demonstrated that men who have the mental and physical qualifications to serve competently as temporary policemen and firemen can easily obtain much more remunerative positions in war production plants and other fields of activity.

It is accordingly recommended that the gravest consideration be given to the occupational deferment of all members of the New York City Police Force, regardless of their length of service.

**FACTS
YOU DIDN'T
KNOW
ABOUT
STATE
BUDGET**

page 6

**U. S. WON'T
FREEZE
PENSION
PAYMENTS**

page 2

**STATE
CIVIL
SERVICE
NEWS**

begins on page 6

**General Bradley Explains — New Point System
Guides Deferment of U. S. Employees**

see page 5

OPA SEEKS EXECUTIVES

see page 10

Gals Wanted To Run Trolleys

With men being drafted at a fast clip, the New York City Board of Transportation is looking for women to pilot trolley cars through the streets of Brooklyn.

Right now, there are 50 openings for which women are being sought. The rate of pay is 75 cents an hour, which starts with the 6 weeks' training course. The minimum age is 21; minimum height, 5 feet 4 inches; and all applicants must pass a physical examination. They must also be able to read and write.

Citizenship is necessary, and foreign-born applicants must produce proof of citizenship.

The regular work-week runs between 44 and 48 hours, during a 5½ or 6 day week, depending on the assignment.

Men who are not liable to the draft will also be considered. Those in 4-F must bring a letter from their draft board explaining the reason for their classification.

These jobs are not limited to New York City residents. Any person living in New York State is eligible.

Application should be made at the 205 Schermerhorn Street office of the United States Employment Service, 10th Floor.



NYC Councilman Anthony J. DiGianna: His bill to end the confusing and unfair "no protest" signatures on City payrolls is hitting snags.

Employee Efficiency Plan Under Way To Speed Production in NYC Agencies

Valuable contributions to the war effort have been made by workers in war plants who have come through with suggestions to speed up production, save time and materials. A plan to utilize the experience of City employees more efficiently to make up for the present lack of manpower is now under way in the N.Y.C. Departments of Public Works and Purchase.

Known as the Work Simplification Program, the new project has the following aims:

- 1—To improve and simplify the work of the departments by making the greatest possible use of the thinking power of every person on the payroll.
- 2—To promote group participation by employees with their supervisors in determining the best methods of doing the work of their units.
- 3—To increase supervisors' receptiveness to proposals from employees for the improvement of working methods.
- 4—To convince employees that their ideas for improvement are really wanted.
- 5—To train employees how to work out improved methods, and how to present their ideas to others.
- 6—To improve morale by giving recognition and credit for valuable contributions.

How It Works

Here is how the program operates.

First, supervisors are given a short training period to acquaint them with the program. Then, with the aid of trained supervisors, each unit of the City department holds a series of five two-hour meetings during working hours to organize the program.

At the meetings, the employees are taught the proper methods of analyzing their individual job. Among the factors which the employees are taught to consider are these:

- Is anyone else doing similar work? Is the duplication necessary?
- Is there any idle time which can be used productively?
- Is there work being performed manually which can be better done by machine?



Doc John J. Furia, who's trying to make NYC employees more efficient.

Could reports, memoranda or letters be shortened to reduce typing and reading time?

Should some part of the work be done by employees of a lower grade?

Machine Operations

Machine operations are similarly analyzed in a search for more efficient methods. The plan is also applied to work in warehouses and shops where each job will be scrutinized by the employee in the hope of finding a better manner of operation.

After the 5-week training period, regular meetings will be held in each unit to discuss new plans and keep up interest in the program.

Tangible Rewards

To satisfy the "What's-in-it-for-me" instinct, there are tangi-

ble rewards for those employees who come across with valuable suggestions. Extra vacation periods — up to two weeks will be awarded to those who contribute more valuable suggestions. For other suggestions, the commissioner of the department will allow extra service-credit ratings.

And each employee whose ideas are accepted will receive public recognition for his suggestion.

It Won't Work Backward

Employees are assured, at the first meeting that no suggestions made as a result of this program will cause any demotions, or dropping of jobs from the department.

The theory behind the plan is explained by Louis Yavner, Secretary of the Department of Purchase: "Under the old methods, when an office or a plant wanted to operate more efficiently, an outside efficiency expert or time-study engineer was called in to go over the works and order changes. Under this setup, all suggestions come directly from the employees, who are rewarded for their ideas, and encouraged to seek better work-methods."

Each employee-idea which is suggested will receive careful consideration, say the sponsors of the plan. It passes through supervisors, and division heads, to the Commissioner, or the administrator who is in charge of the program for the department.

The idea of the Work Simplification Program was first started by the Federal Civil Service Commission in Washington, then adapted by the Social Security Board for its offices. The New York City plan was worked out after consultation with officials of Social Security. They report that the program has been a success, says Dr. John J. Furia, director of the City's Division of War Training, who has helped the departments organize their program.

If the plans work out in Purchase and Public Works, they will be made available to other City agencies who wish to participate.

Cops, Firemen Seek To Outflank LaGuardia

When the Police and Firemen of New York City, in April 1943 circulated petitions to place their \$450 bonus on the ballot at the election, Mayor LaGuardia insisted that it was a plot to grab a permanent increase under the guise of a cost of living bonus.

This was definitely disproved last week, when a police-firemen inspired bill was introduced into the State Assembly by Robert Crews of Brooklyn.

The Crews measure provides exactly what was asked in the original petitions (which were invalidated in the Courts), that the voters of the City have a chance to decide whether they want to pay their police and firemen a \$450 a year bonus. This bonus, provided to match present day living costs, would last only during the war.

Another argument advanced against the bonus was that it would increase the pensions of police and firemen and add more expenses to the City treasury. The additional pay earned by the police and firemen under the Crews referendum bill would not be included in pension computations nor would pension deductions be made.

They Follow the Courts

At the time that the Courts threw out the original petitions for a referendum, the judicial ruling was that the proper manner of handling the referendum should have been through action by the State Legislature and approval by the Governor; then the matter

would appear before the City's voters at the next election.

Appearing at the Assembly when the bill was presented were representatives of the United Firemen's Association and the Patrolmen's Benevolent Association. Vincent Kane and John Crane headed the fire group, while Pat Harnedy, P. B. A. president, and John Carton, P. B. A. vice-president led the police delegation.

As a spur to speed passage of the bill through the State Legislature, Assemblyman Crews has indicated that he will appear before the next meeting of the New York City Council and ask that body to send a message to the legislature endorsing the referendum.

However, in order to assure another safeguard, a bill was also introduced by Assemblyman Crews which would permit an increase of police and fire salaries throughout the State.

Members of the Police Department have received from the City a \$420 increase, effective as of January 1, 1944, in return for additional hours of work. The City's firemen, however, who refused to accede to the Mayor's plan for more hours of work, got nothing.

Examiners at Work On NYC Clerk Tests

The examiners of the New York City Civil Service Commission are busy whipping Part II of the promotion examinations to clerk, grade 3 and 4 into shape.

This part of the test, which will center about the work of the various City departments, will be given in sections to candidates from the different City agencies.

It will be held on March 25, 1944, and when the results of the examination are compiled, departmental promotion lists will be drawn up.

For intelligent interpretation of civil service news, read **The LEADER** regularly.

Many Will Be Eligible To Try for Fire Lieut. Job

A test for promotion to lieutenant in the New York City Fire Department was ordered by the Municipal Civil Service Commission last week.

No date has been set for this examination, and the list now in existence will not expire until January 2, 1945. (Four years from the day on which it was originally promulgated).

A total of 827 members of the City Fire Department passed the examination which was given on January 6, 1940. Of these, 302 have received promotions.

It is expected that the examination will closely follow the last test for the promotion to a salary of \$3,900 a year.

Some details of the last exam follow:

Eligibility Requirements: Open to all Firemen, 1st grade; Engineers of Steamer; Pilots; Chief Marine Engineers (Uniformed) and Marine Engineers (Uniformed). Requirements must be met as of the date of the written test.

Scope of Examination: The written test will be designed to test, as an integrated whole, the candidate's knowledge of fire administration, practice and procedure, including the interpretation and application of pertinent laws, ordinances, rules and regulations, and also to demonstrate the candidate's fitness to be appointed to the rank of Lieutenant.

Subjects and Weights: Record and seniority, weight 5 (80 percent required); written test, weight 5 (70 percent required, 50 percent on each part if more than one part).

Record and Seniority: Colorless Record: Beginning with the date of appointment as Fireman, 80 percent. For each three months of service in that rank during the five years next preceding the first day of the written examination gets 1/3 per cent, or 2 percent a year, making at the end of five years a maximum of 90 percent. For each additional three months in the rank of Fireman, add 1/3 percent, or 1 percent a year, making at the end of ten years' service a maximum of 95 percent.

Added Points (credit given in one successful examination only):

- A. Official awards of the Fire Department: Roll of Merit, Class 1 with medal, 3 percent; Roll of Merit, Class 2 with medal, 2.5 percent; Roll of Merit, Class 3, 2 percent; Roll of Merit, Class 4, 1 percent; Service Record A, .5 percent; Service Record B, .25 percent.
- B. War Services: For every month of

honorable service in the United States Army, Navy, Marine or Nurses' Corps during a war, .1 percent up to a maximum of 1 percent. For participation in battle, 1.5 percent; Medal of Honor (Army or Navy), 1.5 percent; Distinguished Service Cross (Army) or Naval Cross (Navy), 1 percent; Distinguished Service Medal (Army or Navy), .5 percent; Citation Star (Army), .25 percent.

Deducted Points: For each day's fine, .25 percent; for each reprimand, .12 1/2 percent.

However, in order to allow for the promulgation of a promotion list within a month after the expiration of the present list, the new test would have to be given about June, 1944. First, the Commission's examiners have to draw up the examination. Then, the holding of the test must be approved by the Budget Bureau. Next, the examination be advertised, application received, and applicants checked for eligibility.

Comes now the actual day of holding the test, which has to be marked, protests considered, and the list finally drawn up. All that takes time.

Special Promotion Tests for Vets

Another ruling on the status of persons who miss City promotional examinations because of service in the armed forces was issued by the New York City Civil Service Commission last week.

The new provision:

"Any employee who is entitled under the Military Law to a special promotion examination, and who wishes to take such examination, shall be required to take the first regular promotion examination held after the expiration of 60 days from the date of his military discharge; or he may take a regular promotion examination held at any earlier date. Such election shall constitute a special military promotion examination as provided for by the Military Law and the procedure of the Commission. However, he may not voluntarily delay the filing for more than one year from the date of his discharge."



FIGHTING FIRES is not only a tough job—it is one which calls for much training and "know-how." The Fire Department Lieutenant has to know how to lead men and to combat every type of conflagration. New York City is now preparing an examination to give its firemen a chance to advance to Lieutenant.

Civil Service LEADER

America's Largest Newspaper for Public Employees

Published every Tuesday by Civil Service Publications, Inc.
Office: 97 Duane Street (at Broadway), New York 7, N. Y.
Phone: COrlandt 7-5665

Copyright, 1944, by Civil Service Publications, Inc.

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

Subscription Rates

In New York State (by mail) \$2 a Year
Elsewhere in the United States \$2 a Year
Canada and Foreign Countries \$3 a Year
Individual Copies 5 Cents

Advertising Rates on Application

MEMBER AUDIT BUREAU OF CIRCULATIONS

Tuesday, February 22, 1944

The Hounds Are Again Snarling at U.S. Employees

CRITICS of Federal employee draft deferments had another field day last week—but much of their criticism was both uninformed and unfair.

That, at least, is the opinion of Government officials who really know the U. S. Civil Service deferment picture. And the facts seem to indicate that these officials know what they're talking about.

The critics had their say before the so-called Costello Committee of Congress, which has constantly heckled Government for its deferment policy—and constantly overlooked any facts which gave Government men a break. This is the same committee, by the way, which once charged that there were 100,000 "draft dodgers" in the Federal service, a statement which President Roosevelt himself slapped down with cold figures.

Anyway, to get back to the critics — they were six chairmen of District of Columbia draft boards. Their charges got widespread publicity throughout the country. But somehow, the answers to them got pretty well ignored.

The critics alleged that Government fathers are getting too many deferments. The facts (Selective Service figures) show that 5 out of every 8 non-Government fathers are winning deferments. By contrast, Federal agencies have requested deferment for only 1 out of 5 Federal dads—and the War Manpower Central Committee says it will approve "only a very small percentage" of these requests for transmission to draft boards.

The critics alleged that too many Government fathers have been placed in 4-F. In fact, one draft board chairman complained that 30 out of every 100 men sent up by his board had been so classified. What he didn't say, however, is that the national rate of 4-F rejections (Selective Service figures again) is 45 out of every 100.

The critics alleged that too many Government fathers are being deferred as psycho-neurotics. This, they say, happens at the Fort Meyers induction station near Washington. However, they completely neglected to bring out the fact that psycho-neurosis is the principal cause of discharge from the Army—and (in the form of shell-shock) a battle casualty ranking a close second to actual wounds.

In the New York Area, one-third of all rejections at the induction centers are on the ground of psycho-neurosis.

The critics alleged that men deferred as psycho-neurotics are unfit to hold Government jobs. In fact, one ill-informed draft board chairman actually referred to such men as "crazy." Nothing could be farther from the truth. Ask any good psychiatrist. Chances are much better than 50-50 he'll tell you you have some of the symptoms of psycho-neurosis yourself.

But he definitely won't tell you you're unfit to hold your job. And he definitely won't tell you you're "crazy."

We do not pretend to know what he might say about some of those draft board chairmen.

Letters

'Dead End' Jobs In New York State

Sirs: You invite criticism in reference to the article, "How Can Civil Service Be Improved." Well, I don't really think the articles can be criticized, but I would wish that the articles also include something pertaining to the "dead end" positions in the State.

I am not writing this letter in the sense of a crusader because I know the State's aim has always been taken to represent this minority of State employees who are not allowed to share in the State career system. However, only at the discretion of the department head can such a one improve his standard of living, despite the hundreds of promotion examinations that are held for the majority of employees every year.

tions are forced to retire on a mere pittance of a pension.

Even today, with the great manpower shortage throughout the nation and with the high cost of living he is not given the opportunity to better his standard of living. He is just the forgotten man.

GEORGE CHANOKE.

Time Off for Blood Donors

Sirs: I understand that the New York City Police Department allows 48 hours off to members of the force who give blood donations.

In my department, men, and women, rush from their desks to the Red Cross Bank, then back to work.

Why can't the Mayor issue an order giving time-off to every City worker who gives a pint of blood.

M.C.N.

Don't Repeat This!



Dewey Dept. (Cont.)

Surprisingly enough, Governor Dewey's best friend isn't a lawyer, nor a politician, not a judge. It's Carl T. (Pat) Hogan, a Manhattan antique dealer . . . His weekend friends, in addition to Hogan, are Lynn Sumner, New York advertising man; Charles Murphy, Democratic campaign manager for William O'Dwyer; Kenneth Holgate, publisher of the Wall Street Journal; and Lowell Thomas, radio commentator . . . When he's with these men, Dewey acts like an exuberant little boy, exchanging broad witticisms, playing jokes, and teasing . . . Hogan says of the Governor: Tom Dewey starts out with little set opinion. He gets as many facts as he can from his advisers. He'll change quickly if you can show him a good reason for changing . . . One tradition that has grown up around Dewey is that few colleagues ever call him Tom. This was certainly true while he was District Attorney in New York County. It is a reflection perhaps of the strict seriousness with which he regards himself and his mission. However, a lively anecdote is told indicating that he's not always so unbending. One day 50 detectives were assembled in the investigators' room of the Special Prosecutor's Office at the Woolworth Building, awaiting assignment. They had been in the room several hours, and were cutting up a bit. Anyone who dared open the door to the office was bombarded with coffee containers, sandwiches, telephone books, and other available debris. Well, the door opened and out went a barrage at the unsuspecting caller. The victim was Tom Dewey. The boys were horrified, stood around with nervous, apologetic, hangdog looks on their faces. But Dewey picked up the stuff and tossed it right back at them—thus easing the tension and winning the friendship of 50 cops . . . Another misconception about the Governor is that he wants only "yes-men" around him. On the contrary, he insists that his subordinates should say what they think—right out. He has often been known to pass the draft of a legal brief around to 20 members of the staff. There's the time, in Dewey's D.A. days, when one young attorney, a newcomer, was asked his view about such a draft, and mumbled a few polite words. "Give me your honest opinion or say nothing," roared Dewey. The new employee then studied the draft carefully, made a few trenchant criticisms and suggestions. Dewey thanked him. That young attorney was Lawrence Walsh, who is now Assistant Counsel to the Governor.

Politics, Inc.

Did you know that 7 judges of the State Court of Appeals draw down \$175,000 a year for pay and expenses, as against \$127,500 for the 51 members of the Senate, plus \$15,000 for travel expenses? . . . A number of bigshot GOP politicians are in the ring to oppose Senator Wagner, if he runs for re-election next year, as he probably will. It's a sign that the Republican boys feel pretty heady about their chances of winning. GOP names already mentioned: Former State Senate leader George Fearon, Assembly leader Irving Ives, publisher Frank Gannett, Secretary of State Tom Curran. Add two other possibilities: State Senator Frederic Coudert and Senate Leader Ben Feinberg. Another angle: several GOP bigwigs are urging Wilkie to run on a Dewey-for-President-Wilkie-for-Senator ticket. They argue that if Dewey wins the Presidency, Wilkie will surely be elected to the Senate, and even if Dewey loses the nation, Wilkie may still win in the State. The thought should please Dewey. It would bring strong unity in GOP ranks.

Merit Men



HIS TITLE is Clerk Grade 5, but he is known as the morale officer of his department. He is one of the busiest members of the office force of Edgar J. Nathan, Jr., President of the Borough of Manhattan. He's worked for New York City for thirty years—worked harder each year than the year before—and says there's no work he'd prefer to payroll duties. And it isn't solely because the topnotchers in the payroll division render the pleasantest sort of service to their fellow employees. He not only helps pass out the pay checks, but he takes plenty of money away from his fellows, as well, for he heads up the war loan drives in the department. In the Fourth War Loan drive the department's quota was exceeded by more than 10 per cent.

Two Boys in Service.

His name is Francis X. Duffy and every one of the 1,100 employees in the department knows him. He hails from the Chelsea district, as does his wife, and as did their parents. The couple's five children were born there. Two of them are in the military service—Daniel Joseph, 20 years old, with the Seabees in the Pacific, and Edward Francis, 18, torpedo

man on a destroyer in the Atlantic.

Dad vowed that he would devote all the days until victory to helping to attain it on the home front, by war bond, Red Cross, Legion and other activities. So he goes to church early on Sunday, and spends the rest of the church hours soliciting the worshippers on behalf of war bond and stamp sales, and has \$14,000 on his record sheet already, and the figures are climbing fast. Not satisfied, he makes house-to-house canvasses and even street corner solicitations in the neighborhood where every one calls him Frank.

"I love the city service as a career," he says, "especially the work that I am doing. I hope that future employees will get as much fun out of it as I do, and if none of them fares any worse than I did I think they'll be as happy as I am over coming up through the ranks."

A Blood Donor Too

A veteran of the first world war, Mr. Duffy is a Red Cross blood donor in this one and a leader in the blood donor drives. He is a former adjutant of the Chelsea Post of the American Legion and present chairman of the military committee of the First District Holy Name Society, which helps keep up the morale of the men in the service by forwarding personal news right from home and sending birthday and holiday greetings and gifts. Besides, he is a volunteer with the local draft board and chairman of the Legion post's selective service committee.

A 16-year-old son, Francis Walter Duffy, attends La Salle Academy. The two other children are Grace, 11, and John, 9, who attend St. Columbia Parochial School. But their mother, Mrs. Marion C. Duffy, manages to find time to serve as a nurse's aid at St. Claire's Hospital in West 51st street. The family lives at 341 West 24th street.

Dad won first prize in German on graduation from P. S. 32, Manhattan, and his son, Francis Walter, won first prize in an inter-parochial school public speaking contest. The son's award was \$20 and he immediately invested it in a war bond. The Duffys are that kind of a family.

General Bradley's Column

By
Brigadier General
John J. Bradley
(Ret.)



New 'Point System' Guides U. S. Agencies In Deferment of Government Fathers

Here's the point system which War Manpower's Central Deferment Committee is using as a guide in passing upon Government father deferment requests.

It rates deferment applicants on 10 different factors—with a maximum of two points for each factor. Thus, the highest obtainable score is 20. And to qualify for a deferment under the Committee's rules, a Federal dad ordinarily will

have to make at least 11 points. However, the committee does say that it will give "very careful consideration" to men scoring as many as nine points. The chart below tells the story:

	Under 26	26 to 32	32 to 38
Age	No points	1 point	2 points
Number of pre-Pearl Harbor children	1 child No points	2 children 1 point	More than 2 2 points
Essentiality of agency's function to war effort	Doubtful Essentially No points	Considerable Essentiality 1 point	Unusual Essentiality 2 points
Essentiality of employee's job to agency's function	Doubtful Essentially No points	Very Essential 1 point	Extremely Essential 2 points
Replaceability of employe	Usual Difficulty No points	Very Difficult 1 point	Unusually Difficult 2 points
Experience in Government	Under 3 yrs. No points	3 to 5 yrs. 1 point	6 yrs. or more 2 points
Experience outside Government	Under 3 yrs. No points	3 to 5 yrs. 1 point	6 yrs. or more 2 points
Unusual qualifications, training or skills	None No points	Some 1 point	Very unusual 2 points
Foreign service	To be assigned overseas No points	Already overseas 1 point	Overseas in war zone 2 points
Agency deferment standards	Below average No points	Average 1 point	Rigid 2 points

NEW YORK STATE CIVIL SERVICE NEWS



The State Employee

By HAROLD J. FISHER
President, The Association of
State Civil Service Employees

In writing "The State Employee" as a regular weekly feature of THE LEADER, Harold J. Fisher will discuss 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.

Mr. Fisher has had long experience in the problems of State Government, which he understands from the inside. Today Finance Officer of the Department of State, he began his career 32 years ago as a page boy in the Secretary of State's office. For the past 13 years he has been active in the affairs of the State Association, and is now President of that organization. THE LEADER feels that Mr. Fisher's contributions will go far toward enlightening employees, administrators and legislators.

I FIND an inquiring mind on the part of State workers as to just what the future labor policy of the State is to be. Post-war impacts will not fall lightly on workers wherever they may be. The whole sense of the present calls for recognition of the importance of labor policies. It is the one problem that is most closely allied with winning the war. Not a member of the armed forces, not a young person in public or private work today, but has his heart fixed on permanency of work when the war is ended. There is little security for labor in the temporary makeshifts of a war economy. Hence, the anxiety that labor policies be grounded in moral laws, well conceived and just to the worker and employer alike.

WHEN THE DELEGATES to the annual meeting of the Association pooled their experience and brought forth the broad program as outlined in THE LEADER recently, they were charting a labor policy which they hoped would be adopted by the Governor and the Legislature. They were speaking largely for 1944, but they realize well that conditions in a progressive civilization are never static and that organized employees must be alert to point the way at all times in the future.

THERE IS GROUNDWORK in the State Constitution and in basic civil service law for the major elements of a sound State employment policy. The Constitutional provision which requires the selection of all workers as far as practicable upon the basis of merit and fitness and so far as practicable as a result of competitive examination, fits into the modern technique of personnel administration that has been developing rapidly in universities and out for the past ten years. There is scant reason for exempting positions in any great number for want of ability to test the fitness of applicants. And, the Courts have indicated that the Constitutional phrase "as far as practicable" must be taken as intelligent men would honestly interpret it. It excludes few positions. The strongest plank of good labor policy is that underlying the career service principle as built into the Feld-Hamilton provisions of the civil service law. This plank rests upon the Classification Board and the Salary Standardization Board. The independence of these two boards is vital to a sound labor policy in State service. The merit system plan does two things that are of tremendous value to all citizens. First, it gives the people confidence in the integrity of personnel recruitment on the basis of merit and fitness, and secondly, it encourages the entry into State service of men and women who wish to make their work a career. Such are willing to start more humbly perhaps than in private endeavor and they are of that caliber that is willing to compete for the highest places. Needless to say, and this was doubtless clear to those who wrote the Constitutional provision in 1894, nothing is so fatal to the success of any career plan as to condone the exemption of the best places in any service. The ladder of worthy ambition must lead to the top.

THERE ARE other elements in a sound labor policy. There is adequacy of compensation for the tasks performed and also "equal pay for equal work". The State has made a notable contribution through the career service salary scales. But these are applied imperfectly still to a large extent in institutional service. The employees at Matteawan and Dannemora State Hospitals are a case in point. Today they are being reclassified by the Classification Board. They were classified several years ago, and each position allocated by the Salary Standardization Board, but the work of the Boards was not adopted because of a weak labor policy. The classification and allocation were sound in that they provided for pay equal to the pay in other prison categories because the work was equal. In deciding what is equal work, we must rely upon common wisdom and common sense. To split hairs over trifles and to argue that a job is not exactly the same as another and thus delay honest decision is not within the sphere of fair dealing with the worker. If anything, he deserves the benefit of the doubt. Essential likenesses are readily apparent between the jobs in Matteawan and Dannemora and those in State correctional institutions generally. The delay in fair pay for these workers is harmful to all employee morale.

MANY HUNDREDS of the employees in the Mental Hygiene institutions are dissatisfied with their classifications and salary allocations, particularly the large group of attendants whose maximum gross salary has been set at only \$1600. These await settlement by the Boards now engaged in hearings and deliberations. Liberal interpretation of living standards in New York State will not be viewed as extravagance by taxpayers who are themselves workers in private industries and who have respect for their own incomes as workers.

HEALTHFUL SURROUNDINGS; fair hours of work and periods of vacations and sick leave; age and disability retirement sufficient to provide for wants; unemployment insurance; and recognition of the appeals and recommendations of organized employees—all these have a part in sound planning for labor and will be the subject of scrutiny by all employees and many, many citizens throughout the nation as questions concerning the overall labor policy in New York State service comes into prominence under the pressure of constructive post-war planning.

We may well be proud of that which is good in our attention to State service, but we must be equally anxious about that which needs attention. We have a duty to preach progress for our State and ourselves, now and always.

Facts You Didn't Know About the Budget (P.S.—They Make Absorbing Reading)

ALBANY — Some little-known facts about the well-known Budget submitted by Governor Dewey to the Legislature: There's an item of \$1,050 in the budget for a cess-pool in the basement of the Capitol. What's that for? Char-women get \$640 a year; work every day except Sunday, for three and a half or four hours. Some

pay increases in the same budget go as high as \$1,000 a year. But not for the new char-women... There are "lu-lu" items ranging from \$2,400 to \$5,000 for every State department head, and many bureau heads, "in lieu of expenses." This means they get the specified amounts in addition to salary for expenses. The Attorney General and the State Comptroller each gets around \$9,000 in addition to their \$12,000 salaries. No accounting is required in the expenditure of the "lu-lus." Question: Does the federal government permit the deduction of the "lu-lu" item when the state official makes out his income tax? . . . A new job has been created in

the office of the Lieutenant Governor. It's for a counsel at \$5,600 a year, but unless somebody hurries up the session will be over before the job is filled. . . . The Department of Commerce gets \$150,000 to advertise for new industries and to persuade present ones to stay. . . . Taxpayers next year will contribute \$6,671,818 to the fund for pensions to State employees, or \$850,149 more than usual, because income from investments of the fund isn't high enough to meet obligations. . . . The office of the State Comptroller gets \$165,000 to audit the accounts of 6,000 school districts in the State, a new function author-

ized by law last year. . . . Prison population next year will be 750 less than this year, the budget says, with Attica still leading the 14 correction institutions with a population of 1,750. . . . Enrollment in the 11 state colleges for teachers dropped 861 this year under last year's figure and 50 instructional positions have been abolished. Money is being provided the schools to put on an enrollment campaign this summer; pupil quotas have been assigned to the colleges; if they fail to make those quotas their budgets will be slashed again next year.

Estimated population of the state's six hospitals next year is 1,183, a drop from 1,205 this year, the budget says. Ray Brook is the biggest with 360 patients. . . . Mental Hygiene Department officials expect a drop of 3,305 (about the population of an average-size institution) in the number of insane patients in the state's 18 mental hospitals, six schools, next year. Pilgrim remains State's biggest institution for insane with an estimated population next year of 8,630 poor souls. The budget contains an item of \$5,000 to continue the examination of employees suspected of tuberculosis in the mental institutions. . . . Last year the budget contained an item of \$552,000 with which to pay State employees in the armed forces the difference between what they got in the military service and what they got as salary from the State. This is the so-called "differential pay" to which all state workers, who were members of any of the reserve forces or the National Guard, were entitled under existing law.

Efforts were made to extend the "differential pay" provision to all state employees enlisting or drafted into the armed services. Instead the Legislature put a stop to all "differential pay" for employees going into the services after April

(Continued on page 14)

Action on Job Insurance And Pay Adjustment Bills

ALBANY—State Senator Seymour Halpern may move this week to force out of the Labor Committee his bill to provide Unemployment Insurance for State employees, and bring it to the floor of the Senate for consideration. This measure would provide Unemployment Insurance benefits for State employees who lose their jobs on the same basis as the present law provides for employees in private industry.

Senator William Hampton has introduced the "cost of living" wage adjustments bill, also sponsored by the Association of State Civil Service Employees. This is the identical measure which the Republican Legislature passed two years ago and which was vetoed by Governor Lehman. It provides for 10 per cent pay increases up to \$2,000 and 5 per cent on pay

above that figure when the cost of living rises to a level of 120 points above the average for the period between 1935 and 1939. Under the Association plan, the adjustments would be automatic with living costs rises or declines. When the living cost rose to 130 per cent, the pay would be boosted another 10 and 5 per cent, and so on.

'Reduce Interest on Money Borrowed From Retirement Fund,' Senator Urges

ALBANY — Legislation to reduce the interest rate from six to five per cent on money borrowed by State employees from their own retirement fund has been introduced by State Senator Julian B. Erway of Albany. He estimates that \$12,000,000 is now out on loan to employees and that his proposal would save them about \$120,000 in interest annually.

"Six per cent is an unnecessarily high rate in view of the fact that the employees are merely borrowing their own funds and there can be no possible loss to the retirement system," said Senator Erway. He pointed out that the Legislature by law has prescribed five per cent as the maximum interest rate

on loans made on life insurance policies. He said retirement fund interest on loans should not be higher than that.

Employees who were members of the retirement system prior to 1943 get four per cent on their money in the retirement fund. When they borrow, however, this

interest stops and in addition they are required to pay six per cent on the loan, which may be up to 50 per cent of what they have in the fund.

Senator Erway said that as an example of the unfairness of the present loan system, an employee who borrows \$500 of his retirement fund money actually is borrowing his own money at 10 per cent. "It costs him \$50 for that money," he said, "since he loses both the four per cent interest due him from the fund, and then has to pay six per cent to the fund for the money's use."

Annual Ass'n Dinner Set for March 2

ALBANY—The big annual dinner of the State Association has been set for Thursday, March 2. Governor Thomas E. Dewey and Lieutenant Governor Joe R. Hanley will be among the guests. A number of the State's legislators and administrative officials will also be present. The dinner, always a high-spot event in the affairs of the Association, is being arranged by the following committee: Charles H. Foster, chairman; Miss Janet Macfarlane, John Joyce, Mrs. Mildred O. Meskill, Christopher J. Fee, Miss Ann Wuirk, Miss Elizabeth Schiffer-decker, Miss Helen H. Houle, Thomas C. Stowell, Thomas Houlihan, and Miss Lillian Hyatt. Scene of the dinner will be the DeWitt Clinton Hotel, in Albany.

RETIRED EMPLOYEE MAY HOLD PRIVATE JOB

ALBANY—A retired State employee, receiving his retirement allowance, may hold a job in private industry. Attorney General Goldstein ruled last week,

Accident and Sickness Insurance

FOR CIVIL SERVICE EMPLOYEES

Over \$1,000,000.00 in Cash Benefits paid to New York State Employees under the group plan since 1936

Any Group of Employees Interested Write for Details to

C. A. CARLISLE
423 State Street
Schenectady, N. Y.

Weekly Summary of Bills Affecting Civil Service

Below is a listing of bills introduced in the State legislature, of interest to State and local employees, to those on eligible lists, and those seeking to enter Government service. Each bill is identified by two numbers—the "Introductory number" and the "Print number." The bill carries these numbers throughout its course in the legislature. In addition, each bill carries the name of the Senator or Assemblyman who introduced it, and the committee to which it is referred. A summary of new bills will be carried in these columns weekly. The first listing began four weeks ago, in the issue of January 18. It is suggested that employees retain this listing for future reference. The LEADER will keep you informed of progress on all civil service legislation in Albany.

Senate

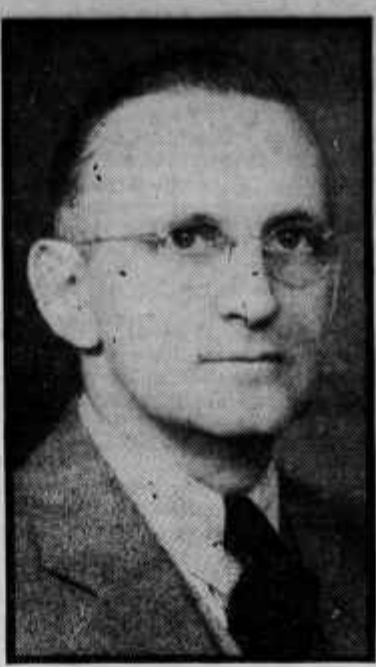
- Int. 844, Print 908—Mr. Duryn—This bill provides that a position for which salary is paid solely or in part from Nassau County funds shall be filled only by person who is citizen and resident of the county for at least one year. Referred to International Affairs Committee.
- Int. 785, Print 868—Mr. Coughlin—Disabled veterans, claiming preference as such, shall not be required by State or municipal Civil Service Commission to reveal such status until they have received notice that they have passed examination; claim of preference shall be made within 30 days after notice, during which time the commission shall not certify any name for permanent appointment. Referred to Civil Service Committee.
- Int. 779, Print 862—Mr. Hampton—Members of State Employees' Retirement System are to be allowed credit for service in U. S. armed forces in time of war, in computing service and final average salary. Referred to Pensions Committee.
- Int. 791, Print 874—Mr. Greenberg—Under this bill member of the New York City Employees' Retirement System would be given credit for service in city emergency relief bureau. Referred to Pensions Committee.
- Int. 777, Print 866—Mr. Duryn—This bill provides that when birth occurs outside registration district in which mother resides, registrar shall mail certified copy of birth certificate to district in which mother resides. Referred to Health Committee.
- Int. 774, Print 857—Mr. Stokes—Provides that a member of the state policy division and the State Employees' Retirement System may choose before Jan. 1, 1945, to retire after 25 years of service or at age 60 and receive certain specified allowances and be credited with certain prior service. Referred to Pensions Committee.
- Int. 772, Print 855—Mr. Greenberg—According to this bill a person who has held position by appointment or employment in Civil Service and who has been

- discharged for misconduct or delinquency other than penal offense and who has been honorably discharged from U. S. armed forces and whose services therein included duties in any war, shall upon application be placed upon preferred list for Civil Service appointment or employment. Referred to Civil Service Committee.
- Int. 722, Print 792—Mr. Greenberg—Members of N. Y. City Employees' Retirement System may retire not less than 15, instead of 30 days after filing written application, according to provisions of this bill. Referred to Pensions Committee.
- Int. 725, Print 795—Mr. Conder—Regular interest rate of funds of N. Y. City Employees' Retirement System, the police pension, the fire dept. pension, and the teachers' retirement system are reduced from 4 to 3 per cent for members joining after June 30, 1944. Referred to Pensions Committee.

Assembly

- In. 879, Print 933—Mr. Osterlag—(Same as S. 653). Referred to Internal Affairs Committee.
- Int. 904, Print 960—Mr. Lama—This measure allows a member of State Retirement System, an honorably discharged veteran reaching 50 years of age, to retire after 25 years of total creditable service and receive allowance of an annuity equal to accumulated contributions and pension equal to that which otherwise would be payable at beginning of his previous minimum age of service retirement. In addition he receives a pension equal to 50 per cent of difference between regular pension and pension to which he would have been eligible had he attained minimum age for retirement previously applicable to him. Referred to Civil Service Committee.
- Int. 905, Print 961—Mr. Lama—A member of N. Y. City Employees' Retirement System, an honorably discharged veteran reaching age of 50, is permitted to retire after 25 years of allowable service at the same time receiving an amount of accumulated deductions or an annuity equivalent to actuarial value thereof, and a pension equal to that

- which otherwise would be payable at beginning of his previous minimum age of service retirement; also an additional pension equal to 50 per cent of difference between regular pension and pension to which he would have been eligible had he attained minimum age for retirement previously applicable to him. Referred to N. Y. City Committee.
- Int. 978, Print 1044—Mr. Dollinger—Bronx County surrogate is given power to appoint and remove chief clerk and other employees, court attendants and stenographer. The bill also requires a body to appropriate compensation of chief clerk and other employees fixed by surrogate in Kings, Bronx and Queens Counties. Referred to Judiciary Committee.
- Int. 995, Print 1060—Mr. Bress—(Same as S. 744). Referred to Judiciary Committee.
- Int. 1001, Print 1075—Mr. Davidson—(Same as S. 722). Referred to N. Y. City Committee.
- Int. 1002, Print 1076—Mr. Davidson—(Same as S. 743). Referred to Judiciary Committee.
- Int. 1007, Print 1081—Mr. L. A. Lawrence—(Same as S. 679). Referred to Labor Committee.
- Int. 1014, Print 1088—Mr. Mitchell—(Same as S. 675). Referred to N. Y. City Committee.
- Int. 1022, Print 1096—Mr. P. A. Quinn—This bill provides that 5 year period within which member of New York City Employees' Retirement System may re-enter after leaving service, shall be suspended during military service of member who entered such service during 5 year period. Referred to N. Y. City Committee.
- Int. 1023, Print 1097—Mr. P. A. Quinn—A member of the N. Y. City service on Jan. 1, 1942, who entered the City Employees' Retirement System before Jan. 1, 1944, is to receive credit for all prior service including U. S. civil service and other service rendered from Oct. 1, 1920 to March 1, 1943, according to this bill. Referred to N. Y. City Committee.
- Int. 1024, Print 1098—Mr. P. A. Quinn—This bill provides that New York City shall contribute to an annuity savings fund for each member of City Employees' Retirement System now in the armed services and not receiving differential pay, contributions which members would have paid on basis of pay received before entrance to military service, for use only in event of retirement from city service. Referred to N. Y. City Committee.
- Int. 1034, Print 1108—Mr. Stuart—Town board without police dept. is authorized to allow police officers to retain for their own use instead of pay, the fees, mileage, poundage and other compensation allowed by law in civil and criminal actions and proceedings. Referred to Internal Affairs Committee.
- Int. 1035, Print 1109—Mr. Stuart—This bill gives state or municipal Civil Service Commission the right to exempt any eligible person from payroll certifications. Referred to Civil Service Committee.
- Int. 1040, Print 1114—Mr. Van Cleef—(Same as S. 651). Referred to Civil Service Committee.
- Int. 1047, Print 1126—Mr. Backus—(Same as S. 774). Referred to Civil Service Committee.
- Int. 1053, Print 1132—Mr. Devany—This



Charles Campbell: As Administrative Director of the State Civil Service Department, he's started a drive to modernize civil service procedure and methods.

bill provides that in New York City no salary deduction shall be made for absence due to illness for less than 30 days in calendar year, of number of teaching and supervising staff or other employee of education board who is member of city teachers' retirement system; member absent less than 30 days may accumulate the time up to 150 days additional in any pay year. Referred to Education Committee.

- Int. 1072, Print 1151—Mr. P. A. Quinn—Allows to member of State Employees' Retirement System credit for service before Jan. 1, 1921, in Federal position, if member contributed to retirement system the amount he would have been required to contribute if such Federal service was rendered to state. Referred to Civil Service Committee.
- Int. 1077, Print 1156—Mr. Tift—(Same as S. 779). Referred to Civil Service Committee.
- Int. 1088, Print 1167—Mr. Austin—(Same as S. 791). Referred to N. Y. City Committee.
- Int. 1120, Print 1199—Mr. C. Lawrence—(Same as S. 790). Referred to Internal Affairs Committee.
- Int. 1122, Print 1201—Mr. Mitchell—Provides for credit to members of the New York City Employees' Retirement System for service within limits of city after Oct. 1, 1920, as U. S. attorney or as his assistant, if such credit is purchased by single payment or by deductions, and, if application is filed on or before June 30, 1944. Referred to N. Y. City Committee.

NEWS ABOUT N. Y. STATE EMPLOYEES

DANNEMORA STATE HOSPITAL reports that Dr. R. Schwartz, a member of the Dannemora medical staff for the past 14 years, has been appointed head psychiatrist at Sing Sing. Congratulations, Doc. . . . A party was given the Doctor in Plattsburg, and employees presented him with a \$50 war bond. . . . Present at the event were: Harry LaVarnway, Luther Mattoon, Lawrence Bouyea, Stephen Mullady, George Carter, Arthur Frenyea, Frank Kimball, Anthony Gambadora, Donald LaVarnway, Earl Santimora, Joseph Luck, Everett Peno, Leonard Walsh, Roger Baldwin, Carl Ashline, Bernard Racette, Roy Gordon, Vernon McBride, Thomas Cummings, Edgar Kennedy. . . . Well, Dannemora bowling team loses a good player with Dr. Schwartz's leaving. . . . You Dannemora employees, how's about dropping a line to servicemen Clifford Frupp, Charles Davies, Maurice Fifield, and John Bigelow? You can get their addresses from Charles Fitzpatrick, President of the Association chapter. . . . Delegates of the chapter to Albany on February 15 were Wesley LaPorte, Edward Beauchemin, Ralph Walker, and Kenneth Hayes. Objective: Higher prison employee pay scales. . . . Dannemora employees raised over \$10,000 in the bond drive. . . . Dr. Stern still on the sick list. . . . Edward Muldoon convalescing nicely, after slipping on a wet tile floor and breaking bones in his hand. . . . Mrs. Devlin back at her desk. . . .

WESTFIELD STATE FARM: New officers of the State Association chapter: President, Mrs. Naomi McAdoo; Vice-President, Godfrey Rosberg; Secretary, Mrs. Frances E. Edwards; Treasurer, William Johnston. Committees: Miss Mae Lee, Entertainment; Mrs. Mabelle Pickett, Membership; Everett Quinn, Legislative; Miss Mildred Sanders, Sick; William Nelligan, Grievance. . . . A card party is being planned by Association members, and a bowling team is being organized. . . .

ELMIRA REFORMATORY: Employees were deeply affected by the death of Col. James Riffe, Military Instructor at the institution earlier this month. Here's a little about the colonel. He had been in service 48 years, having entered in 1895 as a guard. He joined the National Guard in 1902, and was commissioned a second lieutenant after 6 years. In 1916, his company saw active service on the Mexican border, and in 1917 Riffe led his company overseas as a part of the 27th Division. He had in the meantime been promoted to a captaincy. On September 29, 1918, while leading his unit over the top, he received a bullet wound in the shoulder, but continued to go forward. A few minutes later he was again wounded, this time in the leg. After spending a period in the hospital, he rejoined his company. Back in the United States, he continued with the National Guard. In 1931 he was promoted to Major, and in 1935 to Lieutenant Colonel. He held the Purple Heart and Silver Star decorations. . . .

MATTEAWAN STATE HOSPITAL: News about the service boys: S/S Walter Hurst has been transferred from N.Y. headquarters to Fort Jay. . . . Henry LaLonde spent a 10-day furlough in London. . . . Margaret Gusberti's husband has arrived safely in Britain. . . . James Keating in New Mexico. . . . James McMahon and Thomas Larkin, who served in Tunisia and Sicily, now in England. . . . Special request: Won't you Association members please be sure to turn your news items in to Miss Frances Pechasak, ASCSE chapter secretary? She and her committee need your help. Thanks. . . . Deepest sympathy to Mr. and Mrs. Charles Nameth, who lost their son, only 6 years old. . . .

15-Day Notice On Examinations

ALBANY—In response to strong and effective protests by the Employees' Association, the bill introduced in behalf of the State Civil Service Department to abolish the practice of posting notices of forthcoming examinations has been amended. When vacancies occur or new positions are to be filled, certification is made to the Civil Service Department, which is required to post such notices 15 days in advance of action thereon. When the department asked for legislation to abandon this practice, the association protested and the result is an amendment to make it apply only to cities and counties of less than 300,000 population. This excludes the State and the bigger cities from the change, and means that notices will continue to be posted so far as those units are concerned.

State Commission's Work Praised by Town Officials

ALBANY—Members of the State Civil Service Commission were properly pleased when W. Earl Penoyer, an Oswego county civil service commissioner, led a parade of town officials in praising the State commission's cooperation in civil service matters. Said Mr. Penoyer, at a state convention of town officers, "We are getting all the cooperation from Albany that we expected and more." Other local officials echoed that sentiment and many of them called personally at the commission offices to say so. Judge G. Edward Conway, chairman of the commission, and bureau heads of the departments, addressed the town officers at their convention meetings. Subjects included; state commission cooperative policies, services expected by the localities from the state, special services provided by state civil service to the localities.

LEGAL NOTICE
STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ACE RIBBON 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. (Seal) this 7th day of February, 1944.
Thomas J. Surran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.



Postwar casualty ?

WILL YOUR CHILD be a victim of this War—after it's over?
Will she grow up in a depression-ridden, poverty-stricken, half-sick country that never recovered from the War?
Or will she grow up in a strong, healthy, prosperous America that offers every girl and boy the best education, the best job, the best chance to make the best living in all the world?

It's up to you. It's in your hands—now.
So—buy War Bonds—now. All you can. Hold them until the date of maturity. Let them bring you \$4 for every \$3. Keep saving—and keep the money you save!
For if all of us do that, this post-war America will be the finest place in the world for your child—and you.

HELENA RUBENSTEIN, INC.
ZENITH SPORTSWEAR CO.
CRAWFORD WATCH CO.
HENRY PAPE
PAUL D'AURIA

ARTISTIC SILVER CRAFT, Inc.
HARRY LITKY
MARLON CONFECTION CO.
MCBRIDE'S DINER
DOLAN FABRICATORS
PETER WOEGENS

COBLENTZ BAG COMPANY
F. HANSEN
JOHN PREUSSER
MAX KLAHR & SON
VATICAN CITY RELIGIOUS BOOK CO.

Amusement

by JOSEPH BURSTIN

One of the most unusual motion pictures to appear in many a day is the documentary boxing feature, "Kings of the Ring," now appearing at the World Theatre, on West 49th Street. The picture covers a half-century in the history of boxing, from the days of John L. Sullivan to the present. It records such famous battles as Dempsey-Willard, and shows a close-up of the famous "long count" in the first Dempsey-Tunney fight. The narration was written and is spoken by Nat Fleischer, Director of Photography, is Jack Rieger. The editors are Erwin Lesser and Martin J. Lewis. Every important fight is included, and as such the picture records an interesting segment of American history. "Kings of the Ring" deserves a Grade A rating. . . . The valiant work of those Frenchmen who fight Fascism and the story of a small group of men who risked their lives to join the fight, is the exciting background for the new Warner Bros. film, "PASSAGE TO MARSEILLE," which is now playing at the Hollywood Theatre. Starring Humphrey Bogart as Matrac, an anti-Nazi who has been

banished to Devil's Island on trumped-up charges, the picture tells of his daring escape from the island with four other convicts and the peril they encounter in their attempt to get back to France. The supporting cast includes Claude Rains, Sydney Greenstreet, Helmut Dantine, Michele Morgan, Philip Dorn, George Tobias and Peter Lorre. Michael Curtiz directed. . . . "NORWAY REPLIES!" first official report of Norway's courageous fight against Nazi invaders, will have its world premiere on Friday, at the Stanley Theatre. During the course of this film there is chronicled a vivid account of how Norway's merchant marine, the third largest in the world, plays a vital part in carrying troops and material to the fighting fronts of the world, while the other major activities of Norway's share in the fight against Fascism are faithfully recounted. Ed Thorgersen, Alois Havrilla and Ben Grauer do the commentary. . . . Paramount's . . . Ina Ray Hutton and her all-male orchestra will head the "In Person" show at the N. Y. Strand for a third week starting Friday, Feb. 25th. Featured with Miss Hutton's band is vocalist Stuart Foster. On the screen is the Warner Bros. love

story of pre-war Poland, "IN OUR TIME" starring Ida Lupino and Paul Henreid.



GINGER ROGERS

star of Paramount's "LADY IN THE DARK" which has its premiere today at the New York Paramount.

Movies

RADIO CITY MUSIC HALL

50th STREET & 6th AVENUE

JOAN FONTAINE - ORSON WELLS

Jane Eyre

A 20th Century-Fox Picture
ON THE GREAT STAGE: "SMART SET"—A spectacular panorama of metropolitan highlights . . . Corps de Ballet . . . Rockettes . . . Glee Club Symphony Orchestra under the direction of Erno Rapee.

First Mezzanine Seats Reserved.
PHONE CIRCLE 6-4600

DOROTHY THOMPSON:

"If anyone is still asking what we are fighting about, this film is the answer."

NO GREATER LOVE

Continues from 12 o'clock
Midnight Show Every Night
VICTORIA

Greenwich Village Inn

5 SHERIDAN SQUARE
CHELSEA 2-6165
3 Shows Nightly, 8:30, 12, 2:30
DINNER 6-10 \$2.00

Bronx

GARDEN INN

1750 Westchester Ave.
St. Lawrence Ave. Station
STEAK DINNERS — PIZZERIA
LASAGNA — DANCING SAT.
TEL. TALEMADGE 2-8544
American & Italian Restaurant & Bar
DANCING SATURDAY
Meet JOHN—An Old Friend of Civil Service
New Year's Eve Party—Make Your Reservations Now!—Tickets on Sale, \$2.50 a person minimum.

WELCOME TO THE La Giralda Cabaret

Dining—Dancing Nightly
AUGUSTO COEN and ORCHESTRA
—GALA SPANISH FLOOR SHOW—
Friday, Saturday, Sunday
806 LONGWOOD AVE., BRONX
Reservations Dayton 5-9889
Call **LUIS**
(Right Off Prospect Ave. Subway Sta.)

Maspeth

IN MASPETH

Stop In and Visit at the
OLD SPOT BAR & GRILL
58-16 59th STREET
HAvermeyer 8-2789 and the
Grand Tavern
65-33 GRAND AVENUE
HAvermeyer 8-2765

Brooklyn Restaurants

It's a TREAT to
"E - A - T"
and MEET at
Crotty's Cafeteria
910 THIRD AVE. AT 34TH ST.
Building No. 6, BROOKLYN, N. Y.

THE SEASON'S SMASH IS AT THE ROXY!

THE SULLIVANS

with ANNE BAXTER • THOMAS MITCHELL
Selena Royle • Trudy Marshall and including Edward Ryan
John Campbell • James Cardwell • John Alvin
George Offerman, Jr. & The Sullivan Boys!

Plus A TOWN-TOPPING STAGE SHOW!

Martha Raye
Extra Added Attraction!
ROSARIO and ANTONIO
World's Greatest Spanish Gypsy Dancers
Other Big Acts

7th AVENUE and 50th STREET • BOOKS OPEN 10:30 A.M. 4th WAR LOAN DRIVE • BUY AN EXTRA BOOK!

"GLORIOUS"
Alton Cook, World-Tel.
"THE GREATEST PICTURE EVER MADE!"

"MAGNIFICENT!"
Lee Mortimer, Mirror
Kafe Cameron, News

20th CENTURY-FOX presents
FRANZ WERFEL'S

The Song of Bernadette

CONTINUOUS—DOORS OPEN 9:30 A. M.
RIVOLI
87th and 49th Street

SECOND WEEK

IDA LUPINO • PAUL HENREID
IN WARNER BROS. HIT!

"IN OUR TIME"
IN PERSON
INA RAY HUTTON And Her Orchestra
—PLUS—
GEORGIA GIBBS • CONDOS BROS.
"THE THREE STOOGES"

Doors Open 9 A. M. **STRAND** Broadway & 47th St.

Zimmerman's Hungaria
AMERICAN HUNGARIAN
103 West 40th St., East of Broadway
Famous for its Food DINNER from \$1.25.
Three Delightful Floor Shows Nightly.
Gypsy & Dance Orchestra. Cont. Music & Dancing. No cover Ever. No Min., except Saturday, after 9:30 P.M. Longacre 3-9115.

Plymouth RESTAURANT
103 HENRY STREET 85 CLARK STREET
PORTIFY 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.

BARN
AL KALI IKE
AND HIS MORAL SUPPORT AL ROBINSON
TYRIL and JULI—Others
Home of the Hobby Horse Races.
Join in the Fun with Square Dancing & Musical Chairs. 6 Acts. 3 Shows Nightly. Dinner from \$1.50.

WEISMANTEL'S
DINE and DANCE
SHOW BOAT
Change of Shows Every Two Weeks
Broadway Revue Nightly—Books Now Open for Banquets, Parties, Weddings and Meetings

814 JAMAICA AVE. BROOKLYN AP-pegate 7-9853

KELLY'S Stable Restaurant
Tops in Entertainment
EAT - DRINK - BE MERRY
3 Shows Nightly
137 WEST 52nd ST. near 7th Ave. CI 7-9738

VISIT JOHN'S
"Happy Landing" Cafe
120 EAST 58th STREET, NEW YORK
EAT DRINK and BE ASTONISHED
The Greatest Display of Pictures of Airplane Models in America
Come Early—You'll Stay Late
JOHN B. DALMAZZO, PROP.
TEL. EL. 5-8339

THE BEST FOOD . . .
... PREPARED THE BEST WAY
AT
WILFRED'S
67 Wall Street * New York City
AIR-CONDITIONED

They will talk about this picture ten years from now!

PARAMOUNT'S
"LADY IN THE DARK"
IN TECHNICOLOR

GINGER ROGERS RAY WARNER JON
MILLAND BAXTER HALL

with MISCHA AUER B. G. DeSYLVA, Executive Producer
A Mitchell Leisen Production

In Person
XAVIER CUGAT And His Orchestra
featuring LINA ROMAY • WALTER "DARE" WAHL
plus **DEAN MURPHY**
PARAMOUNT
BUY WAR BONDS TIMES SQUARE

ALFRED HITCHCOCK'S
LIFEBOAT
By JOHN STEINBECK

STARRING TALLULAH BANKHEAD
with WILLIAM BENDIX and a startling cast!

A Sensational Saga from
20th CENTURY-FOX!

CONTINUOUS POPULAR PRICES **ASTOR** BROADWAY & 45th STREET

"MELODRAMA, HUMOR, SURPRISE, YOU WILL WANT TO SEE IT."
—Archer Winston, New York Post

Vincent's CAFE
4531 THIRD AVE. Corner 153d St. P.O. 4-9376
Home Cooking • Choice Liquors
Shuffleboard and Music
Checks Cashed Without Charge for Civil Service and City Employees

HOME OF GOOD FOOD VIRGINIA RESTAURANT
271 West 119th St.
Bet. St. Nicholas & 8th Ave.
DELICIOUS DINNERS SERVED
UN 4-8800 Mary Abernathy, Prop.

LUCKY'S
Moonlight Cocktail Rendezvous
773 St. Nicholas Ave., New York
"PLEASURE HEADQUARTERS FOR CIVIL SERVICE"
You'll be Lucky to meet your Host Lucky. (Moonlight Cocktail) Roberts

JOCK'S PLACE
2350 SEVENTH AVENUE, N.Y.C. AU. 3-9296
Horace "Jock" Miller, Prop.
Choice Wines - - - Liquors
And The Finest Food
GUMBO AND MEXICAN CHILE

BOYLAN'S TAVERN
61 DUANE ST.
In the Heart of Civil Service Village
DELICIOUS LUNCHEON SERVED DAILY
Favorite Brands Always Available
Four Host MORRIS "WHITEY" AUSTEN
Worth 2-8333

Study Aids for Federal Railway Postal Clerk Test

This is a test of your ability to follow instructions. All directions must be followed exactly as shown in this sample test. Below, at the left, a list of post offices, called a SORTING SCHEME. After each of those offices is a letter. For example: After "Bowers" is the letter "A". This refers to the "A" in the KEY at the right, which reads "A Felton 4." The "A" after "Bowers" means that mail for Bowers is routed by way of Felton.

SORTING SCHEME	
Allen	C
Bowers	A
Camden	C
Daly	L
Denham	E
Dover	C
Felton	A
Malter	D
Turner	H
Viola	B
Woods	A
Union	B

KEY	
Mail sent by way of—	
A Felton	4
B Union	8
C Camden	6
D Woods
E Allen
H Turner	9
I Dover

YOU MUST FOLLOW DIRECTIONS EXACTLY AS GIVEN. Make your numbers and letters clear, to avoid mistakes. Look at the name "Woods" in the KEY. It is not followed by a number. Write after it the letter which you find after "Woods" in the SORTING SCHEME. Your KEY will now read "D Woods A." Find the letters after Allen and Dover in the SORTING SCHEME and write them after those names in the KEY. Never put numbers in the SORTING SCHEME. On the line after each of the following offices, write the number of the train on which you would send mail for that office. To find the number which should be written after Viola, look for Viola in the SORTING SCHEME. After it is the letter B. This refers to KEY B Union 8, and means that mail for Viola is routed through Union on Train 8. After Denham is the letter E. This refers to KEY E Allen C, and means that mail for Denham is routed through Allen by way of C, and KEY C reads Camden, on Train "6". Write "6" after "Denham" in the list below. Now write the train numbers after the others.

- Denham .. — Daly — Malter —
- Viola ... 8 Bowers — Turner —

Warns U.S. Will Lose Workers If Pay Doesn't Rise

Speaking at a meeting sponsored by the New York City Regional Council, United Federal Workers of America, C. I. O., Representative Arthur Klein of New York last week declared that the Scanlon Resolution now in the House and Senate Civil Service Committees was the only solution to the acute wage problem of federal workers. He pointed out that this resolution, which establishes a Wage Board to adjust the wages of government employees to meet the high cost of living, was meeting considerable opposition, and stated that only a strong campaign could pass it.

Speaking at the same meeting, Perez Zagorin, General Organizer of Local 21, UFWA, said that the plight of federal workers was now so serious that unless immediate wage adjustments were made government employees would leave the service in unprecedented large numbers. He declared that out of a million and a half per annum workers of the United States Government, 18% earn \$1,200 a year or less; 41% earn \$1440 or less; and 55% earn \$1,620 or less. He added that overtime pay for federal workers has not solved the wage problem either, since the overtime of these workers is not time and a half but time and one twelfth.

Assn. Reports On Legislation

SERVICE CREDIT: This bill introduced by Assemblyman Van Duzer is designed to place registered professional nurses in the Professional service of the Feld-Hamilton Law. **SIX DAY WEEK FOR STATE TROOPERS:** This Wicks-Lawrence Bill would give troopers one day's rest in seven except in cases of emergency. **MILITARY LEAVES FOR MERCHANT MARINE:** This Greenberg-Steingut Bill extends to public employees entering the Merchant Marine Service the same privileges that are now extended to those entering military service. **SKILLED AND UNSKILLED LABORERS UNDER FELD-HAMILTON PAY SCALES:** This bill introduced by Senator Heller would bring skilled and unskilled laborers who are in the exempt class under coverage of Feld-Hamilton salary provisions. **HOSPITALIZATION FOR EMPLOYEES CONTRACTING TUBERCULOSIS:** This Hampton-Manning bill provides hospitalization in state institutions for institutional employees who contract tuberculosis. **REDUCED INTEREST RATE ON RETIREMENT LOANS:** This bill introduced by Senator Erway would reduce the interest rate paid by employees on loans from the State Retirement Fund from six per cent to five per cent.

EASY AS THAT! "Avoid mental conflicts. If such conflicts occur, get rid of them as soon as possible. By carefully planning one's affairs, very few mental conflicts are likely to occur."—Mental Hygiene News, published by the New York State Mental Hygiene Department, January, 1944, issue. **Except in such totally unimportant matters as salary, working conditions, love, family problems, and a few other minor aspects of everyday life.**

Recent Action On NYC Lists

Action on New York City lists was meagre last week, with heaviest demands coming from the Board of Transportation. **Board of Transportation** Highest-paid position of this week's listings, Senior Mechanic Engineer, carrying \$7,000 annually, is open to Ervin N. Hatch. He is number 1 on the list of eligibles for this permanent job. Sixty names, reaching number 4594, were submitted for Clerk, Grade 1. This is a permanent position, paying \$1200 annually, plus the bonus of \$120. The names of two eligibles, Salvatore R. Emma and Louis Gales, have been sent in for Trackman. This position is permanent, and salary is on an hourly basis, at 75 cents. Eight names, through number 175, were certified for the position of Claim Examiner-Torts, Grade 1, male. This job is indefinite, paying \$1200 a year.

Comptroller Ten names, were submitted for promotion from the Clerk, Grade 2 list. Highest number reached was 17 for this permanent position, carrying a yearly salary of \$1,201. One appointment as Investigator will be made from among 6 names submitted, through number 65. This job is permanent, paying \$1800 annually.

Police Department For Patrolman, P.D., one name was sent in from a special military list, one from a competitive list.

Department of Licenses One vacancy was listed by the Department of Licenses, that of Clerk, Grade 1, a permanent position, with an annual salary of \$1200. Twenty names were submitted, reaching number 4297.

Law Department Process Server list being depleted, eligibles for that position were selected from Claim Examiner Torts, list. Twenty-nine names, reaching up to number 200, were certified for this \$1200-a-year job. This is an "indefinite" position.

Health Program Sought for Federal Workers

WASHINGTON—Civil Service Commission has asked Congress to give Federal agencies the right to take better care of the health of their employees. Over the week-end, it sent to Capitol Hill a new proposal—a proposal that agencies generally be permitted to set up health programs to care for minor illnesses, and help prevent new ones.

It submitted a specific bill to that effect. Rep. Jennings Randolph (D., W. Va.) probably will sponsor it in the House, and Sen. James Mead (D., N. Y.) in the Senate. The measure's chances are considered only fair—because Congress isn't much concerned these days about Civil Service legislation.

However, there is no doubt whatever that there exists a great and crying need for better health programs in the agencies. In its proposal to Congress, the Commission pointed out that one Federal agency lost an average of 10.2 days per employee in 1942 because of illness. The Commission said that if the agency could cut its illness record by an average of only three days per employee, Uncle Sam would save man hours equal to a full year's work by 823 persons.

Happy in August, Sad in February

Employees of the NYC Excise Tax Bureau feel that they are one group who help to support the City. Their job is to collect money which goes into the City treasury. Right now, they feel they're not getting a proper amount of the stuff they bring in. Here's their sad tale: Last summer, in August, the bureau was quite excited. Many of the staff who hadn't seen raises for a long time, were given merit increases. Others, in line for promotion, were elevated, and the office was wreathed in smiles.

Now, the cost-of-living bonus is being distributed to most City employees, and it has this particular group shouting "murder." **Raises Deductible** One provision of Mayor La Guardia's order granting the bonus says that increases given out since July 1, 1943 are to be deducted from the bonus. As a result, those who celebrating in August are sad in February. Because they were promoted at that particular time,

All Kinds of Jobs Open at Totten

Fort Totten is presently recruiting male and female civilian personnel to fill more than 100 positions on the reservation. Among the positions still open are: boiler-fireman, clerk typist, clerk, laborer, truck-driver, shoe-repairman, auto mechanic, printer, storekeeper, engineer aid, armament repairman, mess attendant and operating engineer (sewage). There are several positions in ordnance, repairman armament, and instrument repairman, fire control and sighting. All positions are war service indefinite, i.e., they are for the duration and six months. Appli-

Recent Action On NYC Lists

Action on New York City lists was meagre last week, with heaviest demands coming from the Board of Transportation. **Board of Transportation** Highest-paid position of this week's listings, Senior Mechanic Engineer, carrying \$7,000 annually, is open to Ervin N. Hatch. He is number 1 on the list of eligibles for this permanent job. Sixty names, reaching number 4594, were submitted for Clerk, Grade 1. This is a permanent position, paying \$1200 annually, plus the bonus of \$120. The names of two eligibles, Salvatore R. Emma and Louis Gales, have been sent in for Trackman. This position is permanent, and salary is on an hourly basis, at 75 cents. Eight names, through number 175, were certified for the position of Claim Examiner-Torts, Grade 1, male. This job is indefinite, paying \$1200 a year.

Comptroller Ten names, were submitted for promotion from the Clerk, Grade 2 list. Highest number reached was 17 for this permanent position, carrying a yearly salary of \$1,201. One appointment as Investigator will be made from among 6 names submitted, through number 65. This job is permanent, paying \$1800 annually.

Police Department For Patrolman, P.D., one name was sent in from a special military list, one from a competitive list.

Department of Licenses One vacancy was listed by the Department of Licenses, that of Clerk, Grade 1, a permanent position, with an annual salary of \$1200. Twenty names were submitted, reaching number 4297.

Law Department Process Server list being depleted, eligibles for that position were selected from Claim Examiner Torts, list. Twenty-nine names, reaching up to number 200, were certified for this \$1200-a-year job. This is an "indefinite" position.

Health Program Sought for Federal Workers

WASHINGTON—Civil Service Commission has asked Congress to give Federal agencies the right to take better care of the health of their employees. Over the week-end, it sent to Capitol Hill a new proposal—a proposal that agencies generally be permitted to set up health programs to care for minor illnesses, and help prevent new ones.

It submitted a specific bill to that effect. Rep. Jennings Randolph (D., W. Va.) probably will sponsor it in the House, and Sen. James Mead (D., N. Y.) in the Senate. The measure's chances are considered only fair—because Congress isn't much concerned these days about Civil Service legislation.

However, there is no doubt whatever that there exists a great and crying need for better health programs in the agencies. In its proposal to Congress, the Commission pointed out that one Federal agency lost an average of 10.2 days per employee in 1942 because of illness. The Commission said that if the agency could cut its illness record by an average of only three days per employee, Uncle Sam would save man hours equal to a full year's work by 823 persons.

Happy in August, Sad in February

Employees of the NYC Excise Tax Bureau feel that they are one group who help to support the City. Their job is to collect money which goes into the City treasury. Right now, they feel they're not getting a proper amount of the stuff they bring in. Here's their sad tale: Last summer, in August, the bureau was quite excited. Many of the staff who hadn't seen raises for a long time, were given merit increases. Others, in line for promotion, were elevated, and the office was wreathed in smiles.

Now, the cost-of-living bonus is being distributed to most City employees, and it has this particular group shouting "murder." **Raises Deductible** One provision of Mayor La Guardia's order granting the bonus says that increases given out since July 1, 1943 are to be deducted from the bonus. As a result, those who celebrating in August are sad in February. Because they were promoted at that particular time,

cants must be citizens and present certificates of availability if employed in essential industry. Positions of non-mechanical nature will be filled by men or women. All male applicants must be draft deferred or draft exempt. Salaries range from \$1200 to \$2000 per year on graded jobs; mechanical, technical and ungraded jobs range from 63c to \$1.19 per hour. Annual leave and sick leave accrue each month for the benefit of employees.

FINGER PRINT FAUROT SCHOOL
340 MADISON AVE., NEW YORK, N.Y.
Admission 4-9942
Complete, practical course for men and women. Individual instructions.
Write for Booklet 'B'
Licensed by State of New York

Income Tax LOANS
Don't borrow needlessly, but if a loan for Income Taxes (or any worthy purpose) is to your advantage, come to 'Personal'. Get cash promptly and privately... repay in sensible monthly amounts. Lunch-hour service.
FREE! Simplified Income Tax Work Sheet. Ask for yours now.

Personal FINANCE CO.
of New York, John St., cor. B'way, Ent. John St., 2nd fl. 137 E. 57th St. cor. Lex. Av., 2nd fl. or Miss O'Brien, LO. 5-1193

HERMAN'S
COMPLETE LINE
MILITARY, NAVAL & SPORTS
EQUIPMENT. COMPLETE
LINE OF UNIFORMS ALL
BRANCHES OF SERVICE
10% DISCOUNT FOR CITY EMPLOYEES and MEN IN SERVICE
130 WEST 42nd STREET
WI 7-9563
Downtown
110 NASSAU ST.
BE 3-0733

LOOK SMART... yet wear GLASSES!

Better Eyesight with INVISIBLE GLASSES

Join the thousands of wearers of thick, unsightly glasses who have regained their natural appearance with invisible Eyeglasses. Step in and see Actual Fittings of these Wonderful Contact Lenses at Keen Sight or take a Free Trial Fitting any day including Saturday 9 a.m. to 12 noon to 5 P.M. Thursday to 3 P.M. If you can't come in write for our 12-page descriptive booklet, or phone A. J. Heller, Contact Lens Technician, TRIANGLE 2-1021.

KEEN SIGHT
Optical Specialists
276 LIVINGSTON ST. B'KLYN
Corner Bond St., opposite Loesor's

EXAMINATION ORDERED
APPLICATIONS NOW OPEN — CLOSE FEB. 29
RAILWAY POSTAL CLERK
(MALE AND FEMALE)
AGE: 16 YEARS AND UP
SALARY: \$47.40 FOR 48-HOUR WEEK
Class Forms Wed., Feb. 23, at 6:15 and 8:30 P.M.
Monday and Wednesday Thereafter at Same Hours.
Attend a Class Session as Our Guest.

Fingerprinting | Switchboard Operator
Secretarial Courses | Regents' Preparation
Drafting | Blueprint Reading

THE DELEHANTY INSTITUTE

115 EAST 15th STREET NEW YORK 3, N. Y.
Phone: STuyvesant 9-6900

Buy Direct From Our Factory and Save!
OVERCOATS—SALES \$18.75

Due to our shops making these Overcoats too late for our season, we are sacrificing them at these low prices.

We must make room for our spring Line of Mens, Hand Tailored Suits and Top Coats. All our Garments are made of 100% Wool. Custom Tailored Suits made to your measure. — FREE Alterations

Margolis
97 5th Ave. CLOTHING CO
Open to 7 P.M. Daily Tel. Gramercy 7-7143 Open All Day Sunday CLOSED SATURDAY