

Civil Service LEADER

Vol. 6—No. 18 Tuesday, January 9, 1945 Price Five Cents

New U. S. Rules on Leave, Tardiness, Absence
see page 16

GOVT WAR JOBS

SELECT YOURS NOW FROM LONG LIST

see pages 2, 9

First 1945 Clerk Promotions In Ten NYC Departments

Here is the first official release of names of New York City employees who are receiving promotions effective January 1, 1945. Some of the employees being promoted at this time are on military leave.

Generally, the promotions involve an increase of \$1 in actual cash, but open the way to annual increments of \$120. Those promoted to clerk, grade 4 will become eligible to take promotion

examinations for administrative positions.

In all, slightly over 500 promotions will be made at this time in the City's clerical service. As more names are cleared by the Budget Bureau, they will appear in The LEADER.

Those promoted:

BOARD OF ESTIMATE
Secretary's Office
Clerk, Grade 4—Morris Friedick, Bernard Ghee.

Bureau of Real Estate
Clerk, Grade 3—Janice Murphy.
Retirements and Pension
Senior Actuary—Isidore Rubin,

Sophie Silverman.
Clerk, Grade 3—Charles Cassidy, Arthur Weissman, Norma Spero.
Clerk, Grade 4—Morris Axelrod, Ida Mann, Madeleine Walls, Cecilia Kelly.
Stenographer, Grade 3—Kathryn McDonald.

TAX DEPARTMENT

Accountant—Seymour Weiss.
Clerk, Grade 3—Eileen Hughes.
BOARD OF ASSESSORS
Clerk, Grade 4—Margaret Burnes, Helen DeBries.
Clerk, Grade 3—Claire Lydon.
CITY REGISTER
Clerk, Grade 4—Alex J. Weiss,

Jane Faist, Nathan Geiger, William Bienstock, Morris Mohr, Edward Gittins.
Stenographer, Grade 3—Lillian Croto.
Photostat Operator—Anthony Risoli.

CITY PLANNING COMMISSION

Clerk, Grade 4—Sylvia Brasch.
Clerk, Grade 3—Berthe King.
CIVIL SERVICE COMMISSION
Clerk, Grade 4—David Lachs, Joseph Zweig.
Clerk, Grade 2—Milton Sobel, Rudolph Eder, William Fishman.
Clerk, Grade 3—Margaret Reilly.

Stenographer, Grade 3—Cecilia Craven, Irene Friedman.
DEPARTMENT OF INVESTIGATION

Clerk, Grade 3—John Juhasz, Leon Brown.

TEACHERS' RETIREMENT SYSTEM

Clerk, Grade 4—Emily Frank, Anna Rogers.

CITY SHERIFF

Clerk, Grade 3—Frances Pfaffman.

HEALTH DEPARTMENT

Senior Accountant—Edward J. Martin.

Clerk, Grade 2—Jerome Mernit, Leo Hopfan, Olga Bruskin, James Kelly, Miriam Kader.

Clerk, Grade 3—Anna Wales, Leo Suckenk, Paul Stern, Florence Enright, Carl Erhardt, Mary Walsh, Dora Hynes, George Weir, Anna Badian, Sidney Norton, Hugh Gallagher, Salvatore Cosentino.

Clerk, Grade 4—Hazel Connell, William Mills, Leonore Hages,

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PUBLIC EMPLOYEES: WHAT TO DO IF YOU CAN'T GET STATEMENT THAT YOU'RE ESSENTIAL

see page 16

Employees Ask That Pensions Be Exempt From State Taxation

Following is the concluding portion of the recommendations made for changes in the State Retirement Law by the Association of State Civil Service Employees. The recommendations were made by the organization's committee on retirement law, headed by Charles Dubuar, of the State Insurance Department. Other members of the committee were Leo M. Britt, Charles H. Foster, Theodore Becker, F. Gurry, Jesse B. McFarland, and Milton Schwartz. The final recommendations deal with insurance of loans to borrowers and exemption of retirement benefits from State taxation.

Insurance of Loans of Borrowers
It has been a modern development during the last fifteen years of finance companies, banks, and other loaning institutions to provide for the insurance of loans in the event of the death of the borrower. Thus the creditor's investment is protected and no loss incurred by the estate of the

borrower, which is a highly desirable objective. Where a member finds it necessary to borrow, there is probably a greater economic need by his dependents than in the case of a non-borrowing member. The Committee believes that with proper operating safeguards the cost of the insurance feature

could be kept within 1 per cent of the interest income on loans.

It is true that the greater contribution accumulations of the older members combined with the greater risk of death at the older ages and the fact that a member has the right to request a loan at any time present certain problems so that some restrictions would be necessary. The Committee feels that with proper safeguards the proposal is workable and has considered the following restrictions, i.e.:

- (a) That the maximum insurance on loans be limited to \$1,000.
- (b) That there be a waiting period of 60 or 90 days before the insurance shall become effective,

during which time the member shall be on the payroll at full salary.

(c) That the law provide that insurance on loans shall be paid from a sum made up by taking 50 per cent of the annual loading charges or some lower amount and that such fund shall, so far as possible, be self-supporting with the right to the Comptroller to change the maximum limit of insurance at any age, change the waiting period, or adopt other rules within his discretion.

The fact that there is a fairly constant demand for loans by members who are in good health should warrant consideration of the proposal. A substantial vol-

ume of insurance (say \$9,000,000) could be secured on present existing loans.

Provision for Options in the New York State Hospital Retirement System

At the present time, members of the New York State Hospital Retirement System receive a retirement allowance which terminates on their death. Members of this System cannot select an option

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Public Administration Page 10

NYC FIRE PROMOTIONS—INSIDE STORY

see page 3

Firemen Go to Court in Try For Overtime Pay

Despite their setback in the court of Appeals, which ruled that Fire Commissioner Patrick Walsh has the right to impose extra working hours during the war emergency, members of the NYC Uniformed Firemen's Association are continuing their fight on a new tack.

Now they ask overtime pay for their 84-hour work-week. David Savage, UFA attorney, says that while the Court upheld the Commissioner's action, it didn't touch on the question of overtime pay.

The suit is being brought for back pay from the period between January 1 and April 30, 1944 and amounts to about \$500 in back pay for each fireman involved. Under the two-platoon system, it is estimated that each fireman is entitled to \$36 a week more, and victory in the back-pay suit

would establish the overtime pay.

Individual Claims
About 4,500 firemen have filed individual claims with the Comptroller's Office for back pay, but practically every member of the department is signing payroll "under protest." That would entitle them to share in the benefits if the UFA wins this case.

From the money angle, Savage points out that the overtime demand is only fair. Between nine and ten million dollars a year is being saved by the Fire Department on unfilled vacancies and military leaves. The extra work is being absorbed by the men under the 84-hour week, and it is only fair that this money should be used to pay them, instead of staying in the City treasury or being used for other purposes.

Papers will soon be served on the Corporation Counsel's office in this action.

Expiring Promotion Rosters Leave Eligibles Stranded for Years

Many New York City employees have known the tragic experience of "dying" on a promotion list which expired after four years. According to law, an eligible list is no longer valid four years from the day on which it was promulgated. Often employees have waited for years to take an examination, then taken it and passed, only to find, 4 years later, that the list has died—but they haven't advanced.

Following are some examples of promotion lists which expired in 1944, leaving eligibles stranded.

Clerk Grade 2 List

One of the largest was a city-wide promotion list to Clerk, Grade 2, which ended on June 14. There were 1,056 who passed the test. There were 544 on the list when it expired. Persons on many departmental

promotion lists suffered the same fate. In the Tax department, a promotion list to Junior Assessor died on March 14, with 12 of the 44 eligibles still waiting.

List Never Used

Some lists even died without ever being used. A promotion list to Clerk (Budget Accounting) became invalid on April 3, with the same eight names which appeared

on the list in April 1940.

Engineers in the City service are complaining about the lack of promotions they receive. A list for promotion to Assistant Engineer, Grade 4, expired on March 8, with 6 names. Only two promotions had been made in the four years.

Foreman examinations provide promotional opportunities for many laborers but:

A promotion list to General Park Foreman expired on June 12 with 25 names of 56. Another for Foreman, Paver, ended on June 19, with 3 of the three eligibles not reached for promotion.

NYC Drops Big Fire Department Positions

A number of jobs were dropped from the New York City list of job titles by the NYC Civil Service Commission last week. On the dropped list were:

- In the Fire Department:
 - Chief of Construction and Repairs.
 - Chief Instructor.
 - Deputy Chief in Charge of Marine Division.
 - Deputy Chief of Department in Charge of Boroughs of Manhattan and Queens.
- In the Apprentice Group:
 - Apprentice Automotive Trades, \$2.83 to \$5.76 a day.
 - Also; Senior Shop Equipment Maintainer, \$2,700 to \$3,000 and Engineer (Dredge).

Correction Men Ask Same Pay As Police Officers

A bill to bring New York City Correction Officers' salaries in line with those paid to members of the Police Department was introduced in the City Council last week by Councilman Quill.

The bill provides the following scales for both men and women correction officers.

1. Correction officers, grade 1, both men and women, a minimum salary of two thousand dollars and a maximum salary of three thousand dollars;
2. Captain, grade 2, both men and women, a minimum salary of three thousand dollars and a maximum salary of thirty-five hundred dollars;
3. Deputy wardens and deputy superintendents, grade 3, both men and women, a minimum salary of thirty-five hundred one dollars and a maximum salary of four thousand dollars.
4. Wardens and superintendents, grade 4, both men and women, a minimum salary of four thousand dollars.

In each annual expense budget there shall be included and provided an annual salary increment for each employee who has served at least one year in the position of grade 1, 2 or 3 of two hundred dollars or such part thereof as shall be necessary to reach such maximum salary.

At present, the salary scales are: Correction Officer, \$2,000 to \$2,400; Captains, \$2,401 to \$3,000; Deputy Wardens and Superintendents, \$3,000 to \$3,600; Wardens and Superintendents, \$3,600 and over.

No Money in Budget for Welfare Staff Relations Unit, Employees Want It

The Staff Relations Unit of the NYC Welfare Department—which they used to have—won national praise, employees point out to Commissioner Harry W. Marsh, as another reason why the staff setup should be re-established.

In 1942, the Civil Service Assembly of the United States and Canada made an intensive survey of employee-administration relations in governmental agencies throughout the United States and Canada. At the time, Commissioner Marsh was an active member of the Assembly as head of personnel for the State of Connecticut. The report of the Assembly praised the employee relations set-up of the department of Welfare as an outstanding step

in employee relationship.

The Background

At that time, the late William Hodson was Commissioner of Welfare. Ellis Ranen (now international Representative for the American Federation of State, County and Municipal Employees) was Director of Staff Relations.

When Ranen left the department, Edith Alexander took over the post, but with limited powers. When Mrs. Alexander was trans-

ferred to the Mayor's Committee on Interracial Unity, the post was left vacant.

That was last August, and since then employee organizations in the Department have been working for the appointment of a new director of Staff Relations.

Several important technicalities stand in the way, however. For one thing, the line of Staff Relations Director has been removed from the budget. Mrs. Alexander's civil service title, when she held the post, was actually "Confidential Secretary to the Commissioner." The title of Staff Relations Director was made competitive by the Civil Service Commission, but an exam was never held. So Commissioner Marsh, even should he desire to reinstate the Staff Relations unit, would have to find the money.

\$50 A DAY ISN'T BAD

Not all New York City employees can complain about a low rate of pay. The Civil Service Commission last week approved the payment by Borough President of Manhattan of \$50 a day, to Cameron Clark, consultant and Thomas W. Fluhr, Consulting Engineer (Structural), where they are employed.



Mayor LaGuardia's promotion of 216 Firemen has resulted in unusual repercussions—some good, some bad. Other problems which the Mayor has currently to cope with, and which affect employees: (1) the situation in the Board of Transportation, with employees and officials at sword's points; and (2) the budget, which is now in the making with employees seeking more money.

Cops, Firemen Make Bee-Line To Draft Boards

Firemen and patrolmen in New York City are making the fastest bee-line to their draft boards in two years. This movement is especially true of firemen since the recent promotion of 216 men to the position of Lieutenant. They feel, they've told selective service officials, that they have little chance of promotion unless they obtain veteran preference. And they can't obtain veteran preference unless they enter the armed forces.

The men are approaching both their local boards and Selective Service Headquarters. "They are," according to a selective service spokesman, "in all stages of dependency and all age groups." One 32-year-old Fire Lieutenant with a number of children applied for reclassification into 1-A.

But Selective Service will not put any of these men into 1-A unless they obtain a release from the Commissioner. Police and Fire work are considered an essential civilian activity.

Occasionally a man will be put into 1-A directly by his local board. And in this manner, he may eventually find himself in uniform. But if the matter comes to the attention of Selective Service Headquarters, the answer will be "No dice. You remain a civilian."

NYC Transit Board Tosses Grievances in Mayor's Lap

In theory, the New York City Board of Transportation runs the City-owned transit lines. The three members of the Board, John H. Delaney, chairman, and George Keegan and Frank X. Sullivan, are appointed by the Mayor, serve for 6-year terms, receive a salary of \$20,000 each.

In recent months, the employees of the Board have been complaining that they can't have their "modest" requests for improvement of their conditions met. They have presented a ten-point program of changes to the Board of Transportation, but say they can't get anywhere with the Board members.

The Transport Workers Union has asked Mayor LaGuardia to appoint an impartial arbitration committee to consider disputes between the Board and the employees. Last week, the Greater New York CIO Council passed a resolution asking Mayor LaGuardia to remove John H. Delaney from his post as head of the transit body. Legally, he may be removed by the Mayor, after a hearing on stated charges.

Passes Buck

However, the Board of Trans-

portation passes the buck to the Mayor. In an effort to present the Board's side of the situation to the public, a LEADER reporter called William Jerome Daly, Secretary of the Board.

"Look," said Daly, "The members of the Board won't have anything to say about the employee situation. The Mayor is the only one who can discuss matters affecting City employees."

WNYC IS THE PLACE WHERE CUPID HANGS OUT

The eighth romance to flourish in the WNYC studios on the 25th Floor of the NYC Municipal Building became official last week with the announcement of the engagement of Mildred Borers of the operations room to Gil Kreigel of the announcing staff. She came all the way from Dayton, Ohio, he's a Brooklyn boy, and they met at the Station.

Inside Story of NYC Fire Promotions

Unusual repercussions stemmed from the promotion, two weeks ago and last week, of 216 NYC Firemen to the position of Fire Lieutenant.

First, there was widespread discussion throughout the department concerning the alleged political motivation behind those promotions. The name of Vito Marcantonio, Harlem Congressman, figured prominently in these discussions. It was said that he had persuaded Mayor LaGuardia to make the promotions at this time, even though the men cannot undertake the duties of Lieutenants and need not even purchase Lieutenant's uniforms. There was responsible opinion to the effect that both in the case of

Marcantonio and of the Mayor, the promotions represented political capital. There were men on the lower part of the list who, for one reason or another, had to be promoted, according to these stories.

Kane Also Mentioned

The name of Vincent Kane, president of the Uniformed Firemen's Association, also was mentioned as having had a part in the promotions, which were made at the eve of the roster's expiration on January 2. It was said that Kane's part in the matter means that he is building toward an endeavor to be re-elected again as president of the organization. Elections take place in June, it is pointed out. Kane would be

in a position to take credit for a huge number of promotions under his regime. It is certainly good policy for an employee organization to push through as many promotions as it can. But in this case, Kane may not profit from the advancements. Here's why:

There is another side to the promotion picture. That side is the deep shock among other Firemen in the department, who feel that their chances of rising upward are now slim indeed. The number of Lieutenants in the department is now sufficient to take care of all needs for years to come. Even if an examination were to be held in the near future, the men on the resulting eligible list would find only the most nar-

row opportunity to advance to Lieutenancies.

Not Much Chance for Exam

But chances of an examination in the near future do not look bright. There will in all probability be no examination until after the war, in order that the men in service may be enabled to compete. It means that Firemen now in the department, who hadn't the requisite amount of time on the job to take the last Lieutenant exam, may have to wait as much as 10 years—maybe longer—for an opportunity to rise upward! Add it up yourself. A Fireman had to have three years in the service in order to take the Lieutenant exam. Suppose he had 2 years and 6 months.

Four years have gone by since the last list was established. Roughly (counting the time between the date of the test and the date when the list came out) this adds up to 7 years. If the war holds out another two years, and if an examination is given immediately upon its termination; and if takes a year thereafter, more or less, to establish the new list—there's a 10-year wait. The Firemen in the department feel pretty downhearted about the prospect. Incidentally, Commissioner Patrick Walsh is reported to have said there won't be another test until the three-platoon system is re-established. And that will surely not be until after the (Continued on Page 14)

Increments to More NYC Employees Proposed in Bill

Extension of the McCarthy Increment Law, which provides annual increments for New York City employees, is provided in a bill introduced in the City Council last week by Councilman Michael Quill.

At present, the Law provides that employees whose salary minimum is \$1,800 a year, or less, receive four annual increases of \$120. However, the salary ceiling for increments is \$2,400 a year. An employee reaching that figure receives no more automatic increases, has to depend on individual raises for more money.

What Mr. Quill proposes is:
1. Increments of \$120 would be provided each year for employees whose minimum is \$3,601 or less.
2. Employees would receive four

increments to \$480 above their minimum entrance rate (eliminating the \$2,400 ceiling).

This bill, if it becomes law, would bring grade 4 clerks under the increment plan, provide increases for many engineering and other technical and supervisory workers, who now have to depend on personal increases at the wishes of their department and the Budget Bureau.

The Council's Finance Committee has the measure for consideration before presenting it to the Council for a vote.



John H. Delaney, chairman of the NYC Board of Transportation: Employees ask his oyster, but La Guardia can settle their grievances.

Welfare Investigators To Do Civil Service Probe

Welfare Department investigators were being interviewed at the NYC Civil Service Commission last week for transfers to the Municipal Civil Service Commission, where they will be assigned to help the Commission's Investigation Bureau clear up its backlog of un-

It was expected that ten investigators will be added to the Commission's staff.

Because of the manpower shortage, the Commission has been publishing lists "subject to future

investigation". Many persons are appointed to City jobs, then investigated during or after their probationary period.

Status Unclear

The status of the Welfare employees assigned to the Commission was still not clear. It was believed that they would continue to be carried on the rolls of Welfare, but work for the Commission.

It was pointed out that it is not uncommon for an employee to be carried on one department's books, work for another. Many employees of the Mayor's office are officially members of other departments.

Those investigators who are invited to take Commission posts were recommended by Commissioner Harry W. Marsh, head of the Welfare Department, and former Commission President.

Some City employees have been working for two and three years, but the Commission's Investigation Bureau hasn't been able to get around to checking the accuracy of information given on their original job-applications. In cases where evidence is uncovered which would justify dismissing an employee, the original certification may be withdrawn, the appointment voided.

Transit St. George To Install 1945 Officer Roster

Members of the St. George Association, New York City Transit System, have been asked to bring their wives and friends to installation ceremonies which will be held on January 13, at 8 p.m. in the banquet hall of Masonic Hall, 71 West 23rd Street, New York City.

The following officers will take their places for the next year: President, A. Chestnut; 1st Vice-President, H. Beer; 2nd Vice-President, J. Allen; Treasurer, H. Craig; Fin. Secretary, G. Peyser; Rec. Secretary, J. Albrecht; Marshall, W. Campbell; Historian, S. McDonald; Del. National Comm., R. E. Corby.

No Partners Wanted, Says Transit Board, Dismissing a Prospect

The NYC Board of Transportation, which operates the City's transit lines, definitely does not approve of employees' going into partnership with the City.

So, last week, after a hearing, Max J. Grosskritz, a street car operator for the BMT, was ordered dismissed.

The official verdict on his case reads: "Charges sustained, in that he failed to make any notation on Day Card of the cash fares collected by hand."

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Hartford Law Permits Workers To Join Unions

An ordinance permitting city employees to join municipal unions but prohibiting them from participating in a strike against the city has been adopted by the Hartford, Connecticut, Common Council. Adoption of the ordinance followed several months of public hearings and executive sessions of the ordinance committee.

All departmental administrative heads of the city are directed by the new law to establish in their departments effective machinery whereby grievances, complaints, problems or suggestions may be presented by the organization. The ordinance prohibits discrimination against any employee who joins the union, and authorizes the Mayor to intervene in a dispute between the union and any department of the city if he deems it desirable or necessary in the interest of the city.

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Councilman Asks More Publicity on 'Appropriate' Jobs

More publicity when the NYC Civil Service Commission declares appropriate for positions other than the one for which the nomination was given is asked in a bill now before the City Council.

At present, the Commission, at regular meetings, declares lists appropriate for other jobs. The bill proposed by Councilman Anthony J. DiGiovanna would require publication of intention in City Record, at least five days before the Commission meeting.

The LEADER now regularly publishes reports of such action taken by the Commission.

mensurate with their actual duties and responsibilities. In addition, many of the department's offices are understaffed and the employees will ask that an adequate number of employees be added.

At a recent meeting with representatives of the employee union, John J. McCarthy, Assistant Chief of Department, told the civilian employees that they could expect "sympathetic consideration of their problems."

Scholarships For Relatives Of Civil Servants

Justice Edward McCullen of the City Court, prominent civil service career man, has established 20 one-year tuition-free scholarships at the Delahanty Institute High School at 90-14 Sutphin Boulevard, Jamaica, Long Island. These scholarships will be awarded to the twenty boys or girls, irrespective of race, creed or color, who have the highest marks in a competitive examination which will be given in the high school building in Jamaica late in January. This exam will be open to relatives of employees of City, County, Borough, State or Federal government.

The scholarships are to be in the day session, full-time or part-time. Judge McCullen says that he has founded the scholarships as an appreciation of the educational advantages he received in the classes conducted by M. J. Delahanty, in which he was a student. He wishes to provide an opportunity for young people who have had to leave high school before graduation.

Boys or girls who are interested in competing for the scholarships are invited to write or telephone for an application to Dr. T. M. Murphy or Miss Charlotte M. Smith at 90-14 Sutphin Boulevard, Jamaica—Jamaica 6-8200.

Entered Service 1909

Judge McCullen entered the competitive service of the City in 1909, as an Inspector of Foods, in the Department of Health, and in 1913 became an Inspector in the Fire Department of New York. In 1917 he entered the Supreme Court as a Court Attendant. In 1921 he became a Clerk of the Supreme Court, and in 1926 became the Librarian of the Supreme Court. In the interim he had studied law at Fordham University and received the degree of Bachelor of Laws, and thereafter at New York University School of Law received the degree of Master of Laws.

In 1942 Judge McCullen was elected as a Justice of the City Court of New York. He is a member of the Board of Directors of the New York County Lawyers Association and Chairman of its Library Committee and is a past Chairman of the City Court Committee of the Association of the Bar of the City of New York. He is the author of several books on the practice of law.

Applications for Permanent Jobs Open This Week

Jobs as automobile mechanics in New York City departments will be filled by examinations of the New York City Civil Service Commission. Applications may be filed from 9 A. M., Tuesday January 9, to 4 P. M., January 24, at the Application Bureau, 96 Duane Street, New York City, either in person or by mail.

AUTO MECHANICS (also promotional). Salary \$9.75 a day, including bonus.

The following vacancies now exist: 16 permanent, five military replacements in the Department of Sanitation; one permanent in the Borough of Manhattan, one in Department of Public Works; one in Fire Department; fourteen permanent, six military vacancies in the Police Department.

Requirements call for five years of automotive repair work. The promotion examination is open to employees of Sanitation, Police, Borough President Manhattan, and Public Works.

CHIEF DIETITIAN, Department of Hospitals, \$2,401 to \$3,240 with maintenance; \$2,401 to \$3,600 without maintenance. At present there is one vacancy at \$3,000 with maintenance; one at \$3,600 without maintenance.

The written test will be held on February 8, 1945.

Head dietitians, with a year's experience who meet the educational and other experience requirements are eligible.

The duties of the position are to take complete charge of dietary work in a hospital.

FOREMAN OF LABORERS, GRADE 2, outside of New York City, Department of Water Supply, Gas and Electricity. Salary \$1,801 to \$2,400. The written test will be held April 28, 1945.

This examination is open to laborers, auto enginemen and gate tenders of the department.

Seamstress Sue NYC for \$50,000 In Back Pay

Sixty seamstresses working for the New York City Hospitals have started a law suit against the City for \$50,000 in back pay, covering a period of more than three years. Moreover, they are asking to have their status cleared up.

They're in the ungraded service and aren't entitled to increments. "If we don't get increments," they complain, "then we come under the State Labor Law and should get prevailing rates." First the Comptroller's Office agreed with them that they were entitled to the prevailing rate for their work—which is far higher than the \$1,020 to \$1,500 a year which they earn now. Later, the Comptroller's Office reversed its opinion and decided they ought to get increments. Meanwhile, they are not getting either, so they are bringing legal action.

David Savage is their attorney.

Free Courses Announced by Abbe Institute

Helen Marie McGivney, registrar of Abbe Institute, 1697 Broadway, has just announced that the Board of Trustees have authorized for the winter session a number of free courses. No registration or tuition fee will be required. Regular members of the faculty will give these courses, as well as guest lecturers.

In addition to these entirely free courses, Miss McGivney states the Institute will also give its usual popular list of subjects, including languages, psychology (general, applied, and Freudian), philosophy, English (literature and poetry; general; for foreigners), journalism (news and feature writing; short story writing), radio script writing, acting, playwriting, microphone technique, public speaking, speech, speech defects, fine art, window display, photography, successful marriage, development of personality, social dancing, bookkeeping and accounting, taxes, labor relations and management, import and export, traffic management, advertising, salesmanship, insurance, commercial law. For these subjects, there is a nominal fee which varies with the nature of the course.

The free courses include Contemporary Religions, Law for the Layman, American History, Current Drama Appreciation, and Tomorrow's World (a discussion of world events and affairs as they now exist).

Registration for all these courses should be made immediately.

Council Bill Asks \$300 Increase For Play Directors

Playground Directors in the New York City Parks Department are now in a special salary group. They start at \$1,800, advance by yearly increments to \$2,100.

However, other City employees in the same salary group reach a maximum of \$2,400. To bring the Parks workers to their level Councilman Louis Cohen introduced a bill in the City Council last week to give the Playground Directors a new maximum of

\$2,400. The bill was referred to the Council Committee on Finance, headed by Mr. Cohen, which must bring the measure up a future Council meeting for action.

X-RAY TECHNICIANS FORM NEW SOCIETY

A State-wide X-ray technological society, open to State employees only, is now being organized. The purpose of this society will be to stimulate and encourage the further exchange of mutual ideas and scientific technique. All X-ray technicians interested should contact Sidney Alexander, R. T., 722 W. 68th St., New York City.

Fire Dept. Civilians Start Job-by-Job Work-Load Survey

Civilian employees of the New York City Fire Department are starting a job-by-job survey of the department. Then they will present their recommendations for improving their conditions to the Fire Department and the Budget Director's office.

The 700 fire civilians, many of whom are members of an AFL local, are split up among seven bureaus:

1. Accounts and Pensions.
2. Division of Combustibles.
3. Division of Fire Prevention.
4. Bureau of Fire Investigation.
5. Bureau of Fire Alarm Telegraph.
6. Division of Fire Apparatus.
7. Division of Fire Department Buildings.

The Problems

Among the problems faced by the employees, for which they will attempt to offer solutions, are the difficulties of the many skilled mechanics, who are tied up in prevailing wage litigation with the City, and who complain they have been underpaid for years. The workers also want regrading of their jobs and salary scales com-



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Governor Dewey's Aid To State Employees

THE PICTURE behind Governor Dewey's generous aid to State employees, as delineated in his message of last Wednesday, is one of a man who, through victory and defeat, has grown in stature. This newspaper, in one of its columns, once said that Thomas E. Dewey is a man who learns. That quality is a tremendous asset to a public personality.

The Governor has shown that he is sensitive to the needs of the State employees. He has shown that he will not be held back, in one year, by misjudgments of a former year.

It is this aspect of the Governor's message which, we think, is as important as the things he "gave" to State employees.

The Governor has sat down with representatives of the State's employees, and discussed candidly and at length, their grievances, their needs, their desires. The President and other executives of the Association of State Civil Service Employees, who had negotiated the advances with the Governor, report that Mr. Dewey indicates a keen understanding of the employee viewpoint, a willingness to hear out their problems, and a desire to work out these problems cooperatively and fairly.

We feel that the Governor deserves the good-will of all employees for what he has proposed to the Legislature in his message. It makes a proper start for the right kind of relationship between employees and administration, and that makes for good public administration.

And we hope that the attitude displayed in the Governor's message remains as the deliberation of other employee problems comes to the fore.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Wages Plus Monthly Allowances For Vets Who Become Apprentices



Wages earned by veterans who qualify for apprentice training will be supplemented by the monthly allowances provided by the G.I. Bill of Rights. A report of the Apprentice-Training Service of the War Manpower Commission stresses the advantages of such payments to veterans wishing to build up their earnings during the initial years of industrial training.

To date, approximately 600 veterans have taken advantage of apprentice training, but an increasing number are being enrolled, and it is anticipated that as many as 200,000 veterans may eventually apply. Fewer than 100 of the veterans now enrolled have applied for and are receiving the monthly allowance provided by the G.I. Bill of Rights.

Among veterans accepted for apprentice

training are those who did not have a chance to learn a trade, and those who started training but were taken into the armed forces before completing it. If the veteran was not over 25 when he entered the service, he is regarded as having had his training interrupted. If he was over 25 when he entered the service, he must submit evidence to prove his training was interrupted, before he becomes eligible for training.

The G.I. Bill of Rights authorizes the Veterans' Administration to supplement the veteran apprentice's wage with a subsistence allowance of \$50 to \$75 per month, depending on whether he has dependents, ATS officials said. The combined earnings may not exceed regular wages in the trade for which he is training, however.

100 Occupations

There are more than 100 skilled occupations in manufacturing and construction industries for which men are trained through apprenticeship. More veterans are expected to apply for training in the building and automotive trades, which will be on the rebound after the war.

Apprenticeship programs, based on standards developed by the Federal Committee on Apprenticeship, specify the number of hours of work on the job and in classroom attendance, wages paid during each step of the training, schedule of operations to be learned on the job, a method for keeping records of the appren-

tice's progress, periodic examinations and adequate job instruction and supervision.

Requirements

In explaining the qualifications necessary for an apprenticeship, ATS officials said that the applicant must, first of all, have mechanical aptitude. High school training is preferred. During normal times, only men between the ages of 18 and 23 were accepted for apprenticeships in most trades, but veterans beyond the customary age limitations are now being enrolled. The veteran must be physically able to work in a skilled trade. Those with physical handicaps are being employed in trades where the work is especially suited to them.

The training usually requires four years, but the length of time varies with the trade and some apprentices may complete their training ahead of the regular schedule. For instance, men who have had previous work experience in a skilled trade, either before they entered military service or while they were in the armed forces, may receive credit for that experience and may be given advanced status as apprentices. If credit is allowed the veteran, he will be paid the wage rate applicable to the level for which he is qualified, ATS representatives explained.

A veteran who wants to learn a skilled trade may apply to the United States Employment Service.

Merit Man



Salvador Delbourgo

HIS CHIEF interest is bringing to public attention the problems of the engineers working for New York City. And Salvador Delbourgo, a junior civil engineer, has plenty of ammunition to bring up. Spokesman of Engineering Club of the NYC Department of Water Supply, Gas and Electricity, he points out many injustices faced by the municipal engineers.

Professional workers, the engineers miss some of the protections granted by law to the clerical and office staffs of City departments. Getting an increase for an engineer, Delbourgo points out, calls for something little short of a miracle. Men work in low titles, performing jobs which should bring them hundreds of dollars a year more, and many have gone as long as fifteen years without pay increase. When an upper-bracket vacancy opens up, instead of a promotion, someone is just handed the new duties; then a low-grade worker is added to staff to keep up its strength, or the position is just left vacant.

Job Never Ends

A city engineer hasn't a job that he can forget about when he goes home, Mr. Delbourgo adds. They have to spend a lot of their own time keeping up with scientific developments. With the department of Water Supply, Gas and Electricity since 1929, Mr. Delbourgo has become pretty much of an expert on hydraulics—the study of water flow. He helps keep track of the water which comes down through the City water system, checks it against the amount of water for which the City receives payment from consumers.

Even the Siphon, which is the gossip sheet of the Engineering Club, helps to keep the men abreast of developments in their field. A regular feature of the paper is a column by Delbourgo, on some technical aspect of their work. An example is a simple means of measuring water flow, described in a recent issue of the paper, by measuring salt velocity. As Mr. Delbourgo describes it:

"To get this ordinate, the area in question is divided into small areas by multiplying small equal intervals of time indicated on the abscissa with their corresponding heights. The Moments are obtained by multiplying each little area with its corresponding distance to the center of moments. The sum of these Moments is divided by the total area. The result is the ordinate passing through the center of gravity, which indicates the exact time of arrival of the salt."

Anyway, it makes sense to the engineers. Men who offer their technical experience to the City should be rewarded for their education and skill.

Before coming into the City service, Delbourgo worked for private engineering firms, after having graduated from Cooper Union and CCNY. When he gets home, out in Queens, at night, he relaxes over his stamp collection. He's married, has one son.

One of the minor inconveniences of his life is the fact that very few people ever get his name straight. People insist on calling him "Salvatore", break his last name into two parts.

He's an example of the fact that an engineer isn't a human figuring machine. He enjoys a glass of beer with the boys, is popular around the office.



Don't Repeat This!

Snafu

WELL, the LaGuardia feud with the press boys in Room 9 City Hall is on again. It's an aftermath of his annual message to the City Council, delivered last week. The daily papers came with a story that Hizzoner predicted higher real-estate taxes. LaGuardia came to City Hall the following morning and let out loud yell. "It ain't so. I didn't say it!" "Look," answered the scribes, "we met you in the hall after the speech, and asked you about that. You said: 'Atta boy, you've guessed it!'" . . . What says in the hall is off-the-record, insisted the Mayor, despite the fact that one of the few chances the newsmen have to talk to him is when they grab him coming in or going out of the building. . . . Another thing that peeved the reporters is this: The Mayor spoke with his back to the press box. Few copies of the talk were available—even the day after the talk. And the usual crop of political hangers-on were clustered in the press-section of the Council chamber, climbing all over the working press and interfering with their work . . .

More About Hobbies

MORE hobbies of the officials: Dr. Frank Calderone, Deputy NYC Health Commissioner, is an expert sailor. He can find compass errors with the best of them, and has sailed his own craft to Bermuda. But that's out for the war's duration, of course . . . Goodhue Livingston, Secretary to Mayor LaGuardia, is a first-rate skier . . . Over in the Welfare Department, Commissioner Harry W. Marsh plays the piano—but good!—for relaxation . . . Deputy Commissioner Piccirillo has his own tool shop and makes tiny objects. During Christmas, half his living room was covered with a tiny village—churches, homes, bridges—which he had made himself. He also has a consuming interest in modernistic office layout . . . And the new deputy, Paul Guiler, refinishes furniture as a hobby. He prefers to work on fine antiques . . . The hobby of James E. Rossell, Director of the Second District Office, U. S. Civil Service Commission, is hunting. He loves it. But it's out for the duration, because he's one of the busiest men in New York . . .

Albany Stuff

GOP INSIDERS predict "A fairly long and heavily political session" in Albany. . . . It was only last week that this column said that employees would fare well in the present legislature. And it was only last week that our editorial asked for a permanent Salary Standardization Board. Well, we rang the bell both times, as you know from Governor Dewey's message. . . . Just in case you're interested, the Governor delivered his message at the rate of 140 words a minute. That's faster than his speeches in the presidential campaign. . . . Travelling is tough on the legislators this year. Many of them on their way back to NYC after the session last week stood all the way from Albany to Grand Central. That's more than three hours. And solons arriving from upstate for the session looked as if they had passed through the wringer—some spent 8 to 15 hours en route to Albany. . . . It's a slimmer-looking Sen. Ben Feinberg this year. He's the GOP Senate chief. . . . Pert Lillian Rosse, Dewey's Secretary, shared a chair with one of the legislators in order to hear her boss's speech. . . . Rube Lazarus, legislative trouble-shooter for Mayor LaGuardia, is spending his 32nd session in Albany. Rube first worked in the Capital in 1913, while still in law school. . . . Ed Jaeckle, who quit as Republican generalissimo after the Dewey campaign, didn't show up for the opening session. . . .

POLICE CALLS

Not Much Chance for NYC Cops To Win \$450 Raise Out of Albany

Keystone of the NYC Patrolmen's Benevolent Association's legislative program in Albany for the present session of the State Legislature is passage of legislation to replace their present \$420 war bonus on a permanent-increase basis by a \$450 boost.

However, as the Legislature convened last week, things didn't look too promising for the permanent boost—at least not from the Albany angle. For one thing, the Uniformed Firemen's Association, which is working with the cops for the \$450 suffered a mild rebuff. The firemen had presented the project to the State Federation of Labor for their endorsement. The State group banded the matter back to the UFA, saying that the increase called for local action by the Board of Estimate, not by the State Legislature. The State administration has long demonstrated its disinclination to interfere with such matters, which it considers as purely "home rule" problems.

That's a point of view which is shared by some of the PBA members in the City. They think that under the Home Rule Law, the fight for a permanent increase should be carried on right here in the City Council and the Board of Estimate, and, that with elections coming around, they say,

Mayor LaGuardia might be receptive to the idea of making friends with the uniformed forces of the City.

Considerable Investment

Another practical point is the fact that getting legislation through the State calls for a considerable investment, and many of the PBA men are only lukewarm about the idea of investing unless there's a pretty strong chance of winning. They don't see it that way now.

Usually, the President of the PBA is up in Albany when the Legislature opens, making the rounds of the law-makers and establishing contacts. In past years, Pat Harnedy was in Albany on that day; Joseph Burkard, when he was PBA head, made the trip each year. But last Wednesday, when the State legislators opened their session, Harnedy was sitting in his office at 63 Park Row. He'll probably be up, however, when the session really gets going.

Letters

Internal Revenue

Employee Complaints

Sirs: I believe that the situation existing at the Internal Revenue branch office at 161st Street and Morris Avenue, The Bronx, should be brought to light.

Things weren't so bad there until about a year ago. Then conditions began to slide downhill.

We used to have a ten-minute

rest period twice daily. That was stopped. Every official from the Superintendent down to the sub-chiefs of section seem to go out of their way to antagonize the staff. It's a wonder that any work is accomplished.

There is no relationship between seniority and promotion. Those who are "in" get the boosts, those who aren't in, get the boot.

WAR SERVICE WORKER.

More Speed Needed On Information

Sirs: Why do Federal agencies take so long in giving out efficiency ratings to employees? These ratings are made up before they are given out, clerks are kept in the dark as to what the ratings may be.

Also, why is it that some agencies refuse to let employees know just how much sick leave they have accrued?

M. J.

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.

Governor Dewey and the State Association — 1944 —

DURING the closing days of 1944, events of great importance transpired, foreshadowing excellent news for all State employees. This news was to come from Governor Dewey himself. During December, in company with other officers of our Association, and alone, I had several conferences with members of the Department of Civil Service, the Director of the Budget, and the Counsel to the Governor, during which questions of Association policies and many features of our program were discussed. These conversations were frank and specific with the purpose of establishing a working relationship through which the problems of government and employees alike could be thoroughly considered.

I stated most emphatically in these discussions that my policy as President of the Association of State Civil Service Employees is to be one of cooperation with fellow State employees, department officials, members of the Governor's Cabinet, and the Governor, with the objective of attaining the best possible standards of efficiency in State service, adequate salary scales and other reasonable employee benefits, through negotiation and discussion with appropriate government agencies and officials.

We were assured of complete cooperation in setting up procedures whereby our problems would be promptly discussed with the proper officials with opportunity for further discussion with the Governor when differences in policies arise.

On Saturday morning we went to the Executive Chamber, where Governor Dewey spent an hour and a half in a frank and friendly discussion along the same lines. He assured us of his desire to cooperate with us for the good of State service, and we left the conference feeling that we were in substantial accord on basic policies affecting employee policies and problems.

— 1945 —

AT NOON on Wednesday, January 3rd, Governor Dewey delivered his message to the Legislature. All State employees, both as State workers and taxpayers alike, are vitally interested in every topic covered in this message. They are especially interested in and gratified by that part of this message under the title of "State Employees" which is quoted in full elsewhere on this page. I will discuss this in detail later.

Congratulations to Governor

As President of the Association of State Civil Service Employees, and on behalf of its membership, I congratulate you, Governor Dewey, on your broad understanding of the conditions under which we have worked and are still working. You have recommended to the Legislature that legislation be enacted to provide additional emergency compensation to meet conditions as they now exist. You have stated your intention to take administrative action to set up a procedure for coordinating all phases of personnel work. And finally, you recommended a permanent Salary Board, with an adequate staff, to replace the present Temporary Board. By these statements, you have demonstrated not only knowledge of personnel and other employee conditions, but also a determination to lend your personal leadership to the job of solving these problems.

For these proposals, which are a part of our Association program, I voice the sincere appreciation of our membership. I am thoroughly convinced that other items in our program will be given the same serious and friendly consideration. We are especially gratified at your assurances of cooperative effort in solving all employee problems and we are confident that a sound foundation has been built which will soon be reflected in improved employment conditions and improved morale throughout the service.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

Putting Out a Fireman

An exempt volunteer fireman, like a veteran of one of the prior wars, cannot be removed from his civil service position, or demoted to a lower grade position, so long as work and funds last, except after a hearing on charges of incompetency or misconduct, which must be sustained by substantial evidence.

In a recent case involving an exempt volunteer fireman who was demoted from the position of equipment operator to the position of laborer in the Town of Babylon, Suffolk County, the court deemed the essential qualities of adequate hearing and the obtaining of substantial evidence, as much as the provisions of the Civil Service Law involved in the case are the same for employees of the State of New York and of the Town of Babylon, the court's decision should be of interest to State employees.

What Constitutes a Proper Hearing

In outlining the elements of the hearing of a hearing on charges to which an exempt volunteer fireman is entitled, the court adopted the following language of the Court of Appeals:

"While the hearing may be more or less informal, the trial must be fair in all substantial respects. Some latitude is allowed as to the methods of examination and the like, but no essential element of a fair trial may be dispensed with unless it is shown that no vital safeguard is thereby rendered inoperative. The judgment of conviction subject to reversal upon review. A fair trial, according to existing practice, requires that the accused shall be confronted by the witnesses against him and be given an opportunity to hear their statements under oath, and to cross-examine

them to a reasonable extent. Hearsay evidence cannot be received; evidence cannot be taken in the absence of the accused and the trier of the fact can find the fact only on the evidence and not on his own knowledge. Facts of such common knowledge as to become the subject of judicial notice without proof are an exception to the general rule and not now important. The use of an officer's record, not as evidence of guilt but merely to fix the punishment is no departure from these rules."

Evidence Not Substantial

Holding that the evidence upon which the exempt volunteer fireman was found guilty of the charges was not substantial, the court ordered him reinstated to his old position, with back pay. Said the court:

"There was nothing wrong with the way the hearing was conducted by the respondent herein. Though informal, it was complete. The first three charges were serious so far as the efficient conduct of respondent's office is concerned. There was, however, no competent substantial evidence to support them. The testimony of the witnesses was in some respects favorable to the petitioner or else without probative force because of lack of knowledge of his actions, or based upon hearsay."

Reliance on Outside Evidence Improper

"It is clear that in order to sustain the charges the respondent relied not on the evidence as it was adduced at the hearing but upon information obtained at other times, from other sources, and at least from one witness whose testimony at the hearing overwhelmingly supported petitioner's explanation. The decision rests upon unsubstantial evidence and cannot be sustained." (*White v. Town of Babylon*.)

State Workers Who Lose Jobs Would Get Unemployment Pay If New Bill Passes

ALBANY—A new bid to bring the State's 45,000 workers under coverage of the unemployment insurance law was made this week when Assemblyman Elisha T. Barrett of Suffolk introduced such a bill in the Legislature at the request of the Association of State Civil Service Employees.

Last year a similar bill died in committee but this year the sponsors believe all previous objections will be ironed out and they are confident the measure will meet with legislative and executive approval.

Barrett's statement said: "This bill extends the provisions of the Unemployment Insurance Law to employees of the State. While State employment is reputed to be relatively stable, employees who lose their jobs have the same need of unemployment insurance, to tide them over until they can find a new job, as do employees in private industry. This bill gives them the same protection as private employees under the same procedure and upon the same terms.

How It Would Work

"From the fiscal standpoint, unemployment insurance would be handled in much the same way that Workmen's Compensation Insurance is now handled by the

State. The State does not pay workmen's compensation premiums. Compensation insurance is carried by the State fund under an arrangement whereby the State reimburses the State Fund for the actual awards paid to injured State employees, plus a charge of 5 per cent for administration expense. This bill provides for exactly the same procedure, except that there is no charge for administration expense. The Federal authorities have agreed, after conferences with the Association and the Division of Unemployment Insurance, to absorb the administrative expense.

"This bill contemplates that State employees who lose their jobs shall be entitled to make claim for unemployment insurance benefits on the same basis as private employees. The awards to which they may be entitled would, in the first instance, be paid from the Unemployment Insurance Fund. The Division would

then bill the State annually or semi-annually for the amounts actually paid out during a given period and the State would then reimburse the Division for such expenditures. In this way, a needed coverage would be extended to State employees at a minimum of expense to the State.

The Cost

"It is difficult to make an accurate estimate as to cost because of the uncertainty as to the number of State employees who lose their jobs from year to year. If State employment is as stable as it is reputed to be the cost would be very small. We are convinced, however, that the labor turnover in State service, and the consequent need for unemployment insurance is much greater than commonly believed and that the cost would be in the neighborhood of \$400,000 to \$500,000 per annum.

"The State requires private employers to provide unemployment insurance. State employees have the same economic needs as private employees. The adoption of this bill would enable the State to practice what it preaches."

B. A. Culloton, Ex-Motor Vehicle Aide, With AMG

Major Bernard A. Culloton, formerly New York State Deputy Commissioner of Motor Vehicles, is serving with the Allied Military Government in Italy. For a time under Colonel Charles Poletti in Naples, he was in charge of refugees and displaced persons. In Rome, he has been serving as Motor Transport Control Officer, an extremely difficult and important job, which involves clearing with all division chiefs on civilian transportation needs, assigning priorities to the various needs, and then assigning vehicles from the civilian motor pool.

Major Culloton entered the State service on May, 1939, with the Department of Taxation and Finance. He served under the title of Associate Attorney, handling legal work and assisting in the administration of the Cigarette Tax Law which became effective July 1, 1939. He was later transferred to the Law Bureau of the Tax Department.

In May, 1941, Culloton was appointed Deputy Commissioner of Motor Vehicles and was put in charge of the administration of the Safety Responsibility Law, which became effective on January 1, 1942. He continued in that position until May 31, 1943. He received his Army commission on May 20, 1943, studied at Fort Custer, and arrived in North Africa in September, 1943. He was detailed to Italy in December of that year.

Recent N Y State Eligible Lists

- Sr. Education Supervisor, Business Education—Open-Competitive
- 1 Rosette, Louis, Buffalo 90020
- 2 Caldwell, Marg., Amsterdam 85000
- 3 Burton, Wm., Altamont 84180
- 4 Pitkin, Leroy L., Tonawanda 83080
- 5 Patterson, Robt. E., Penn Yan 81920
- 6 Bellow, Paul J., Amityville 81040
- 7 Gahmer, H., Glens Falls 80280
- 8 Story, George O., No. Lawrence 79990
- 9 McCabe, Dorothy, Highland Hall 78200
- Information Clerk, Westchester County—Open-Competitive
- 1 Wingate, C., Valhalla 84051
- 2 Adams, Florence, Valhalla 82929
- 3 Covert, Roland, Valhalla 82131
- 4 Rosenkranz, Henry, Valhalla 81500
- 5 Ellroot, Gertrude, Valhalla 75014
- Clerk, Dept. of Correction, Excl. of Insts.—Promotion
- 1 Flynn, Mildred F., Albany 91011
- 2 Daley, John A., Albany 89828
- 3 Donnelly, Alice P., Troy 88928
- 4 Brew, Catherine C., Albany 82858
- 5 Korfhage, Patricia A., Albany 80238
- 6 Kolodny, John, Albany 80192
- 7 Caravatta, Edith, Albany 79022
- Chief Dietitian, Dept. Public Welfare—Open-Competitive
- 1 Stephenson, L., White Plains 89815
- Housing Management, Field Asst. Div.—Housing—Open-Competitive
- 1 Felton, Harry R., Buffalo 84150
- 2 Flurb, Bruce, New York City 84100
- 3 Lubo, Arthur, New York City 83500
- 4 Helfand, Nathan L., NYC 80550
- Stenographer, Audit and Control—Promotion
- 1 Mueller, Jane E., Buffalo 83333
- 2 Gizzo, Theresa G., Albany 83232
- 3 Ford, Helen, Albany 81773
- Clerk, Div. Stds. and Purchase, Exec.—Dept.—Promotion
- 1 Hoffman, Mary R., Albany 88059
- 2 Hamilton, G. C., Albany 86223
- 3 Haske, Ruth L., Green Island 85288
- Asst. Library Supvr., Pub. Libraries, Education—Open-Competitive
- 1 Ridgway, Helen, Albany 89250
- 2 Gustafson, I Marie, Dunkirk 86374
- 3 Parker, Dorothy, NYC 85250
- 4 Carroll, Elizabeth, Herkimer 84725
- 5 Hansberger, P., Wilkesbarre, Pa. 84125
- 6 Vedder, Marion, Rochester 80500
- 7 Barker, Shirley, NYC 76000

Governor's Message On State Employees

In his message to the State Legislature last week, Governor Thomas E. Dewey made far-reaching recommendations with regard to State employee matters. He recommended: (1) higher pay; (2) a personnel council; (3) a permanent salary standardization board. That portion of the message relating to State employees follows:

In every Department of our State Government we are sharply handicapped by manpower shortages. Our institutions are particularly hard hit. The State is proud of its many employees who are now serving in the armed forces of our country. We are proud also of those remaining employees who, in the face of many attractive opportunities of employment elsewhere, are continuing to carry on the work of the State. Many of them are shouldering a heavy load not merely by reason of extra work occasioned by the manpower shortages, but also by reason of advancing living costs.

As a measure to meet these conditions, extra war emergency compensation was initiated in 1943 covering employees receiving less than \$4,000. That arrangement has since been continued. It is no longer adequate to meet the conditions that exist. I, therefore, propose that the war emergency compensation be increased and that such additional compensation be provided to all employees of the State.

Higher Cost-of-Living Bonus

In substitution for the current plan, I recommend additional compensation of 20 per cent for those receiving less than \$1,500 a year; and for those receiving \$1,500 or more, but less than \$2,000, the increase should be 17½ per cent. This is in accord with the national policy and will help bring the pay of State employees at that level into line with the national policy and will help bring the pay of State employees at that level into line with that of Federal employees at a comparable level. It accomplishes a much-needed equalization of wage levels. For those receiving \$2,000 or more, but less than \$3,000, the increase should be 15 per cent; for those receiving \$3,000 or more, but less than \$4,000, 12½ per cent; for those receiving \$4,000 or more, 10 per cent, with a limit of \$1,000 on the amount of increase. In some cases, these percentage increases will have to be modified, so as to maintain appropriate differentials between the various salary levels.

Personnel Council

Beyond this broad question of increased compensation to meet changing conditions, relations between the State government and the State employees always require our careful consideration.

The Civil Service Commission has been making steady progress in personnel work but many personnel problems are separately handled by the Departments with no opportunity to maintain a consistent policy throughout the State service. Misunderstandings inevitably result. A personnel council that would unify all personnel work would be a first step toward the development of a unified program. The function of such a council at the outset would be to bring together regularly all personnel and departmental fiscal officers to promote uniformity and to learn at first hand of existing problems. Relationships that cannot be settled within a Department should be referred to the council for consideration.

I do not consider it necessary at the present time, to establish such a program by legislation. A start can be made by administrative action which I shall shortly take.

Permanent Salary Standardization Board

Another matter relating to employees that needs attention is the Temporary Salary Standardization Board which will come to an end under present law on December 1, 1945, at which time all of its functions are to be transferred to the Director of the Budget. I doubt the wisdom of this plan. One fiscal office cannot satisfactorily provide the service that should be afforded to the State and its employees in the matter of salary allocations. A permanent Standardization Board should be created. It should be provided with appropriations for the maintenance of its own permanent administrative staff and I recommend these proposals for your favorable consideration.

- Head Steam Fireman, Dept. Correction—Open Competitive
- 1 Tenny, Milford, Rochester 90500
- 2 Snye, David, Whitehall 88005
- 3 Fagan, Charles, Beacon 88335
- 4 Smith, Fletcher, Attica 88000
- 5 Segan, William, Elmira 87335
- 6 Gould, Wallace, Binghamton 86799
- 7 Seeley, Jas. M., Grahamsville 86335
- 8 LaBarber, Joseph, Mt. Morris 85985
- 9 O'Neill, James, Walden 85335
- 10 Scott, Almon, Kings Park, I. I. 85335
- 11 Keller, Clemens, Collins 85000
- 12 Monaghan, James, Bronx 54 85000
- 13 Denny, Walter C., Wingdale 84685
- 14 Johnston, John, Auburn 83965
- 15 Robinson, Leon, Binghamton 83665
- 16 Drollette, Edgar, Danemora 83500
- 17 Barkley, Thomas, Woodbourne 83000
- 18 Tetrault, George, Kings Park 83000
- 19 Treanor, Wm., Bedford Hills 82665
- 20 McGrath, Thos., Bedford Hills 80165
- 21 Decker, Geo. F., Walkkill 79435
- 22 O'Brien, Joseph, Albany 79500
- 23 Penn, Wm., Middletown 78500
- 24 Gregory, Richard, Middletown 78165
- 25 Evans, E., Kings Park 76165
- 26 Shedy, Thomas, Buffalo 77165
- 27 Office Mach. Oper., Calculating Key Drive—Open-Competitive
- 1 Carey, Margaret, Troy 80000
- 2 Oster, Marion, Brooklyn 89410
- 3 Dorsman, Caroline, Elmsford 80380
- 4 Myers, Dorothy E., Glenmont 84710
- 5 Sanders, Norma H., Albany 81810
- 6 Golden, Jane E., Albany 80310
- 7 Trombley, Doris M., Cohoes 78000
- 8 Schmidt, Catherine A., Albany 78370
- 9 Heffern, Sarah C., Albany 77040
- 10 Kraft, Dorothy, Albany 76000
- 11 Powell, Marie, Ravena 76510
- 12 Chambers, Margaret, Cohoes 76110
- 13 Brennan, Cecelia, Albany 75770
- 14 Gibbs, Dorothy J., East Nassau 75650
- 15 Puccio, Mildred, NYC 52 75250
- 16 Sheehan, Margaret C., Troy 75230
- 17 Burke, Anne, Troy 75200
- 18 Farrell, Irene, Green Island 75100
- 28 Office Mach. Oper., Calculating Key Set—Open-Competitive
- 1 Swedarsky, Dorothy, Brooklyn 76000

NEWS ABOUT STATE EMPLOYEES

New York City

OFFICERS of the State Association Chapter for 1945 were installed last week, with outgoing President John Powers and incoming President Charles Culler sharing the honors. Clifford C. Shoro, president of the State Association, came down from Albany for the event, and made an inspiring speech. The event was in the form of a dinner, and doubly impressive because this is the tenth anniversary of the chapter. (Next week: Pictures of the meeting, and names of all those present.)

Woodbourne Prison

The following were elected officers of the Woodbourne Prison Chapter at the November, 1944 meeting:

President, *Earl Fox*; Vice-President, *William Bowman*; Recording Secretary, *Richard Corcoran*; Corresponding Secretary, *Theodore Locke*; Sergeant-at-Arms, *William Switzer*; Delegate, *Raymond Vanderwalker*; Treasurer, *Vincent Higgins*.

Kings Park

M. J. CORLEY, Corresponding Secretary of the Kings Park Chapter, State Association, sends in his chapter's views on the State Retirement system. Here they are:

"The great State of New York—the financial giant of the union and a so-called national leader in social and economic reform—has a retirement system which ill becomes this Empire State. It is an unjust and obsolete set-up; not in keeping with the broad principles of social security and therefore opposed to the natural right of a just and fair existence.

"Marathon Service"

"Under this outmoded system, you are obliged to spend 35 and sometimes 40 years of your life in the service of the State before you are eligible for a full pension; for only through excess contributions—a rate far beyond the ability of the lower paid—can you retire, except on disability, before the advanced age of 60 years. And this, in the face of a widespread conviction that more than 25 years of service in some State Departments, particularly the highly dangerous and difficult Mental Hygiene branch, is beyond the mental endurance of the average man or woman. And despite this marathon service, the great majority of State workers are retired on an annuity of from \$600 to \$800; whereas, a Federal Government employee, with 25 years of service and at the same salary level, draws a yearly allowance of approximately \$1,300.

Option Set-up

"The example above is just one of the many bad features of the existing law, but the options and no-option plans under which you may retire are still more trying. For instance, you may draw the maximum allowance under the no-option set-up, but should you die leaving a balance in the retirement fund, that part of your personal contribution automatically becomes the property of the State, and your dependants are out in the cold. On the other hand, you may select an option under which your dependant may withdraw the balance left in case of death, but your annuity allowance is thereby reduced by several hundred dol-

lars. One way or another, you are the victim.

"A staff attendant with 18 years of service and \$3,200 in the retirement fund is obliged to retire on disability. He may draw the maximum but meager annuity of \$411, with all payments to cease at death. But since he naturally wishes his wife to draw whatever is left in the fund, should he unhappily pass out of the picture a few years later, he is forced to accept the paltry handout of \$333, or less than \$28 a month.

Better on Home Relief

"This unhappy victim of circumstances and legislation—his long years of service and heavy contributions to retirement fund notwithstanding—could have done better for his wife and little family on home relief.

"We of the State Hospital Service see the present retirement system not as a measure of Social Security but as an act that makes aged paupers out of the State's public servants. We believe that all State workers, regardless of age, should be retired on full pension after 25 years of service, and that the lowest paid should receive a yearly allowance of not less than \$1,200, or three-fourths of the last salary. Furthermore, we claim that, under no circumstances or conditions, has the State the right to confiscate the hard-earned accumulations of its employees.

"From the next session of the legislators we look forward to a revision of the present system; and we sincerely hope that the new version will spring from a more humane and liberal conception of justice than did its predecessors."

[Leaders of the State Association are even now discussing with the Comptroller liberalization of the Retirement Law.—Ed.]

Attica Prison

THE MONTHLY meeting of the Association Chapter will be held at Cass Hall, January 9th. Newly elected officers will preside and *William F. McDonough* of Albany will be present. . . . *Leon J. Adamski* retires. Served in Navy from April, 1917 to March, 1919. Appointed to Comstock May 29, 1931. To Attica July 20 1931. To Navy as Chief Electrician, July 15, 1942. Disability discharge July, 1943, and returned to Attica Prison as Guard, August 1, 1943. Retired on disability pension December 16, 1944. Intends to become a teacher of electrical training. . . . *Leroy Brown* resigns. Guard School, July 10, 1938; to Woodbourne, September 10, 1938, and to Attica, September 21, 1942. Always active in Scout work, was leader of Troop No. 60 of Attica. Will become Assistant Section Executive of Genesee Council, Boy Scouts of America. . . . Death comes to *Earl Myers*. Known as "Okeydoke" Myers, he was killed while riding to his wartime extra job on Pearl Harbor Day, December 7. To complete the cycle, his son Donald was killed in France on December 15, 1944. . . . Right now Attica will compete with any prison town in the State in the business of snow.

Craig Colony

Patrolman and Mrs. Wm. Herman spent Xmas with their daughter at Hicksville, L. I. . . . The Nurses Alumni held an en-

joyable Xmas party at the Glenn House. . . . *Sid Van Skoik* held the lucky number on the turkey raffled at the Cook's Xmas party. . . . *Phil Dean*, a former employee now Principal Store Clerk at Letchworth Village, visited friends here recently. . . . *Mr. and Mrs. Ford O'Brien* spent Xmas eve in Elmira. . . . The *Hohorst*s have moved from the Elms to the Narcissus. . . . *James Alexander* is the new janitor at the Groveland Country Club. . . . *Hilda Schmidt*, Student Nurse, now in New York visited relatives and friends here recently. . . . The new snow plow has been working overtime recently. . . . *Dorothy Preble*, Physical Education Instructor, has been enjoying a few days' vacation. . . . *Ether Drake*, O. T. Instructor, spent Xmas in Arcade. . . . *Patrolman and Mrs. Charles Duffy* and *Mary Insley* attended the Rotary Dance at Mt. Morris December 28th. . . . Excellent Xmas dinners were served at various dining rooms Xmas Day. . . . The many friends of *Bob Jones* were glad to hear that he is going over so well at Binghamton. . . . *Germaine Mannix* returned to duty January 1st, after a three months' illness. . . . Midnight Mass was held at the Catholic Chapel Xmas eve for officers and employees.

Social Welfare Dept. Lists Names of Its Employee-G

An honor roll listing the names of 108 men and women with the State Department of Social Welfare to serve in the armed forces was unveiled last week by Commissioner Robert T. Lansdale.

The roll bears four gold stars for those who died in service: Thomas Tyrell of Troy, Robert L. Hultzen of Mamaroneck, and Edward Sowa and David Jacobson of Warwick.

Executed by a staff worker, the honor roll represents Department members from the Central Office in Albany, the area offices in Buffalo, Rochester, Syracuse, Albany, New York City and New York City suburban counties, and the personnel of the five institutions administered by the Department—the State Agricultural and Industrial School, at Industry; the New York State Training School for Girls, at Hudson; the New York State Training School for Boys, at Warwick; the Thomas Indian School, at Iroquois, and the New York State Women's Relief Corps Home, at Oxford.

A complete list of the names follows:

Update: Hazel M. Ames, Frank A. Berbrick, Dr. Peter F. Birkel, George J. Clarke, Charles H. Davis, Dr. H. Jackson

Davis, Edward J. Grober, Abbott Inghall, E. Ray Gramm, Mrs. Mary D. Foley, Edward F. Minch, Joseph G. Strack, John J. Sullivan, Maurice A. Nolan, Albert B. Cohen, Charles Terenzini, and Willard F. Johnson, all of Albany.

William J. Connally, Cohoes; Ardell W. Deabler, Schenectady; Fred H. Grimm, Troy; John B. McCarthy, Watervliet; John Maginn, Hudson; James J. Sullivan, Jr., Whitehall, and Iris Westbury, Schenectady.

Sanford L. Barcus, Elmira; Frederick C. Doenitz, Buffalo; Alden E. Bevier, Rochester; Mitchell B. Brown, Syracuse; Patrick A. Thompkins, Syracuse; Velma Vavra, Binghamton; Dr. William C. Lowery, Syracuse; Stanley Karp, Syracuse; Patrick Bizzo, New Rochelle, and Dr. Ralph Stanbury, Akron.

New York City: Annetta Hopper, Dudley Bryant, Harold Horn, William Kaufman, Jacob Carroll, Carolyn C. Jones, Nathaniel Pensterstock, Morris Greenberg, Irving Raymar, Dorothy Meach, Andrew J. Boland, Jr., Sadie Michnick, A. David Rappaport, and Margaret Anne McGuire.

State Agricultural and Industrial School, Industry: Howard J. Adams, Frederick Connelly, Joseph H. Donahue, Howard Duffy, Nicholas Gustino, Leo Kaufman, Harley J. Lawton, Donald Mead, Clayton E. Orman, John H. Rittenhouse, Donald Smith, Russell Wager, Henry Wirpsa, Lester W. Wolf, Edward C. Funk, William Inglis, Rev. Elwin A. Miller, Clifford E. Mix, and Emma J. Mueller.

New York State Training School for Boys, Warwick: James A. Boyd, Charles Bruen, Jr., Vincent Dargush, William A. DeMont, Henry Enrich, Frank Fichter, Edson Frazell, John L. Gillespie, Joseph Graham, Kenneth Jones, Clarence B. Lucha, William H. Malach, Donald L. Patterson, Richard L. Peterson, Douglas Reynolds, Harry Taylor, Nicholas Tyrpaik, John Uszenski, William H. Walsh, Marjorie J. Webb, Booker Wilkins, Lawrence Zucolo, Clifford Carl, Taylor S. Dickman, Frank H. Green, Walter E. Weaver and Percy B. Bramman.

New York State Training School for Girls, Hudson: John F. Parker, Maurice Taylor, Charles Thano, Mary Louise Troy and Donald Schriver.

New York State Women's Relief Corps, Oxford: Dwight Baldwin, Ralph Mowry, Raymond Barber, and Clifford E. Utter. Thomas Indian School, Iroquois: Joseph Mohawk.

Helen Harvey Stays Fired; May Go to Appeals Court



Helen Harvey, whose dismissal by the head of the State Commerce Department was one of the "big" stories of last year, is taking her case through the courts. Supreme Court decided for her; Appellate Division against. Final decision may come from the Court of Appeals.

A three-two split by Justices of the Appellate Division of the Supreme Court means that the fight of Helen Harvey against her dismissal by Martin P. Catherwood, Commissioner of Commerce, may now go to the Court of Appeals, the State's highest tribunal.

In the Supreme Court, Miss Harvey had won her fight for reinstatement to her post as Principal Stenographer in the Department of Commerce, but the State appealed.

The Supreme Court had held that her removal rested upon "either highly debatable matters of office procedure, or upon multiple trivia, that the matters complained of were unsubstantial, and that the order of removal was arbitrary."

Review Limited

In discussing the appeal, the Appellate Division justices said: "We agree that some of the matters complained of appear to be trivial, but we cannot say that of all of them. . . . The scope of our review is decidedly limited. There has been no hearing by statutory direction at which evidence was taken, and hence we may not generally pass upon the weight of evidence. . . ."

"In this case the weight to be given the petitioner's (Miss Harvey's) explanation was for the removal officer. If the explanation was one that no reasonable mind would reject then the order of removal was arbitrary. On the other hand if the explanation was such that reasonable minds might differ as to whether it should be accepted or rejected then the choice was for the removal officer and we may not substitute our judgment."

John T. DeGraff is the attorney for Miss Harvey.

State Promotion Examinations

The following promotion examinations have been announced by the State Civil Service Commission. For complete details and application forms write to the State Civil Service Commission, State Office Building, Albany, or 80 Centre Street, New York City. Enclose a large, stamped, self-addressed envelope. Refer to the examination number below.

No. 9230. Senior Office Machine Operator (Tabulating). Albany Office, Department of Education. Salary, \$1,600 to \$2,100. Closes January 16, 1945.

No. 9231. State Museum Guide, Department of Education. Salary, \$1,700 to \$2,100. One vacancy in the State Museum in Albany. Closes January 16, 1945.

No. 9232. Supervising Research Investigator, Division of Women in Industry and Minimum Wage, Department of Labor. Salary, \$3,120 to \$3,870. This list may also be certified for appointment to Supervising Research Investigator of Living Costs. Closes January 16, 1945.

No. 9233. Assistant Secretary of Commission of Correction, Department of Correction. Salary, \$4,000 to \$5,000. Closes January 16, 1945.



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

Albany Shopping Guide

Schools

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

Flowers

ALBERT'S FLOWER SHOP—Bridal bouquets, funeral designs, beautiful corsages, fresh cut flowers—high quality, low prices. 58 Columbia St. (off N. Pearl). Albany 2-0930.

For The Ladies

HELEN'S BEAUTY SALON, 123 North Pearl St. (1 flight up), features permanent waving of the best at reasonable prices. Special courtesy to civil service personnel. Evenings, Dial 5-9433 for appointment.

TRIX FOUNDATIONS and Health Supports. Free figure analysis at your convenience. CAROLYN H. VAN ALLEN, 45 Maiden Lane, Albany, N. Y. Albany 3-3029.

Furs

CUSTOM AND READY MADE FUR COATS. Good work OUR BOBBY. Remodeling, Repairing, Cleaning. Insured cold storage. A complete fur service on premises. BECK FURS, 111 Clinton Ave., Albany 5-1734.

Millinery

HATS INSPIRED WITH quality and beauty. \$1.50 to \$5.00 Over 1,000 hats to select from. THE MILLINERY MART, Cor. Broadway and Maiden Lane (Opposite Post Office), Albany, 134 Main St., Gloversville, N. Y.

Bicycles Repaired

BICYCLES, TRI-CYCLES repaired, baby carriage wheels repaired and re-tired, toys, games, skis, sleds, skates, toboggans, snow shoes. Charles Klarsfeld, 69 Hudson Ave. Albany 3-7892.

Specialty Shop

LARGE SELECTION—Silk and hosiery dresses. Sizes 12 1/2 to 34. \$4.98 up. Specializing in hosiery, flannel gowns and pajamas; snugglers. At low prices. K's Specialty Shop, 178 South Pearl St., Albany.

Where to Dine

TRY OUR FAMOUS spaghetti luncheon with meat balls, 50c. Italian home cooking our specialty. Delicious coffee. Bacio Lachonette, 38 Eagle St. (diagonally opposite De Witt Clinton). Open 8 A.M. to 5 P.M.

We Are Paying More Than Ever For Used Cars SEE RAY HOWARD ALBANY GARAGE Used Car Lot Menands 3-4233 "Member Albany Auto Dealers Assn."

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PUBLIC ADMINISTRATION

For lack of space the Public Administration section has been limited this week. In the next issue it will occupy an entire page as usual.

Synthetic Rubber Insulation Is Now Available

Synthetic rubber insulation on many types of wires and cables in use by municipalities is now available, reports the Simplex wire and cable company. Early in the war, the scarcity of natural rubber made it necessary to conserve supplies. A few months ago, because of the rapidly dwindling supply of natural rubber, it could no longer be used for insulation, and a change-over to synthetic rubber became imperative. Natural rubber could no longer be used in conductor insulation or cable sheath.

A synthetic rubber compound has been provided to replace each of the special-purpose, natural-rubber insulations and sheaths. Laboratory tests and service records indicate that the new insulation may be depended upon for trouble-free, efficient service. Simplex wires and cables, with the synthetic protection, are now available on priority, for essential use. Communities interested in meeting their needs now, or for future plans, may obtain information from the Simplex Company, 79 Sidney Street, Cambridge, Mass.

Safety With Inflammable Liquids

Many employees have suffered burns while handling inflammable liquids, community property has suffered fire losses. Hints for safer handling of inflammable liquids have been prepared by the National Board of Fire Underwriters.

Leak-proof storage and preventing the liquid from coming in contact with air during handling are practices essential to safety storing and handling solvents.

Combustion of inflammable liquids, in nearly all cases, is a reaction between the oxygen of the air and the vapor of the

liquid. Decomposition may release sufficient flammable vapor to cause explosion even when the liquids are stored in closed containers. In some cases, when the temperature is sufficiently high, explosions will occur even in the absence of a spark or flame.

Dangers are greater in above-ground storage, and large quantities of inflammable liquids should be kept in underground tanks. These should be well designed, of non-corrosive materials and sufficiently strong to resist any pressure, or else carry relief valves. Essential to safety in handling is prevention of contact with air by discharge through pipe or hose.

Lack of suitable venting equipment is another cause of explosions, and tanks should be grounded for protection against static electricity.

Army Men Invent Gadgets Useful For City Trucks

Many gadgets developed by the Army have useful application at home. For example, a former NYC Sanitation man, John Bodner, formerly a mechanic for the City, now a maintenance man, working on 18-ton tractors, sent the following military tip to his old office. It's an idea that might be used on many large trucks in sanitation and public works departments.

"My suggestion is about airing tires. Every vehicle in the Army that has air brakes has a small fitting to attach an air line so that tires can be inflated. The fitting is near the reservoir tank which provides the pressure. I remember the difficulty we used to have. There was an air compressor in the garage, but we couldn't hook it up because of some Fire Department regulation, and had to beg air from gas stations.

"Another Army gadget is a gas filter bowl which catches any water and dirt in the gasoline. It sure comes in handy overseas as most of the gas is poured in from cans, and I think it would be helpful on our vehicles."

State Assn Heads Meet With Governor Dewey

ALBANY—On December 30, President Clifford C. Shoro and Vice-President McFarland met with Governor Dewey for a discussion of the Association's program for 1945. The conference with the Governor was the culmination of a series of conferences with other administration officials.

Governor Dewey expressed interest in Association aims and was fully advised of the problems pressing upon State workers as well as other workers in these strenuous days of war. He stated that as a result of careful study of the State's and the employees' needs, he intended to recommend that the war emergency pay adjustment be substantially increased and extended to higher salary levels, that the Salary Board should be continued and strengthened to the end that employee-confidence in the Board would be enhanced, and further, that he intends to establish a personnel council within the administration through which employee problems will clear more quickly and with better satisfaction to the employees and to the State, and that these points would be stressed in his message to the Legislature on Wednesday noon, January 3. The shortage of trained personnel administrators is one of the handicaps to more rapid establishment of a complete personnel administration system extending to departments and institutions and back again to the Civil Service Commission and administrative offices, with prompt hearings on the grounds of the employees' viewpoint and expeditious study and correction of conditions in a just and uniform manner. [Gov. Dewey made all of these recommendations last week. —Ed.]

Cooperation Needed

The need for close cooperation between employees and the executive, administrative and legislative heads to the end that State service may be maintained at peak efficiency was never greater. The Association has renewed its all-time pledge to uphold the high standard of State service, and to maintain its loyalty to employees by continuing to seek the best possible standards of efficiency, adequacy of salaries, sound promotion opportunities, reasonable

the use of this chemical to remove objectionable tastes and odors from water.

221. HYDRANT HINTS

Hydrants with many features are described in the new catalog of the Eddy Valve Company, Waterford, N. Y. They are frost-proof. A damaged valve can be replaced in a few minutes. No water is lost if the standpipe is broken.

222. FILTER MEDIUM

Anthracite, a new filter medium for all purposes, is now available from the Anthracite Equipment Company, 101 Park Avenue, New York City. It was developed by H. G. Turner, research engineer of State College, Pa.

223. LIGHT FLUX ANALYSIS

The Holophane Company of 342 Madison Avenue, New York, N. Y., offers their light-flux analysis to communities which are preparing post-war lighting projects. Their methods, says the organization, provide the efficient and economical solution to any lighting problems.

224. ONE-MAN SPREADER

The one-man spreader, controlled from the cab of the truck has answered the ice control problem of many understaffed communities. Manufactured by the Flink Company, Streator, Ill., the device fits any truck, is adjustable and spreads up one inch with thin or thick material.

225. PRECALKED PIPE

A new type of pipe, manufactured by the McWane Cast Iron Pipe Company, Birmingham 2, Alabama, is now available. Their literature explains how the pipe comes with the wedges placed in the pipe bells; and by socketing the spigot and calking, the job is done.

226. HIGHWAY CONSTRUCTION

A new catalog issued by the Philip Carey Mfg. Co., Lockland, Cincinnati, Ohio, covers highway construction accessories including expansion joints, subgrade felt and filter fabrics. Includes detailed information regarding contemporary construction practices and specifications.

227. CARE OF FIRE HOSE

Eureka Fire Hose Division of the United States Rubber Company, 1230 Sixth Ave., New York 20, N. Y., will send you a valuable wall chart "Directions for Care of Fire Hose." Even if you know the answers, the chart is a good reminder especially at a time when hose should be conserved.

228. ADVANTAGES OF GUNITE

According to a 32 page catalog issued by the National Gunite Corp., 420 Lexington Ave., N. Y., gunite may be used to advantage in reservoir linings, steel casements, sidewalks and roofs, waterproofing tanks, increasing strength of existing structures. Illustrations of various uses are contained in the catalog.

vened in business sessions on January 8. The Association has long established friendly contacts with former members of the Legislature who has already communicated with each of the new members soliciting their cooperation. Association headquarters, on the first floor of the Capitol, is well known to members and the organization tries to make it as helpful as possible. Mr. Shoro last week called attention to the desirability of member contact with their legislative representatives to explain and urge support of the various employee proposals for betterment of his service. Counsel John T. DeGraff is working upon measures relating to the Association's program and these will be handled to the best possible advantage.

The Special Retirement Committee will meet with Comptroller Moore's staff this week for further discussion of liberalization of the retirement system.

Employees Urge That Pensions Be Tax-Exempt

(Continued from page 1)

to protect their wives and children. We recommend an amendment which would give the members of this system options similar to those contained in the New York State Employees' Retirement System so that they can select the retirement allowance which will meet the needs of their families.

Practically all retirement systems contain provisions whereby optional forms of retirement may be selected. The Actuary has stated that such an amendment would involve no substantial additional costs because the various options are computed on an actuarial basis.

Rules Committee Bill, Assembly Int. 2047, Pr. 2406, sets forth the options which we believe should be incorporated in the Hospital Retirement System. This bill was passed at the 1944 session of the Legislature, but was vetoed by Governor Dewey in a message in which he stated that the proposal should receive further consideration. We believe that the proposal set forth in this bill is sound and that, with minor amendments, it would accomplish the objective of this recommendation.

Exemption of Retirement Benefits From Taxation by the State

Ever since the Retirement Sys-

tem was created, section 70 has provided, in what seemed to be unequivocal language, that all benefits were exempt from all kinds of State taxes. This exemption was never challenged until 1942 when Surrogate McGarry and Surrogate Vander Meulen followed the contention of the State Tax Commission that a tax could be assessed on retirement benefits.

In *Matter of Riegelman*, reported in the New York Law Journal of May 14, 1942, it was held that the tax assessed under the present tax law was an "estate tax" and was not exempt under the provision of section 70 of the Civil Service Law, which provides for the exemption of a "transfer or inheritance tax." In *Matter of Moore*, 178 Misc. 1010, it was held that section 70 of the Civil Service Law was repealed by implication by section 249-kk of the Tax Law.

We believe that both of these decisions are unsound and that it has been the intent of the Legislature to exempt retirement benefits from all types of State taxation. We understand that the issue is now pending before the Court of Appeals which has not yet handed down its final decision.

We believe that, as a matter of policy, it is incongruous for the State to award a pension with one hand and to take a portion of it away with the other, and we believe that the law should be amended so that it will provide in unmistakable terms that retirement benefits are exempt from all forms of State taxation.

Communities at Work

USE OF NON-CRITICAL materials is part of Dallas, Texas street repairs were listed. Property owners were notified of the cost of needed repairs, and given an opportunity to have the work done by City crews at cost or by private contractors, in accordance with municipal specifications. Almost 50 percent of the property owners acted on receipt of the first letter; remainder are sent a second notice advising them that the City will take over the job if repairs are not done made within 30 days and assess the cost against the property. Those who disregard the second notice are contacted individually in an effort to settle the matter on a friendly basis.

STREET TREES will improve the appearance of Cleveland. That city set aside \$50,000 for a street tree program for the last four months of this year. City forester and staff of assistants has been hired. Next year's budget will include an expenditure of \$250,000 for this purpose, according to the International City Managers Association. The program includes repair and maintenance of existing trees, trimming, surgery, spraying, removal of dead trees, and planting new trees.

JACKSON, MICHIGAN, is an air-minded small City. The Municipal Airport started in 1928 when a 160-acre farm was given to the City. Since then the City has added 100 acres. Almost half-a-million in Federal funds has been spent in developing the field. Post-war plans call for more improvements. Present revenues of \$1,000 a month pay operating expenses of the airport.

FOR EXTRA REVENUE, Columbus, Ohio, City Council is considering a proposal to license parking meters for advertising. Idea came when local organizations asked permission to display notices on the meters. Also being considered is a plan to license "Drive-Yourself" cars.

AN EXTENSIVE BUILDING program is in view for Cleveland, Ohio, according to bond issues proposed at a recent City Council meeting. Among the bond issues were: Stadium, \$200,000; Airport Building, \$50,000; Municipal Airport, \$200,000; Police and Fire Buildings, \$200,000; Public Health and Welfare Buildings, \$200,000.

A NIGHT DEPOSITORY has been installed by the Kansas City Missouri, Water Department. Early reports show increasing use by the public. Overpayments or underpayments are adjusted on the next month's bill.

NORTHAMPTON, Pennsylvania, has set aside \$37,400 for a municipal swimming pool and park adjacent to a war memorial community center toward which the citizens (population 9,622) have donated \$50,000. The community center will be owned and operated by the Northampton Memorial Center, incorporated on a non-profit basis with membership and voting privileges open to all who contributed and those who pay one dollar annual membership. Might be an idea for other small communities.

Information

The Civil Service LEADER will be happy to provide, without charge, any of the information-items listed below which may be requested by readers. Simply send in the coupon at the bottom of this column, to the Public Administration Editor, Civil Service Leader, 97 Duane Street, New York City.

213. SELF LUBRICATING PUMPS

Peerless water-lubricated turbine pumps provide more sanitary water supply. Made in 15,000- to 30,000-gallon per minute capacity, the products of the Peerless Pump Division, Food Machinery Corp., 391 West 25th Avenue, Los Angeles, Calif., eliminate the need for oil use underground. The line shaft is lubricated by water.

214. ELECTRICAL ANTI-RUST

Municipal engineers will be interested in the Rusta Restor cathodic method of preventing rusting of steel tanks. The Johnson and Jennings Company, 801 Addison Road, Cleveland, Ohio, says their process prevents rust, gradually eliminates any rust already in the tank.

215. MOTORCYCLE TROUBLE?

Rigid governmental restrictions continue in effect on the purchase of new motorcycles, but data on the maintenance of present equipment and replacement parts is available from the Indian Motorcycle Company, Springfield, Mass.

216. CHEMICAL EQUIPMENT

Specialists in the production of chemical equipment, the Koven Company of 154 Ogden Avenue, Jersey City, N. J., has been in the business of manufacturing chemical apparatus for half a century. A new catalog lists pressure vessels, extractors, mixers, stills, condensers, kettles, tanks, chutes, stacks, coils.

217. CONCRETE MAINTENANCE

Concrete slab maintenance costs can be cut as much as 75 per cent, says the Koehring Company, of Milwaukee, Wis. Their mud-jack, raises sunken concrete, walks, curbs and gutters, eliminating reconstruction costs. The new Mud-Jack Bulletin describes the process.

218. CONDITIONED WATER

Conditioned water is an investment that pays for itself according to the Refinite Corporation of Omaha, Neb. Their catalog describes water softening equipment to meet the problems of any community.

219. FOR PLANNING

Post-war planning calls for reliable traffic measurement, showing the flows of traffic, when it moves, in what channels. The Trafficcounter, made by the Streeter-Amler Company, 4101 Ravenswood Avenue, Chicago, Ill., automatically provides a traffic survey, broken down into 15-minute periods. Full information is available on the applications of the Trafficcounter.

220. CHLORINE DIOXIDE TREATMENT

The use of chlorine dioxide for water purification is no longer in the experimental stage according to an announcement of the Mathieson Alkali Works, 60 East 42nd Street, New York City. Full information will be sent on request, describing

Public Administration Editor
Civil Service Leader, 97 Duane Street, New York City.

Please send me information pertaining to the items whose numbers I have listed below. There is no charge for this service.

Name _____

Title _____

Organization or Agency _____

Address _____

Numbers of Items _____

LEGAL NOTICE

Special Term, Part II of the City of the City of New York, held for the County of New York, at Courthouse located at 52 Chambers in the Borough of Manhattan, City of New York, on the 25th day of December, 1944.

U. S. EMPLOYEES THANKED FOR STAYING HOME

WASHINGTON—Federal employees have received a double vote of thanks from ODT Director J. Monroe Johnson and OPA Administrator Chester Bowles for avoiding non-essential travel during the holidays.

LEGAL NOTICE

is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 29th day of December, 1944.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 604 WEST CORPORATION 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.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of KASHOR REALTY CORP. 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.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of EAGLE HARDWARE 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.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CASE-ROWE PRESS, INCORPORATED has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of HILLDALE HOMES, 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.

SPECHT, EDWARD P.—Citation (P. 3113, 1944).—The People of the State of New York, by the Grace of God Free and Independent, to Joseph A. Specht, Eulalie H. Horrey, Adelaide Ovington, the next of kin and heirs at law of Edward P. Specht, deceased, send greeting:

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of RIVERVIEW PROPERTY CORP. 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.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of VICTORY HOLDINGS, 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.

Recent NYC Eligible Lists

- Promotion to Foreman of Maintenance Painters—NYC Housing Authority
1 Theo. Mueller 16 Frank Berlenbach
2 Maxim Smith 17 Nathan Wheatman
3 Albert Abrahamian 18 Francis J. Reilly
4 John S. Hartung 19 Alfens Bern
5 Max Aschpes 20 Bath. M. Buratti
6 Philip Loewell 21 Max Urist
7 Harry L. Adler 22 Jack Reiss
8 Louis Krieger 23 Albert H. Prior
9 Chas. E. Crossland 24 Alfred Grossman
10 Frank Kessler 25 Louis Case
11 Irving Lieberman 26 Patrick Ariniello
12 Abraham Morrison 27 John J. Margaria
13 Jerome Mackin 28 Walter M. Cusick
14 George Kalstein 29 Jas. Z. Wassel
15 Solomon Aschpes

- Promotion to Budget Examiner
1 John J. Garty 3 Henry Siewwright
2 John H. Dwyer 4 Irving Schachter
Promotion to Power Distribution Maintainer—NYC Transit System, BMT Division
1 George Williams 11 Andrew A. Pace
2 James B. Doran 12 Frank Dell'Anno
3 Herman DeKalb 13 John Hanaphy
4 Carmine Granioso 14 Joseph Dancho
5 James Murray 15 Joseph Buffolino
6 George R. Wilson 16 G. A. Scaocia
7 John P. Kucan 17 Benedetto J. Meola
8 Irwin L. Johnson 18 Arthur Prescott
9 H. T. Witkowski 19 John Maselli
10 Frank Mazzie 20 J. C. Buffamente

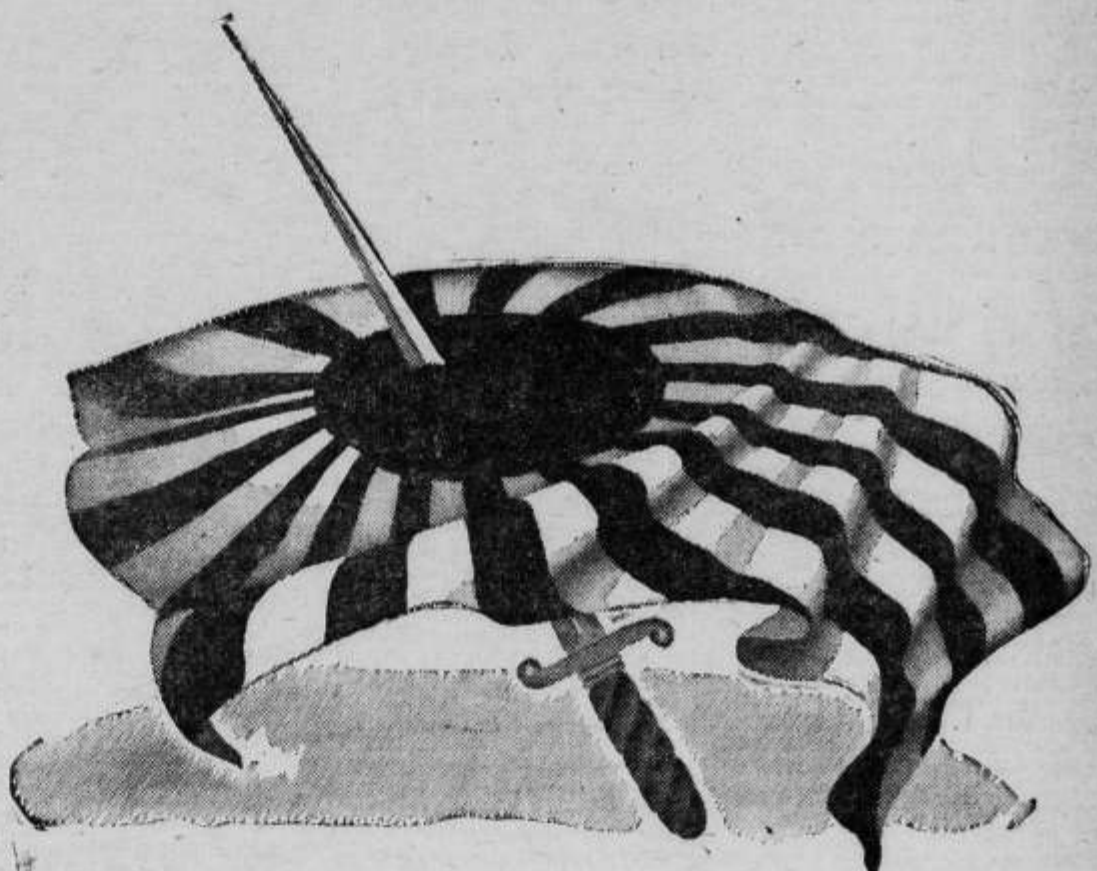
Roger W. Armstrong Now Chief Engineer Of Water Supply Bd.

The N. Y. C. Board of Water Supply last week promoted one of its staff of Engineers to the important post of Chief Engineer. Mr. Roger W. Armstrong entered the employ of the Board of Water Supply in March, 1906, as an Assistant Engineer; his service has been continuous since then, except for nearly three years in the military service during World War 1, and one year in Special Emergency Service in Greece at the end of the war.

VILLA MARIE CLAIRE GUEST HOUSE FOR WOMEN

Open all year round; 15 miles from George Washington bridge, via Route 4 and Route 7; convenient to New York buses and Erie R.R.; modern, luxurious, fireproof building; beautiful grounds; large outdoor swimming pool, tennis court; excellent meals, tray service; resident chaplain; daily mass. Conducted by Sisters of St. Joseph Hoboken, New Jersey Telephone Saddle River 791

Eyes Examined - Glasses Fitted Over 50 Years of Friendly Service 46 Flatbush Ave., Brooklyn POPULAR LOW PRICES



HARA-KIRI ISN'T THE ANSWER!

AS A METHOD OF Jap self-extermination, Hara-kiri has proved an efficient ally. But who wants to wait for all of Japan to fall on a sword and call it quits? No, hara-kiri won't win this war. Wishful thinking won't win it either. This is a job for MacArthur and Nimitz. For G. I. Joe and a guy named "YOU"! Now MacArthur and Nimitz and G. I. Joe can handle their end, as the record shows.

But how about YOU? Your job at present is simply this: Keep on buying War Bonds—week-in, week-out—until final victory is ours. Buy on the Payroll Saving Plan; or buy on your own plan. Keep on digging into your wallet for every leaf of folding green you can spare and sink it into every bond it will buy! These bonds are your stake in America—today and tomorrow.

Keep Faith with our Fighters Buy War Bonds for Keeps

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

- LA MARQUISE FOOTWEAR, INC. PFLUGFELDER-BAMPTON & RUST ARTISTIC SILVER CRAFT, INC.
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A. E. EDWARDS WM. MAC SORLEY, INC. VEE DEE PURS, INC.
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PALOMA FROCKS ALAN NOVELTY CO. RICHARD LUMBER CO., INC.
SEMON CLUB, INC.

FOR NEWS OF WHAT'S HAPPENING TO YOU AND YOUR CAREER FOLLOW THE Civil Service LEADER MAIL THIS COUPON NOW Civil Service LEADER 87 DUANE STREET, NEW YORK 5, N. Y. Enclosed is \$2.00 (check, stamps or money order) to cover cost of annual subscription to The LEADER. NAME ADDRESS Check here if this is a renewal of your subscription.

Volunteer Firemen Get Special Privileges in State

Veto by the Governor during last year's session of the Legislature, of the Sherman bill (Int. 670) which would have extended the privileges of war veterans and exempt volunteer firemen occupying civil service positions called attention to the unique position of volunteer firemen in the State.

There is no privilege granted to war veterans in civil service that is not also granted to exempt volunteer firemen, except preference in obtaining a job. In fact, such firemen are given even greater rights than veterans of World War II.

Who Is An Exempt Volunteer Fireman?

An exempt volunteer fireman is one who has served for five years in his fire company or at least one year by the time his volunteer company is converted to a paid fire department. A person who has received an exempt volunteer fireman's certificate is exempt from jury duty. But his extraordinary privileges do not end there. Should he enter the civil service, an exempt volunteer fireman is given the same protection in the tenure of his position that is accorded to a veteran of World War I and a greater protection than is accorded to disabled veterans of World War II.

Protection from Removal
Like veterans of World War I, an exempt volunteer fireman cannot be removed from his position, be it competitive, non-competitive or exempt, except after a hearing on charges of incompetency or misconduct. At such hearing he is entitled to representation by counsel. And if he is found guilty, the law gives him the right to appeal to the courts for a review of the entire proceeding.

Anybody Need Large Empty Space?

Many civil service employees who have had occasion to visit the Federal Office Building at 641 Washington Street, Manhattan, where the Second Region Civil Service offices are located, have wondered about the large, empty, circular space in the center of each floor which is unused.

A recent poll of civil service workers at the building produced the following suggestions for its use:

- Lounging rooms.
- Polo field or racing track.
- Swimming pool or baseball diamond.
- Bore holes thru the floors and set up training grounds for fireman.
- Get Central Park in and hold military maneuvers.

Barracks for Waps and Waves (suggested by males).

Boot camp (suggested by females).

Route all applicants into the space and keep them there under lock and key so that they'll always be available when needed.

Flying field for aviation cadets.

A shopping center, open every night.

Space for supervisors to blow off steam unhampered, so as not to disturb those supervised.

Beauty parlors and showers. Cafeteria or air-cooled Stork Club.

Subway station (for all lines).

Roof garden with deck chairs, bright colored umbrellas, and tall glasses of you know what.

U. S. Seeks Geologists

The Federal Government has announced a need for geologists, with 3 years experience, or a college degree in that field.

The positions are located in Washington and throughout the country, and pay a salary of \$2,000 to start, plus \$433 for overtime.

Applicants in the New York area should file at the Civil Service Commission's offices at the Federal Building, 641 Washington Street, New York City. Ask for Announcement No. 343 (Unassembled).

This right of a hearing and court review of the evidence is not accorded to competitive employees who are not exempt volunteer firemen or veterans of World War I. Veterans of World War II, because they are not specifically mentioned in the law, are denied this special protection.

Protection from Lay-off

Exempt volunteer firemen, along with veterans of World War I, are also given special consideration when they are being laid off due to lack of work or funds. In such cases, they may demand transfer to any similar position in the same service (State, county, city, town, village, etc.) in which a vacancy exists. Under the bill vetoed by the Governor last week, such veterans and exempt volunteer firemen would have been "the first to fill a vacant or unfilled position."

Had this bill become law an employee previously laid off could not be reinstated to his old position, if recreated, where such position was demanded by a veteran or by an exempt volunteer fireman.

As the law stands today, exempt volunteer firemen (and veterans of World War I) in civil service are still favored over veterans of World War II—even if the latter are disabled. Veterans of World War II are not given the same right to transfers in the event of lay-off. Like other employees laid off, they must await reinstatement from an eligible list in the relative order of their seniority.

The volunteer fireman is not, however, entitled to any special preferences in obtaining a job with the State. He does not go to the top of an eligible list, nor does he get extra points on an examination.

Fire Officers Group Extends Nominating Time

Nominating petitions for members of the Executive Board of the new Uniformed Fire Officers Association of New York City will be accepted until the night of the group's next meeting, Thursday, January 11, at 8 p.m. at the Terminal Restaurant, 47 Vesey Street, according to the temporary executive board of the Association.

The Association also reports that a majority of the Fire Officers have sent in post cards endorsing the Carroll bills before the City Council to change the membership of the Trustees of the Fire Pension Fund and allow election of trustees by the different ranks of Fire officers.

After the business meeting, refreshments are promised to Fire officers who attend.

Straight Facts On John A. Dick

John Augustus Dick, the Board of Transportation bus operator, who was transferred to a lower paid job as a railroad clerk, is not a war veteran, William Jerome Daly, secretary of the Board points out. The notation "service disability" referred to in last week's LEADER meant transit service, said Daly, not military service.

Bus operator John A. Dick, on December 13, 1944, requested a change in his position from Bus Operator to Railroad Clerk because of "acute respiratory infection and gastric ulcer." He is 44 years of age, and was originally appointed in 1929 by the Brooklyn Bus Corporation. His ailment has not been incurred in the armed service.

The LEADER regrets the error, which resulted from the words "service disability" appearing with Mr. Dick's name on the Board of Transportation's personnel calendar.

Commissions for Sanitary Engineers

There may still be a chance for sanitary engineers to get into uniform. The War Department recently gave the Sanitary Corps authority to commission an additional 211 sanitary engineers as Second Lieutenant, First Lieutenant and Captain. Requirements call for a degree from a recognized college or university in civil, sanitary or chemical engineering, and; 2 years of experience in sanitary engineering for Second Lieutenant; 4 years for First Lieutenant; and 8 years for Captain.

Applicants must be between 38 and 42 years of age.

Further information may be obtained from the Officer Procurement Service Office, in each service Command Headquarters, or from the Officer Procurement Service, War Department, Munitions Building, Washington 25, D. C.

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

Old-Timers Stay On Subway Jobs

Many NYC employees ask to stay on the job even after they have reached the mandatory retirement age of 70. Last week three Board of Transportation workers were given a year's extension to help meet the man-

Help Wanted—Male - Female

MEN WANTED!

HUNDREDS OF JOBS OPEN

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SKILLED or UNSKILLED

Easy Transportation

Good Pay, Bonuses

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For Good Low Mileage
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YOU DESCRIBE CAR...
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Order yours now!
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Here Is Your Chance to Own that Print You've Long Desired
The 195 W. 4th Street Branch of "THE LITTLE FRAME SHOP" needs larger quarters, entire accumulated stock of old and modern prints and framed pictures will be sold at a REDUCTION OF
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Framing of prints purchased during the sale will be done at a REDUCTION OF 25% and completed 30 days from date of order. Sale begins TODAY and will end not later than JANUARY 27th.
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IMMEDIATE CASH LOANS
ON DIAMONDS—JEWELRY
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44 MARKET ST., NEW YORK CITY
(Near Knickerbocker Village)
BE 3-9556
Permanent Waving and Dyeing done by experts at moderate prices.
Hair Straightened
Newest Cold Waving Methods Used

Used Furniture Wanted
HIGHEST CASH PRICES PAID
RUGS HOUSEHOLD GOODS
BRIC-A-BRAC
WE BUY ALMOST ANYTHING
PEOPLES FURNITURE EXCHANGE
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WE BUY AT TOP PRICES
Complete Apartments, Pianos, Odd Pieces, Rugs, Refrigerators, Comb. Radios, Sewing Machines, etc.
FURNITURE
At. 9-6486
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When Your Doctor Prescribes Call
MARTOCCI
All Prescriptions Filled by Registered Graduate Pharmacists
PRESCRIPTIONS — DRUGS
MARTOCCI PHARMACY
7904 10th Ave. Brooklyn, N. Y.
Call BRAnsonhurst 6-7033
Bay Ridge's Leading Prescription Pharmacy

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 price we can find from a reputable dealer.

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

Help Wanted—Male

Laboratories

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TRAINEES
In New York City

Men with mechanical aptitude for experimental machine shop. Nights: 7:30 p. m. to 6 a. m.

WAR WORK

Overtime, Periodic increases. Bonus for Night Shift. Good Working Conditions.

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(at Washington), N. Y. C.
Monday-Saturday 9-5 p. m.
Evenings by appointment.
Take 7th or 8th Av. Subway to 14th St.

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DISHWASHERS PORTERS
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LAUNDRY HELP

Excellent Working Conditions
GOOD SALARY

Apply Personnel Manager
Room 52 Service Floor

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MEN
FOR
TRAIN SERVICE

No Experience Necessary
Apply by letter only

Hudson & Manhattan
R. R. Co.

Room 113-E, 30 Church St.
New York 7, N. Y.

Essential Workers Need
Release Statement

MECHANICS

1st OR 2nd CLASS

Prefer Licensed Men for
PERMANENT WORK.
Marine Base, Transatlantic
Airlines, No. 1 Priority

GOOD PAY
ADVANCEMENT

APPLY AT ONCE!

AMERICAN EXPORT
AIRLINES, Inc.

Marine Base LaGuardia Field
(All WMC Rules Observed)

Auditor-Accountant

EXPERIENCED IN FACTORY
COST AND GENERAL
AUDITING.

Capable compiling analytical
Reports

Essential Industry
Good Future

Give details, education, ex-
perience, etc.

BOX 111 Civil Service Leader
21 Duane Street New York

Help Wanted—Male

SHIP REPAIR WORKERS
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PIPE COVERERS
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SCALERS
PIPEFITTERS
SHIP RIGGERS
BURNERS

MAINTENANCE ELECTRICIANS
(1st Class)
BENCH HANDS
LATHE HANDS
TINSMITHS
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BOILERMAKERS
ELECTRICIANS—ALL CLASSES

Male and Female Laborers
and Helpers in All Trades

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APPLY EMP. OFFICE

Todd Shipyard Corp.
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Others Apply
TODD REPRESENTATIVE
U. S. E. S.
165 JORALEMON ST.
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DRAFTSMEN
Layout & Design
Small Electro-Mech'l parts
Good Pay

HORNI SIGNAL
73 VARICK ST., N. Y.

MAIL BOYS
(OR RETIRED MEN)

for permanent, easy work
sorting mail, Marine Base.

No. 1 Priority. Good Pay
Advancement.

APPLY AT ONCE!

AMERICAN EXPORT
AIRLINES, Inc.

Marine Base LaGuardia Field
(All WMC Rules Observed)

MEN
NO EXPERIENCE

Porter Watchmen
Duties. Inside Work.
Must be Physically fit.
Pleasant Working
Conditions.

Apply At Once!

The Port of
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ROOM 1553
111 - 8th AVENUE
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KEEP 'EM ROLLING

Urgent Need to Move
Service Men and Women

THE PULLMAN CO.
LIMITED EXPERIENCE REQUIRED

Upholsterers Mechanics

NO EXPERIENCE REQUIRED

Bus Boys Upholsterer Helpers
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Essential War Workers Need USES Release
Statement And Consent of The Railroad
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THE PULLMAN CO.
EMPLOYMENT OFFICE

Room 2612, Grand Central Terminal, New York City
24-12 Bridge Plaza South, Long Island City
Or Railroad Retirement Board, 110 W. 42nd St. (Room 204), N. Y. C.

Help Wanted—Male

BOYS
YOUNG MEN

No Experience Required

Several Positions Available
Interesting War Work,
Steady, Post-War Future.
Many Advancement
Opportunities.

BRING PROOF OF AGE

Universal Camera
Personnel Dept. 22 W. 23d

Help Wanted—Male—Female

HELP WANTED
CAFETERIA

Part or Full Time
Male or Female

Good wages—
meals and uniforms furnished

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C-o Kollman Instrument Co.
— Bring Birth Certificate —

Obey Regulations of the
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KEY PUNCH
OPERATORS
Experienced

DAILY 2 P.M. - 7 P.M.
DAILY 6 P.M. - 10 P.M.

S. KLEIN
6 Union Sq., New York

WOMEN-MEN
PART TIME
STOCK CLERK
CLERICAL
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Daily 5 P.M. or 6 - 10 P.M.

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Help Wanted—Female

GIRLS & WOMEN
No Experience

FULL OR PART TIME

WAITRESSES
Full-Part-time, Lunch hours

BAKERS
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CANDY PACKERS
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MEALS AND UNIFORMS
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BONUSES—PAID VACATIONS
PERMANENT POSITIONS

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SCHRAFFT'S

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

CLERKS **TYPISTS**

FILE CLERKS

5-DAY WEEK

Good Opportunity for Advancement

W. L. MAXSON Corp.
600 WEST 34th ST., NEW YORK

GIRLS-WOMEN
AGES 16 UP
No Experience Needed

We train you and
PAY YOU while
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war industry. Plant
located in the heart
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After short training
period, many ad-
vancement opportuni-
ties, with automatic
INCREASES IN
SALARY.

GOOD PAY. Choose
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day or night work.
(Bring proof of age.)

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5-Day Week

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2 Blocks 8th Av. Sub. Subway Sta.

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BATH MAIDS
LAUNDRY HELP

Excellent Working Conditions
GOOD SALARY
Vacations with Pay
Free Employment Office

Apply Personnel Manager
Room 52 Service Floor

Hotel Commodore
42nd St. - Lexington Ave., N. Y. C.

GIRLS — WOMEN
\$30.60 DAY SHIFT
\$39.65 NIGHT SHIFT
WEEK TO START
Increase After 2 Weeks
EXPERIENCE NOT NECESSARY
WAR WORK

HENRY HEIDE, Inc.
215 HUDSON ST., cor. Vandam
(7th Ave. Subway to Houston St.
8th Ave. Subway to Spring)

TYPISTS

Experienced in filling in letters
and envelopes; full or part
time, days or evenings and
Saturday; good rates; long run.

D. H. AHREND CO.
22 Duane St. (cor. City Hall, N. Y. C.)

Help Wanted—Female

Candy Salesgirls
18-35
Full Time

Experience Unnecessary
Permanent Positions

Loft Candy Corp.
224 W. 42nd St., N. Y. C.
Ask for Miss Wise

SALESWOMEN
Full Time
And 1 P.M. to Closing

CLERICAL, CASHIERS
STOCK GIRLS
WRAPPERS
SODA FOUNTAIN
ATTENDANTS

5-DAY — 40-HOUR WEEK

No experience necessary.
We will train you.

HEARN'S
74 Fifth Ave., New York City

SWITCHBOARD
OPERATORS

Experienced—Marine Base Of-
fice Transatlantic Airlines.
Permanent, Good Pay.

Excellent Working Conditions
No. 1 Priority

APPLY AT ONCE!

AMERICAN EXPORT
AIRLINES, Inc.

Marine Base LaGuardia Field
(All WMC Rules Observed)

HELP WANTED ADS
Call Mr. Gonyan
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Special Science
Courses Offered
By City College

City College offers 25 tuition-
free courses in engineering, sci-
ences and management under the
war training program of the
United States Office of Education.

The classes, ranging in length
from eight to fifteen weeks, will
be conducted on the college level.
Requirements for individual courses
extend from high school gradu-
ation to a college degree.

Included among the courses will
be offerings in Advanced Mecha-
nical and Tool Drawing, Ad-
vanced Radiation and Transmis-
sion Techniques, Elements of Ra-
dio and Electricity, Mathematical
Applications in Ultra-High Fre-
quency, Physical Metallurgy and
Inspection of Metals, Practical
Electroplating, Production Proce-

ses and Control, Wage Incentive
Systems and Job Evaluation,
Foremanship Training, and Cost
Procedures and Analysis for War
Industries.

Applicants for admission to en-
gineering courses are advised to
come in person, to the Technology
Building, 139th Street and Am-
sterdam Avenue between 7:00 and
9:00 P. M. from January 17 to
19. Those wishing to enroll in
management courses should ap-
pear in person January 25 or 26
at the School of Business, 17 Lex-
ington Avenue.

Women Taking Over
Federal Employment

WASHINGTON—Periodic checks
by the Civil Service Commission
show the trend of women to take
over the Government is continu-
ing. Despite a drop in the total

number of Federal civilian em-
ployees during November (the last
month for which figures are avail-
able), the number of women on
the payroll increased.

The Commission reported:
"The number of women full-
time employees at the end of No-
vember was 1,069,999, of which
148,307 were in the Washington,
D. C., Metropolitan area. The
number of women increased while
total employment decreased in
both continental United States
and the Washington area. There
were 1,649,721 men full-time em-
ployees at the end of November.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT
OF STATE, ss.: I do hereby certify that a
certificate of dissolution of
IMPROVED HOUSING CORPORATION
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 27th day of December, 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
TAFURI FUNERAL HOME, 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 14th day of December, 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
GOSHEN HILLS CORPORATION
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 28th day of December, 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
FRAYCO REALTY CORPORATION
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 15th day of December, 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
OLLETTE PHOTO STUDIOS, INC.
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 16th day of December, 1944.
Thomas J. Curran, Secretary of State. By
Frank S. Sharp, Deputy Secretary of State.

Amusement

By J. RICHARD BURSTIN



GEORGE BRENT
Co-stars with Hedy Lamarr and Paul Lucas in "Experiment Perilous" now at the Strand Theater.

JIMMY DURANTE
Durante's humor is at its best in "Music For Millions," the picture currently being shown at the Capitol.

Tony Caruso has been assigned a role in Warner Bros. "This Love of Ours," the forthcoming picture based on the life of Marine hero Al Schmid. Leading roles are held by John Garfield and Eleanor Parker.

Ann Harding will return to the screen as Laraine Day's mother in the RKO adaptation of Jerome Chodorov's play, "Those Endearing Young Charms". Robert Young will play opposite Miss Day.

Faye Emerson is back in Hollywood continuing work in the Warner Bros. film "Hotel Berlin".

MGM is working on the third of their short features which run about 60 minutes. This one is called "Morgan's Folly" and Frank

Morgan will star. Irene, the famous fashion designer and Cedric Gibbons, art director, will portray themselves.

"To Have and Have Not" the Warner Bros. film that is making such a terrific success at the Hollywood Theater, is in its 13th week.

The Warner Bros. fan mail tabulation lists the star of "Janie", Joyce Reynolds, in fourth place. Miss Reynolds climbed all the way up from 29th place.

Butterfly McQueen, who used to play the role of Mary Livingston's maid on the Jack Benny program, has been signed for a role in "Mildred Pierce" the Warner Bros. vehicle starring Joan Crawford and Jack Carson.

Employees Wonder What LaGuardia Has in Mind

New York City employees were wondering last week just what Mayor LaGuardia had in store for them. In his annual message to the City Council, he touched on several matters of importance to City workers—but said nothing specific concerning them.

On the transit employees situation, he said that the wage levels of other transit lines were being studied. (One chief argument of the Transport Worker's Union is that the City transit workers receive less than those employed by private lines.)

He indicated that 500 clerical promotions would be made among City employees in the annual

January promotion period. (See article on page 1.)

He reassured employees who returned with war disabilities that they would be re-employed; advised eligibles who hadn't been appointed that they would have to pass medical and physical examinations.

LEGISLATION to help veterans on City eligible lists and employees in the armed forces will be introduced into the City Council by Councilman James A. Phillips of Queens. A few weeks ago, he asked, through the columns of The LEADER, for letters from veterans who felt that they hadn't received a fair break from the City. He's amazed at the heavy response and is studying the situations described by his correspondents to prepare remedial legislation . . . Sanitation men are hoping that Commissioner Carey has as much influence with Mayor LaGuardia as most people think. The Commissioner has asked for overtime for his men who work on Sundays—at straight pay; another \$170 for uniformed men to meet the jump in prices; equalizing the salaries of sanitation men by giving them all the cost-of-living bonus . . .

HEALTH INSPECTOR, Grade 3 examination will probably be announced shortly by the Civil Service Commission. All that's needed now is Budget Bureau approval and the test can be started . . . The City cops will take over Madison Square Garden on January 27, when the PBA holds its annual ball. President Pat Harnedy is general chairman, of course, and the sale of tickets is good . . . The Fireman Calfapietra case (he was fired for holding an outside job) is due for more court action soon. Attorney Matthew Sil-

verman is reported readying for a fight before the Appellate Division. Last summer the Supreme Court upheld the dismissal . . . Fireman have their big Day at Madison Square Garden on Saturday, January 13, when they hold their 28th annual ball.

NEWBOLD MORRIS, Honorary President of the St. George Association, addressed a meeting of the Welfare Department branch on Monday evening, January 8 . . . Budget Bureau delay in announcing promotions has chief clerks all over the City in a dither. They can't make out their budget estimates till they know who gets the increases . . . and budget hearings are getting closer every day

. . . The Immediate Relief Fund of the NYC Finance Department is reported dissolving. The organization did lots of good work before the employees retirement system started in 1920, and the \$200 death benefit came in very handy to members. The remaining members will share in the division of the assets, which are substantial. . . Rumors were floating around all City Departments last week to the tune of "You're promoted, I heard it through the grapevine." . . . But a lot of persons who got the rumors aren't getting the promotions. The figures in the Budget Bureau are always kept on the Q.T. until they're officially released. . . .

This Week's NYC Exam Schedule

The following examinations will be held this week by the New York City Civil Service Commission:

- Tuesday, January 9th**
Promotion to Maintenance Man. Promotion to Tunnel Maintainer (Structures), Practical.
Promotion to Foreman (Structures), Group E, Practical Oral, IRT, BMT.
- Wednesday, January 10th**
Promotion to Tunnel Maintainer (Structures), Practical.
Promotion to Senior Pharmacist (Dept. Welfare, Purchase).
Promotion to Chief Pharmacist (Dept. Welfare, Purchase).
Promotion to Foreman (Structures), Group B, BMT, IRT.
- Thursday, January 11th**
Promotion to Maintenance Man (General Promotion).
Promotion to Foreman (Structures), Groups B, C and D, IRT and BMT.
- Friday, January 12th**
Promotion to Maintenance Man (General Promotion).
Promotion to Foreman (Structures).
- Saturday, January 13th**
Promotion to Auto Machinist (Parks and Sanitation).
Promotion to Door Stop Maintainer (Dept. of Education).

New Promotions In 10 Departments Of New York City

Continued from page 1

Jacob Kerner, John Morris, Abraham Sinovsky, Edna Randel, Frank Schulz.

Stenographer, Grade 3—Anna Cahill, Beatrice Aronson, Madeline Connetts, Mary Shea, Wilhelm Mordhorst.

In the Department of Welfare the following number of promotions were approved:

Accountant, Grade 2, 4; Junior Accountant, 20; Clerk, Grade 4, 21; Clerk, Grade 3, 21; Clerk, Grade 2, 13; Stenographer, Grade 3, 24; Stenographer, Grade 2, 4.

The following job reclassifications were also approved by the Budget Bureau:

Office Manager—From Clerk, Grade 3 to Clerk, Grade 4.
Senior Statistical Clerk—From Clerk, Grade 2 to Clerk, Grade 3.
Head Stenographer—From Clerk, Grade 2 to Stenographer, Grade 3.

Names of Welfare employees being promoted, and those in other City departments will appear in next weeks LEADER.

RADIO CITY MUSIC HALL
Showplace of the Nation
ROCKEFELLER CENTER

"Perfect show for the entire family."
—Kate Cameron, NEWS.

"NATIONAL VELVET"
A Clarence Brown Production
in TECHNICOLOR

MICKEY ROONEY
DONALD CRISP — ELIZABETH TAYLOR — JACKIE JENKINS — REGINALD OWEN

A Metro-Goldwyn-Mayer Picture
Based on the novel by Enid Bagnold
ON THE GREAT STATE "STARBRIGHT"

A festive melody filled circus . . . produced by Leonidoff. Symphony orchestra under direction of Erno Rapee.

Reserved Seats May Be Purchased by Mail or at Box Office.

PHONE CIRCLE 6-4600

"JOY UNBOUNDED!"—World-Tel.

Judy Garland
Margaret O'Brien

In M-G-M's TECHNICOLOR JOY-FILM!

MEET ME IN ST. LOUIS

MEET ME AT THE **ASTOR**

B'way & 45 St.

Continuous - Popular prices
Doors Open 10 A. M. — Midnight Show

MOSS HART'S

WINGED VICTORY

"STIRRING! MOST MOVING! ROLLING! COMEDY!"

Alton Cook, World-Tel.

Produced by DARRYL F. ZANUCK

Directed by **GEORGE CUKOR**

Presented by **20th Century-Fox**

ROXY 7th Ave. & 50th St.
DOORS OPEN 9:30 A. M.

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.

NE BORO INN BAR AND GRILL Delicious Food

Specialty • A LA CARTE • WINES AND LIQUORS • 85 COURT ST.

Zimmerman's Hungaria AMERICAN HUNGARIAN

Nationally famous for its quality food. Dinner from \$1.25 served till closing. Excellent Floor Shows, Gypsy and Dance Orchestras. No cover ever, minimum charge on Saturdays only. Tops for parties. LOnacre 3-0115.

ELSIE'S DINING ROOM For the FINEST FOODS . . .

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

ELSIE TAYLOR, Proprietor

CAFE WIENECKE Manhattan's Most Intimate Spot

207 EAST 86th ST., NEW YORK

• Afternoon Tea • Luncheon • Dinner • Supper • Concert

Famous for FRENCH and DANISH PASTRIES

Special Dining Room for Weddings, Banquets and Private Parties

For Reservations Call ATwater 9-8230

Open From 10 A.M. to 3 A.M.

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.

LEARN TO DANCE PRIVATELY

taught by expertly trained teachers

Waltz, Foxtrot, Rumba \$5
Samba, Lindy, Tango

Complete GUARANTEED Course

1-HOUR \$5 PRIVATE LESSON \$1

12 LESSONS \$5

Mrs. Virginia Fields, Instructor

FIELDS DANCE STUDIOS

1017 AT 5 Columbus Circle (West 98th Street)

Near all subways—In heart of the City

AMATEUR SINGERS WANTED

to appear with **AL SHAYNE**

Radio's Ambassador of Song

Mr. G. M. S., who has helped many to successful careers will develop new personalities to appear as Johnny Kane's "Radio Find of the Week." Unusual opportunities open to those willing to study. Write, phone or call daily 2 to 9 P.M. for audition.

Starkies Productions
253 W. 58th (B'way), N.Y. CO 5-3874 CO 5-9496

WINS 1010 ON YOUR DIAL DAILY 5:15 P.M. SUNDAY 1:45 P.M.

INVITATION TO RELAX

Enjoy the serenity of Plum Point. Gorgeous countryside, roaring fireplace, delicious food—and fun. Only 55 miles from New York.

MAKE RESERVATIONS EARLY

plum point

HYPER-BOUNDED VACATION RESORT
Now Windsor, N.Y.

HUMPHREY BOGART

— in —

Ernest Hemingway's

"TO HAVE AND HAVE NOT"

... WARNER BROS. HIT ...

— with —

Walter Brennan - Lauren Bacall
Dolores Moran - Hoagy Carmichael

BROADWAY at 51st ST. HOLLYWOOD

62 Stars in Warner Bros. "HOLLYWOOD CANTEN"

IN PERSON

LIONEL HAMPTON

AND HIS ORCHESTRA

Plus A Gala Revue

Buy Bonds! **STRAND** B'way & 47th St.

Stage Plays Stage Plays

MICHAEL TODD presents

BOBBY CLARK

MEXICAN HAYRIDE

By HERBERT & DOROTHY FIELDS • Staged by HASSARD SHOBT

SONGS by COLE PORTER

MAJESTIC THEATRE 44 St. W. of B'way, Phone Circle 5-0730

EVENINGS at 8:30, MATINEES WEDNESDAY and SATURDAY at 2:30

What to Do If You Think You're In a Essential Job

Employees in various Governmental agencies have complained that they are caught in a vice between (a) the refusal of the agencies to file for them statements that their work is necessary in the war effort; and on the other hand, the refusal to issue statements of availability, so that they may leave for work in more essential industry. The Brooklyn Navy Yard has been named as one of the agencies engaged in this practice.

The employees who make these complaints are usually willing to do the most essential war work to which they may be assigned. But they are caught in a situation where the only thing left is for their local boards to give them a classification.

Selective Service Suggestion
Selective Service Headquarters has outlined a remedy for employees in such dilemma. Here's what to do:

1—If your agency refuses to file a statement with your local board that your job is essential, ask for a statement of availability. This statement enables you to

leave your job for another. If you are refused a statement of availability, your next step is—

2—For Federal employees: Go to the Appeals Section of the United States Civil Service Commission (641 Washington Street in New York City) and explain your situation. The Commission may then act to clarify the mat-

ter. If you feel that still haven't received satisfaction, then say you want the form on which you appeal to the War Manpower Commission. For City and State employees: Go to the United States Employment Service, and tell your story. The USES can clarify your status. If you feel you have not received satisfaction, then you

still have another appeal, like the Federal employee, to the War Manpower Commission.

3—The WMC will make the final determination—either stating clearly that your job is essential, or giving you a statement of availability so that you can take another which is essential.

The United States is interested in the highest possible production for war. Neither the War Manpower Commission nor Selective Service will tolerate red-tape which stands in the way of highest production. So you can be assured that your case will receive speedy, yet fair consideration, if you follow the procedure outlined.

Inside Story of Fire Promotions

(Continued from Page 3)

war, when sufficient men become available to bring the Fire Department up to full strength.

Another Angle

Then there's another angle. 2,000 Firemen are serving in the armed forces. When these men return, they will be entitled to veteran preference. If present legislation in Albany goes through, that preference will be even more imposing than now. It will allow all who have served in the armed forces and who thereafter pass a civil service examination (on original entrance or promotion) to go to the top of the ensuing list, first the disabled men, then the non-disabled. Now, if of these 2,000 GI's, say 25 percent should pass the forthcoming Lieutenant test, all of them would go to the top of the list. That's 500 men who will be eligible for promotion to Lieutenantancy before a single Fireman now on the job—no matter how brilliant he may be—can be promoted. It is thus obvious that present Firemen who have no military service stand an excellent chance of remaining Firemen for the rest of their lives.

3-Platoon

The latest batch of promotions came through with this notation in the official announcement: "To provide for the resumption of the Three-Platoon system throughout the department."

But around the fire house, the men say it's the bunk. They figure that Commissioner Walsh used that as a convenient reason to explain away the promotions if anyone should ask why he suddenly appointed so many new officers when there aren't any actual Lieutenant's jobs for them to take over.

The men haven't any hope that they'll get back to the old working schedule until the war ends, but they think there's one change that could be made. They don't like the 24-hour shift that comes once every six days under the two-platoon system. If Commissioner Walsh works out a plan to drop that extended tour, it would be a lot to improve the firemen's morale, they say.

U. S. Eases Rules on Leave Tardiness, Absence

WASHINGTON — Leave regulations for Federal employees have been relaxed by the U. S. Civil Service Commission.

From now on, under ordinary circumstances, unavoidable or necessary absences not in excess of 30 minutes, and tardiness shall be handled at the discretion of the supervisor. It can be excused completely or made up by requiring additional work or

charging the absence or tardiness against overtime previously worked beyond regular hours.

The Commission warns, however, that if this privilege is abused, necessary absence not in excess of 30 minutes, and tardiness will be handled administratively by a charge against annual leave, or by disciplinary action.

The revised leave regulations also say that a doctor's certificate is not essential for sick leave taken in excess of three days. It will now be up to the supervisor to determine what is acceptable evidence of having been sick. A medical certificate is still acceptable.

Dental Care O.K.

Another change provides that a statement by the employee that he has received dental or optical examination or treatment is suitable for application for sick leave. Heretofore, such applications had to be supported by a medical certificate.

Also, the change provides that persons returning to Federal jobs from the services or merchant marine duty will be accredited with leave accrued on terminal leave granted prior to entry in the service.

Creedmoor Steno Fired; She Plans Legal Action

A stenographer at Creedmoor State Hospital, Sally Mann, whose letter to the LEADER in 1943 exposed the food and living conditions at the State institution

and which she felt led to the investigation of conditions there, was fired last week. Through the efforts of Senator Seymour Halpern and Governor Dewey a change in the administration of the hospital had been brought about.

After a hearing which Miss Mann describes as "a farce," attended by Dr. H. A. LaBurt, head of the hospital and Drs. Bennett, Griden and Victor, she was given a five-day suspension. At the hearing she was handed a list of charges on which a claim of incompetence and misconduct was based. She charges that the total was made up of minor clerical errors which showed that her career had been fine-combed to pile up enough evidence on which to drop her because of her efforts to improve conditions for workers at the hospital.

Didn't Get Extension

Shortly after the hearing she asked for an extension of the five-day period because: (1) the volume of charges required more time to answer; (2) the five-day period was broken up by the New Year's holiday week-end; (3) she had been ill and under a doctor's care.

However, she got her answer in the form of a memorandum from the Director's office:

"To Sally Mann:
"With reference to your suspension on December 27, 1944, and the charges accompanying it, the decision is that you are guilty and you are hereby removed from employment at the expiration of vacation time due until January 18, 1945."
Signed H. A. LaBurt, M.D.
Now she's planning legal action to get back to her post at the hospital.

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