

PROPERTY DISPOSAL JOBS OPEN TO BUSINESSMEN

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STATE LEGISLATURE ACTS—

Time-and-a-Half Overtime Pay Voted for NYC Subway Men

See Page 3

Raise for U. S. Employees in Danger If Proponents Don't 'Get on the Ball'

WASHINGTON—Federal workers' "friends" in Congress will have to give more than lip service to the pay raise bill if the current organized drive against increasing Federal salaries is to be defeated and a general pay raise won this year.

Until WMC Director Paul McNutt and Civil Service Commissioner Arthur Flemming were heard, attacks against the Federal worker had gone unanswered and the accusations continued to

come from the Byrd Joint Economy Committee, the Appropriations Committee, and the House Civil Service Committee.

While the anti-salary drive is not actually billed as such, it is similar to last December's campaign against increasing postal salaries. Charges aired through various sources include wastage of manpower, overstaffing, and wasting official time.

Rank and Filers Bear Onus

Rank and file workers apparently have had to bear the onus of these accusations, the Administration remaining silent until

recently. The charge is made that those who say they want this pay raise legislation are doing the least to assure its passage.

Rep. Homer D. Angell, Republican of Oregon, has introduced the Civil Service Commission's omnibus pay bill, with the 15 per cent base pay raise provision added for all salaried Federal workers. A similar bill has been pending in the Senate for some weeks. Rep. Angell's bill was referred to the Civil Service Committee, where the omnibus pay bill, without the base-pay raise, has been under consideration.

The original Civil Service Commission wage bill, as sent to both House and Senate, didn't cover base pay raises, but it provided true time and a half for overtime and other reforms proposed in the Commission's annual report.

UFA Active

Meanwhile, United Federal Workers of America has been active in its drive for a base pay increase of 25 per cent, and a UFWA poll of 60 members of Congress showed 47 in favor of base pay increases, 12 undecided, and only one against. Nine of the 21 members of the House

Civil Service Committee went on record in favor of raises.

House Civil Service Committee expects to be ready for hearings on the wage question early in April, according to Rep. Robert Ramspeck, chairman. Hearings will start after completion of a survey which the Ramspeck committee is making on present Federal salary scales and legislation. Senate hearings on the bill introduced by Senator Downey, with an added clause for a 15 per cent base pay raise, are being discussed. It is possible joint hearings will be held.

REPORT ON CIVIL SERVICE LEGISLATION IN ALBANY

Following is the latest report on Albany legislation in which State employees are interested. It is not a final report, and next week's LEADER will contain a thorough analysis of bills which affect civil employees. The current legislative session ended on Saturday, Mar. 24.

Feld-Hamilton Bills

A bill of tremendous importance, sponsored by the Association of State Civil Service Employees, has been passed by both houses. It provides for a permanent salary board, Feld-Hamilton amendments, extension of Feld-Hamilton to labor positions, wage differential for hazardous work, a \$1,200 minimum salary for State employees, other employee benefits. It was introduced by Senator Erwin (S. 1696) and Assemblyman Osterag (A. 1921).

A bill to pay employees of the Judiciary a war emergency bonus was drafted by Association of State Civil Service Employees and introduced at its request. It passed

both houses, is before the Governor. This bill was introduced in the Senate by Mr. Wicks (S. 996) and in the Assembly by Mr. Stephens (A. 1057).

Another bill to extend the bonus payments to employees of the Legislature had the sponsorship of the Association, and has passed both houses. That was also introduced by Senator Wicks (S. 1216) and Assemblyman Stephens (A. 1342).

On the Governor's desk too, is a bill, which sets salary schedules for faculty members and other employees of Cornell University. This measure was introduced by Senator Falk (S. 1382) and Assemblyman Ives (A. 1542).

A measure appropriating \$92,000 to pay employees at Dannemora and Matteawan who attend the criminal insane the same rate of pay as prison guards passed the Assembly, was in the Senate Finance Committee as this is written. The bill, drafted by the Association, was presented by Senator Bontecou (S. 1486) and Assemblyman Ryan (A. 1543).

Overtime for unused vacation and holidays is provided in an As-

sociation-drafted measure which at this writing is in the Senate Finance and House Rules Committee. It was introduced by Senator Duryea (S. 1829) and Assemblyman Barrett (A. 2017). This bill is likely to pass.

A measure to set salary schedules for the College of Forestry at Syracuse passed both houses and is before the Governor. It had been presented by Senator Falk (S. 1380) and Assemblyman Ives (A. 1540).

Retirement Bills

Many bills on retirement matters appeared before the legislature. A bill to pay retirement benefits to widow of prison guards or employees in State Correction Department passed both houses. The bill was introduced by Senator Erwin (S. 1422) and Assemblyman Ryan (A. 1005).

Also passed by both houses was another Association-drafted bill, to provide disability retirement

pensions to State prison or reformatory employees, up to half-salary. It was introduced by Mr. Erwin and Mr. Ryan (S. 959, A. 1004).

A bill to allow employees the option of contributing to the pension fund on a basis of compensation before October 1, 1943, if the value of maintenance has been reduced, has been passed by both Houses. It was introduced by Senator Halpern (S. 1820) and Assemblyman Hatfield (A. 888).

Death benefit of one year's salary to members of the State Retirement System is provided in a bill passed by both houses. This measure had been introduced in the Senate by Mr. Kirnan and by Assemblyman Oliffe (S. 106, A. 928).

Four per cent interest on retirement loans is set in a bill, passed by both houses, which had Association approval. Senator Hults and Assemblyman Sellmayer had

introduced the measure. (S. 1305, A. 1596.)

Optional death benefits for Mental Hygiene employees are granted in a bill drafted by the Association, which has passed both houses. It was introduced by Senator Hults (S. 1305) and Assemblyman Sellmayer (A. 1830).

Changes of salary and increment rates for State employees not allocated to one of the services or occupational groups is provided in the Association-supported bill (S. 1846, A. 2137), introduced by Mr. Hammond and Mr. Lupton, which passed both houses.

Feld-Hamilton is extended to Parole Officers under a bill which had Association support, passed both Houses. It was presented by Senator Burney (S. 1432) and Assemblyman Morgan (A. 1670).

Increment Bill

Many employees are interested in the Association-sponsored bill to grant increments after 10-15-20 years of State service. This bill passed the Assembly, had its third reading in the Senate as this is written, but its fate was in doubt. It was introduced by Senator

(Continued on Page 16)

Here's How Things Stand on Postal Pay Raise Bill

WASHINGTON. — House Post Office Committee is hearing testimony of national organizations on H.R. 2071, the Post Office Reclassification Bill, which seeks permanent pay raises for postal workers ranging from \$300 to \$400.

Aid of the public is sought for

the measure by its supporters to assure its enactment by July 1 next.

The Committee has amended the original Burch Salary Reclassification Bill to provide that compensatory time for service performed on a holiday be granted within 30 calendar days instead of 30 working days. United National Association of Post Office clerks points

out that this compensatory time has been denied third class clerks in the bill. It will protest elimination of this feature.

14 Grades of Clerks

Another amendment provides that there shall be 14 grades of clerks in all first class post offices. This eliminates the 500,000 restriction of the original bill.

Promotion to Grade 12 comes after three years; to Grade 13 after seven years, making 15 years in all from Grade 11 to Grade 14.

The National Federation of Post Office Clerks advocates passage of the bill with the amendments already recommended by the subcommittee, reporting that "it is a much better bill than the original H.R. 2071."

They're Asking for More Probes Of Civil Service

WASHINGTON. — House Civil Service Committee would get \$500,000 for a thorough investigation of the civil service, under a bill introduced by Rep. Fulton of Pennsylvania, new member of the House and a member of the House Committee. He also favors having more civil service investigators.

Rep. Fulton estimated that a billion dollars could be saved through a survey and investigation. He pointed out that the committee supervises the spending of \$7,000,000,000 a year and controls upward of 2,800,000 employees.

"They now have only seven investigators, one per billion dollars, one for every 400,000 persons. Give me \$500,000 for a real survey and we can save a billion dollars. A billion dollars is only 14 to 15 per cent reduction in his tremendous payroll."

Reconstruction Finance Corporation Has Openings in Property Disposal

WASHINGTON — Job opportunities abound in Reconstruction Finance Corporation, now that it has swung into its property disposal program. These are mostly in the 23 field centers. The jobs are largely specialized, and include many average to good ones.

RFC is recognized as paying better than prevailing salaries, and for men who can produce in the property disposal program, it

offers positions to these specialists:

Metal Salesmen

Salesmen who know metals, ferrous and nonferrous, to be paid \$4,500 to \$5,200.

Machine Tool Men

Men who know the machine tool industry.

Market Analysts

Men with wide business experience who can command up to \$6,500, to become market analysts.

Clerks

Fiscal accounting clerks to earn from \$1,800 to \$3,000. There are positions for fiscal accountants at suitable scales.

Plant Disposal Men

Men who know war plant value and how to dispose of them can draw \$4,500 to \$5,200.

Men who know aircraft, parts and conversion are worth \$4,500 to \$5,200, there being 15,000 planes to be sold.

No engineers will be required in this RFC project, and real estate will be disposed of through Interior and Agriculture Departments.

Write to the Reconstruction Finance Corporation or the United States Civil Service Commission, Washington, D.C.

Mrs. FDR's Proposal for 44-Hour Week Receives Favorable Consideration

WASHINGTON—Budget Bureau is definitely interested in Mrs. Roosevelt's idea that the Federal work week should be reduced to 44 hours, such as prevails now in the District of Columbia government.

Stickers seem to be whether the reduced hours would provide the same output, and the Bureau is also doubtful that the public would understand the need for a shortened week. Apparently the Bureau would be willing to experiment.

It has been pointed out that in States where the fuel situation was acute, hours were curtailed, this occurring when Federal agencies occupied municipal buildings which shut off the heat at expiration of the local work day.

Maybe Five Days

Since Mrs. Roosevelt has displayed an interest in shortening

the Federal work week, it has been suggested that the President might be agreeable to having the 48-hour week worked in 5½ or 5 days.

Mrs. Roosevelt offered some advice on treatment of Federal workers at a personnel conference, which might well be considered by all Government bosses.

The First Lady contends that the long working hours tire many girl workers, and while it might not be possible to cut hours now, personnel chiefs should study the

physical strength of girls before accusing them of low morale. "They may be just tired," she said.

Government employees are helping to win the war, she said, and should regard themselves as "civilian soldiers." It is every person's job to show that his job is important. All should be made to feel that they really belong.

Mrs. Roosevelt had some advice for Washington workers who were passing up interesting recreational opportunities in the Capital. She urged Federal agencies to make arrangements similar to the work-study program of American University and the Navy Department.

Post Office Issues Instructions on Draft Deferments

WASHINGTON—The Post Office Department last week issued instructions for the filing of occupational deferments for postal employees.

The instructions read: Employees—Ages 30 Through 33 Years

(Not known to be Disqualified for General Military Service.)

The amended regulations of the Selective Service System and the Review Committee on Deferment of Government Employees, War Manpower Commission, established a new age group to embrace registrants who are 30 through 33 years old. Effective at once, applications requesting the occupational deferment of postal personnel now in or as they reach the age group 30 through 33 years will not be filed unless the employee has been qualified for limited or disqualified for any military service.

Employees—Ages 34 Through 37 Years

(Not Known to be Disqualified for General Military Service.)

The revised regulations of the Selective Service and the Review Committee also established a new age group to embrace registrants who are 34 through 37 years old. The only change applicable to employees in this age group is to correct Forms 42 to show the age as 34 instead of 30.

Forms 42 will also be used for registrants 18 through 37 years old who have been qualified for limited or disqualified for any military service. When so used, the applicable age should be entered on the form.

Can't Cut 300,000 Off Federal Rolls, Say U. S. Officials

WASHINGTON. — Government department chiefs are expected to give the Byrd Joint Economy Committee a polite but firm assurance that it will not be possible to cut 300,000 employees off the Federal payroll and carry on public business adequately.

They are the next witnesses slated to be called before the hearings in which committee members seek to have an arbitrary staff reduction applied, through an agency empowered to go into other agencies, survey staffing, and order personnel surplus eliminated. War Manpower and Civil Service Commission have already declined the job.

Advocates of the present system of running Federal Government business have been WMC Chairman Paul McNutt and Civil Service Commissioner Arthur Flemming, who contend that the check on appropriations given by Budget Bureau, House and Senate Appropriations Committee, is insurance against payroll padding. Further protections, they say, are the quarterly Budget Bureau personnel ceilings.

Flemming's Plan

Commissioner Flemming advocates economy through voluntary personnel utilization and management improvement programs. His contention is that each department head knows best what are his personnel needs. He cited numerous examples to prove that the system works, notably in Agriculture, which has decreased in size from 108,000 to less than 75,000 since June, 1943, through these methods. Others mentioned were: War, Navy, Commerce, Justice, Federal Security, Office of Censorship, GAO, NHA, OPA, GPO and CSC.

Mr. Flemming declared that such outstanding achievements of Federal agencies should be commended and should serve as an inspiration to other agencies. Hundreds of thousands of civilian government workers are efficient, he said, and to emphasize some failures, merely destroys morale.

Checks by the many Congressional committees investigating Federal personnel, and by the legislative and executive agencies, had produced results, he emphasized, declaring that further checks were unnecessary.

Sen. Byrd continues to differ with both Mr. McNutt and Commissioner Flemming, contending that several hundred thousand workers could be lopped from the Federal salary roster.

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Recreation Is Big Thing With ODB Employees

Indicative of the broad scope of the recreation program of the War Department Office of Dependency Benefits is the leading event of last week, an open forum for discussion of the Dumbarton Oaks proposal for international cooperation. This was conducted in the employees' club lounge.

Dr. Emily Hickman, professor of history at the New Jersey College for Women, acted as moderator. Dr. Hickman is well known throughout the State as educational director of the commission to study the organization of peace.

Also on Monday evening another of the season's branch parties was held. Officers and employees of the Class E allotment Branch No. 4 gathered in the ODB cafeteria for dinner, dancing and impromptu entertainment. General Gilbert, head of the agency, was guest of honor. Captain Edward L. Barr acted as master of ceremonies. Miss Sarah C. Donoghue was chairman of the entertainment committee.

2,292 Pints of Blood

On Tuesday, March 20, the latest ODB Blood Bank was conducted in the club lounge. Since November, 1943, when the Red Cross Mobile Unit made its first visit to the great war agency, ODB employees have given a total of 2,292 pints. Except for the hot months of summer, a blood bank has been held at ODB every month. Each time the quota has been filled.

Also on Tuesday the ODB International Supper Club remembered the Irish with a slightly elevated St. Patrick's Day Dinner at Maguire's Chop House in New York.

Amateur Entertainment

On Wednesday, March 21, ODB was represented by a large company of employees at a preview performance of the Milton Berle broadcast at the CBS theatre in New York. After the regular program, a half-hour of amateur entertainment was presented by ODB employees. Among the participants was the ODB Choral Society. Other talent for the occasion has been chosen from the entertainers at recent branch parties and other ODB social functions.

New Club

A new ODB club, perhaps the forerunner of others, is the Pleasanteers, organized in the Searching Section, Allotment-of-pay, Branch 2, meeting every third Monday in the Club Lounge. The members pooled their talents and entertained soldiers at the various Army hospitals.

A group of ODB employees attended a dance sponsored by the Staten Island Recreation Commission on Thursday, March 22, at the Staten Island Boulevard Hotel.

HIGH BLOOD PRESSURE SYMPTOMS

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Public Hearings Of Interest to NYC Employees

Three public hearings of interest to NYC Civil Service employees will be held by the Municipal Civil Service Commission on Tuesday, March 27, at 299 Broadway, 7th floor.

At 2:30 p.m. the Commission will consider a proposal to increase the salary of Consulting Examiner, Board of Education, from \$5,000 to \$6,000 a year.

At 2:45 p.m., the Commission will hear comments on its proposal to add the following titles to the list of jobs under Rule V-9-2c—to be filled without examination for the duration: Chief of the Division of Research and Training (Child Hygiene); Chief of the Division of Physically Handicapped Children; Consultant Public Health Nurse (Orthopedics). All these positions are in the Health Department.

At 3:00 p.m. the subject will be a proposal to set up the following classification of the Housing Service: Housing Assistant, to \$2,400; Assistant Housing Manager, \$2,400 to \$3,600; Housing Manager, \$3,600 a year and over; Assistant Resident Buildings Superintendent, \$2,100 to \$3,000; Resident Buildings Superintendent, \$3,000 a year and over.

The resolution also provides that persons now serving as Resident Buildings Superintendent (Housing) Grade 3, shall be eligible for promotion to Resident Buildings Superintendent without examination.



Col Vergne Chappelle, Commanding Officer at Fort Totten, N. Y., presents awards for 25 years of service to Percival Royston, storekeeper, and George Sauerwin, armament foreman, both civil service employees of the War Department. The award was made on March 21 before 400 employees. In addition, 103 War Department employees received emblems for six months of "satisfactory and faithful service."

When you give to the RED CROSS, you help America, you help the people, you help yourself. Please — NOW!

NYU Offers Scholarships To Civil Servants

Full-tuition scholarships to NYC employees, for evening courses at New York University, will be awarded for the semester opening September, 1945.

A competitive examination will be held by the College some time in June, but only those nominated by their department will be able to compete. The City Department of Welfare has already begun to select its candidates. Last week a notice went from the office of Joseph Piccirillo, first deputy commissioner, to all division heads advising them of the scholarships and asking them to select eligibles.

The University has set the following requirements:

1. Graduation from high school.
2. Must not have completed more than 16 points of college work.
3. Must not be in attendance at any college.

The scholarship will cover all tuition costs for courses leading to a bachelor's degree. Classes meet after 6 p. m. in the evening, and the scholarship holders will be able to carry an average program of 11 points, from 3 to 5 courses.

The basis of selection, as outlined in the Welfare notice, is two-fold: (1) The candidate's personality and capacity for leadership as evaluated by his superiors; (2) his score in the competitive examination given by the college.

'Dirty' Jokes Forbidden in NYC Health Dept.

On April 1, the NYC Health Department employees will each be handed a copy of the new "Rules for Employees of the Department of Health."

Tardiness

New tardiness regulations provide that an employee arriving more than one hour late will be charged for half a day's absence; but another provision adds that if the employee comes in after 1 p.m., he's expected to work the remainder of the day for nothing.

The new rule also says: "An accurate record will be kept of the working time of every employee. All absences and tardiness, whether excused or unexcused, will constitute a part of the employee's personnel records. Unexcused tardiness will lower the employee's efficiency rating. Persistent tardiness may be considered cause for reduction in salary or dismissal."

Overtime

Overtime, as in other departments, will be repaid in the form of time-off; but Health employees won't be able to apply it against tardiness or to add to vacation time.

Associations

Associating with unsavory characters is cause for dismissal, according to another section of the new rules, which reads:

"A member of the Department, except in the discharge of official duty, shall not knowingly associate, fraternize or transact any business or have dealings of whatever nature, with known criminals, racketeers, gangsters, gamblers or persons engaged in unlawful pursuits or activities nor with persons under supervision or investigation by local, State, or Federal law enforcement agencies, unless for good cause shown such member first obtains the permission of the Commissioner."

Clean Humor

"Dirty" jokes—at least in printed form—are taboo in the Health offices. Possession of any obscene literature is also cause for dismissal.

The new regulations were drawn up by a committee headed by Deputy Commissioner Frank A. Calderone.

Civil Service Affirms It Will No Longer Probe Reasons for Military Discharges

The NYC Civil Service Commission last week issued new regulations in line with statements of Commission officials to The LEADER that in the future, City job-applicants, or employees returning to City jobs from military service, would not be required to disclose confidential draft data.

Following are the latest additions to the Commission's procedures:

1—Except in the case of candidates for disabled veterans preference, the Commission shall not inquire into the reasons for a medical discharge from the armed forces nor the reason for a 4-F draft classification, nor shall the Commission require of any veteran or person classified in 4-F the signing of any waiver authorizing the release of information regarding the medical condition

of such person.

2—In the case of all candidates in examinations, whenever a medical examination is administered, a psychiatric examination shall also be administered where:

- a. There is any history of insanity.
- b. There is evidence which may indicate the existence of a mental defect.
- c. The medical examiner, in rou-

time examination, shall discover evidence which may indicate the existence of a mental defect.

d. The duties of the position, in the opinion of the Executive Director, involve the public safety or the safety of public employees.

3—All cases of persons heretofore disqualified because of refusal to sign C.D.D. (Army Medical Discharge) waivers shall be reviewed in light of the above policies.

The new regulations had been put into effect after Col. Arthur V. McDermott, New York City Selective Service Director, had called the attention of City officials to the injustices inherent

in the former procedure, whereby returning veterans were required to sign waivers granting the City the right to investigate medical reasons for discharge.

Bill Defeated

A proposed law to make it unlawful for any City official to require an honorably discharged veteran to furnish any confidential information as to the reason for his discharge was defeated by the New York City Board of Estimate last week.

This bill had been passed by the City Council on March 13, 1945, but needed assent of the Board and the Mayor to go into effect. However, the failure of the Board to pass the bill does not change the Municipal Civil Service Commission's new regulations which bar prying into the records of draft boards or the Army for reasons behind discharges or 4-F classifications.

Mayor Mum on Demands of NYC Subway Workers, As State Legislature Passes Time-and-a-Half Bill

At press time, Mayor Fiorello LaGuardia, deep in his "budget retreat" and tied up in a curfew feud with Federal authorities, had not yet answered the demand of the Transport Workers Union for action on the pay and working conditions of subway employees.

There was little likelihood that he would publicly reply, City Hall sources told The LEADER.

The TWU letter was the latest of a long series of communications, manifestoes, and protests by the organization, which feels that the subway workers require better treatment, that service has suffered as a result of the City's policies. The present letter was sent by 486 shop stewards and delegates.

State OK's Overtime Pay

However, while the Mayor was in his Budget retreat the subway workers accomplished a major coup with passage by both houses of the State Legislature of the Wicks Bill to grant time-and-a-half overtime pay to all operating employees of the NYC Transit System.

This bill clearly puts the City administration on the spot and is a straight victory for the subway workers. While no word is available in Albany on Governor Dewey's attitude towards the bill, yet passage by the Legislature gives the transit workers considerable impetus in their drive for improved working conditions.

It is expected that Mayor LaGuardia will write to Governor Dewey asking veto of the bill; how that will react on the already embittered transportation employees is obvious. In any case, the fact that both houses of the Legislature passed the measure

will be a powerful factor in the ultimate decision, whether made by the City or the State, on overtime pay for subway men.

Letter to Mayor

To the Mayor, the men wrote: "On all private lines bus and trolley operators are paid time and a half for all work over eight hours a day, and most of them receive time and a half after 44 hours a week; they receive 15 minutes' pay each day for report-

ing and checking-in time; they receive pay at straight time rates for swing time; they reach the maximum rate of pay within three years. The overwhelming majority of mechanical employees on the privately owned lines receive time and a half after eight hours a day and after 40 to 44 hours a week, and the uniform rate for mechanics on the two largest bus operations in the city is \$1.14 an hour. The maximum rate on the City lines, which is attained in the sixth year of service, is \$1.10 an hour. We are conservative when we say that real earnings on the privately owned lines are at least 18 per cent higher than they are on the City owned lines,

even after we give the City credit for higher pension costs."

Claiming that the refusal of the Board of Transportation either to accept the Union's proposals or to offer any practical remedy of its own has made the dispute more acute, the Local officers placed the matter squarely before the Mayor by asking him these questions:

"1. Are you going to direct the Board of Transportation to grant our 10-point program?"

"2. Will you appoint an advisory arbitration committee in accordance with the recommendations of the Wilkinson Committee?"

"3. Have you any other fair and practical solution for the steadily worsening transit problem?"

NYC Civil Service News Briefs

MORE LEGAL battles are on this week between Fire Commissioner Patrick Walsh and the NYC fireman. The "gag rule" suit comes up in the Appellate Division on Tuesday, March 27, when UFA attorney David Savage and lawyers for the American Civil Liberties Union wage a fight against the "no-talk" provisions of the Fire Department Rules and Regulations. . . . The next day, the Court will hear the case of Fireman Leon Chikofsky vs. Walsh. That's the dispute over rights of men who were skipped over because of 3-A status and lost seniority. . . .

NEW ADDITION to the Board of Transportation Rules forbids transit employees from testifying against the City as "experts" in lawsuits. The Board figures that helping someone win a case against the boss isn't employee loyalty. . . . New York Post Office Clerk Fred Bender has already donated 14 pints of blood to the American Red Cross; has an appointment for his 15th trip on May 23rd. . . .

CIVIL SERVICE Commission last week turned down request of Hospitals Department to change

title of Clerk James Lapelusa to Personnel Officer. He's doing the work, the department figured he should have the title, but the Commissioners said no. . . . Exempt job of Assistant to the President, NYC Tax Department, got State Civil Service Commission approval last week. . . . New disabled veteran procedure for Board of Transportation vets, calls for joint medical examination by Commission and Board before appointment or reinstatement. . . .

NEW AIRPORTS job was created by the Board of Estimate at last week's meeting. It's Superin-

tendent of Construction and Repairs (Airports) at \$5,000 a year. . . . WNYC staff was crowing last week over winning the Peabody award for public service . . . but they were still ready to be raked over the coals at the coming Council Budget hearings when the Station takes its annual rap from the Council, is eliminated from the Budget, then gets back by mayoral action. . . .

MEMO TO Public Works Department—Little things are crawling around the 25th Floor of the Municipal Building on Park Row . . . an application of insect powder might help. . . .

Don't You Dare Use That Word in NYC's Park Dept.!

Don't mention the word "misunderstanding" in the Engineering Bureau of the NYC Parks Department, or you're liable to be punched in the nose. A series of misunderstandings has cost the engineers a lot of money; they're still hoping for action by the Board of Estimate and Mayor LaGuardia to get their back pay. But here's the complete story:

Back in 1934, during the depression, the City laid off a lot of engineers. Then on January, 1935, a group of Park Department engineers were assigned to supervisory work on WPA (Works Progress Administration) projects. The idea was that the City would pay half their salary; the WPA, the other half. Then came misunderstanding number one, and the WPA didn't come through with its half of the pay. So, for six months, the Parks men worked for half salary. At the time they suggested that since they were getting half pay, maybe they could just work two weeks in each month. But the Civil Service Commission wouldn't approve that deal. The Commission said they had to work full time, or they'd be dropped and put on the preferred list, and men taken from the preferred list (of those dropped earlier) and put on the job.

It Wasn't Fair

However, the City faced the fact that it wasn't fair to expect men to work for half salaries, so on July, 1935, they were assigned back to the Park Department and supposed to get full pay again.

Meantime, on June 28, 1935, the Board of Estimate passed a resolution to pay the men. But the Budget Director (misunderstanding number two) interpreted the resolution to permit payment of only half pay. So, the men were handed waivers to sign by which they would receive only 12/25ths of their salary. Most didn't sign, so they went absolutely payless until September, when they came back to their old assignments in the Parks bureaus and began to see paychecks again.

Moses Is for Them!
Since then, there have been a considerable number of misunderstandings. The engineers involved (about 70 men, each of whom worked six months for half pay and two months for no pay) figure they're clearly entitled to the \$350 to \$500 in back pay. Commis-

sioner Robert Moses of the Parks Department has gone to bat for them before the Board of Estimate, but to no avail.

Finally, a month ago, the City Council passed a resolution urging the Board of Estimate to pay these men the back pay. The Council bill was introduced by Edward Vogel.

Then came another misunderstanding. Some authorities (including Council members) believe that when the Council passes a resolution it should automatically appear on the Board of Estimate Calendar for consideration. But the Board of Estimate staff feels that the matter only goes on the Board calendar when the Mayor puts it there; so the case of the unpaid engineers hasn't been up before the Board yet.

At press time, the engineers were hoping that Mayor LaGuardia would do something to help them out. They could all use the cash.

They worked; they didn't get paid. That's one point that there's no misunderstanding about.

Feinstein Asks Part-Time Jobs For NYC Workers

The City Districts Council of the American Federation of State, County and Municipal Employees last week continued its drive to clear the right of NYC employees to hold outside jobs on their own time.

In a letter to Mrs. Anna M. Rosenberg, Regional War Manpower Commission Director, Henry

Feinstein, president of the Council, advanced more reasons why WMC should prevent Mayor LaGuardia from attempting to interfere with the right of employees to give their spare time to war production.

Among Mr. Feinstein's arguments:

"The measures before Congress relative to manpower draft, emphasize the need to employ every available person in some essential war industry. It is one of the commitments of your agency to find ways to utilize any idle man-hours that are not so employed.

"If a private company, not in essential industry (and New York City government is not in that class), restrained its employees with threats of dismissal if they used spare time in the war effort your agency would be compelled to intervene in their behalf.

"... the income of our City employees after taxes and other obligations are met is lower than accepted standards. To deny them the right to supplement their meager incomes by part-time work in war industry is unpardonable."

Battalion Chief Exam Is Cancelled

The proposed examination to Battalion Chief in the NYC Fire Department was cancelled by the NYC Civil Service Commission last week. Previously a promotion to Lieutenant exam was killed on the grounds that it would be unfair to hold it while eligibles for the test were in military service.

Also cancelled last week was a test for promotion to Supervisor (Dynamometer Stations).

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Study Aids for Coming Clerk, Grade 2 Promotion

Here is another group of the type of questions used to test candidates for places on the promotion list to Clerk, Grade 2, by the NYC Civil Service Commission:

1—Suppose your supervisor gives you a folder of approximately 200 letters, arranged chronologically, and a list of the names of the writers of these letters, arranged alphabetically. He asks you to verify, without disarranging the order of the letters that there is a letter in the folder for each name on the list. Of the following, the best procedure for you to follow is:

(a) Glance at each of the letters in the folder in turn and place a light pencil check on the list next to the names of the person writing that letter.

(b) Glance at each of the letters in the folder in turn and place a pencil check on each letter if there is a corresponding name on the list.

(c) Rearrange the letters in alphabetical order and verify that there is a one-to-one relationship between letters and names.

(d) Rewrite the names on the list in chronological order and verify that there is a one-to-one relationship between letters and names.

(e) Glance at each of the names on the list and verify that there is a letter in the folder for each name on the list.

2—Suppose you will not be able to complete today an important job that you have been assigned and that you expect to be out of the office for the next few days. In general, the best action for you to take before leaving the office at the end of the day is to:

(a) Apportion the remainder of your work equally among the clerks in your office.

(b) Arrange your work neatly on top of your desk.

(c) Tell your supervisor exactly how much of your work you have been able to do.

(d) Lock your work in your desk so that your work cannot be disturbed in your absence.

(e) Leave a note on your supervisor's desk that you will complete the work as soon as you return.

3—Suppose your supervisor has asked you to make a copy of a statistical table. In general, the best method for checking the copy you prepare in order to make certain the copy is absolutely accurate is for you to:

(a) Make a second copy of the table and prepare the two tables.

(b) Have another clerk read the original table to you while you read the copy.

(c) Compare the totals in the two tables, for if the totals check, the copy is probably accurate.

(d) Check the one or two points in the table where an error is most likely to occur.

(e) Examine the copy to determine whether all entries look reasonable.

4—Suppose that, in the course of your work, you frequently come into contact with the public. The one of the following which is the best reason for courtesy in all your contacts with the public is that:

(a) Most individuals are fully aware of the methods and procedures of City departments.

(b) Some individuals who come to City agencies for information or assistance are so domineering that it is difficult to be polite.

(c) No employee of a private business organization would dare to be discourteous to a customer.

(d) It is no more difficult for a clerk to be courteous in his dealings with the public than it is to be discourteous.

(e) A favorable attitude on the part of the public towards civil service employees is necessary for maintenance of the merit system.

5—It is good office practice, when answering the telephone, to give immediately the name of the office in which you work. Of the following, the best reason for following this practice is that it:

(a) Identifies immediately the person answering the telephone.

(b) Avoids loss of time due to mistaken or uncertain identity.

(c) Stimulates employees to answer the telephone quickly.

(d) Indicates directly your superior is not in the office.

(e) Demonstrates quickly that the telephone is being answered by a regular employee of the department.

Following are the correct answers to last week's study questions for the Clerk, Grade 2 test: 1. D; 2. B; 3. E; 4. A.

Answers to the above questions will appear in next week's LEADER.

Welfare Workers To Get Credit For War Activities

Employees of the NYC Department of Welfare are to get full credit for their work in support of the war. A Victory Bulletin is being prepared by the department to feature the staff members who are doing their share on the home front and the war fronts.

A committee, headed by first deputy commissioner Joseph P. Piccirillo, is organizing the material for the bulletin. All employees serving in the armed forces or such organizations as Overseas Red Cross, UNRRA, USO, etc., will be listed. Photographs of employees in service will be included, as well as members of the "Gallon Club"—employees who have donated at least eight pints of blood to the Red Cross.

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AFL Calls Mass Meeting to Urge Higher Pay for New York City Employees

The Central Trades and Labor Council is sponsoring a mass meeting of civil employees and trade union members to bring public attention to the needs of New York City's employees. The power of the American Federation of Labor in this community is thus thrust behind the City's employees. The political strength of this move is deemed to be formidable.

On Friday evening, April 4, 1945, the grand ballroom of the Hotel Pennsylvania will be the scene of the joint mass meeting. It starts at 7:30 p.m.

The Speakers

Speakers will include an array of top AFL officials. Among them: George Meany, secretary-treasurer of the Federation; Thomas Mur-

ray, president, New York State Federation of Labor; James C. Quinn, secretary-treasurer, Central Trades and Labor Council; Arnold S. Zander, general president, American Federation of State, County and Municipal Employees; Howard McSpedon, president, Building Trades Council.

They will emphasize the necessity of providing adequate salaries for City employees in the annual 1945-46 budget. Among invited guests are: Mayor LaGuardia, Comptroller McGoldrick, Budget Director Patterson, members of the Civil Service Commission, the Board of Estimate and the City Council.

The general policy of the American Federation of State, County and Municipal Employees, which

has been endorsed by representatives of the 900,000 AFL members, calls for the \$240 cost-of-living bonus on a permanent basis, and another increase of \$240 a year to all NYC employees on a war-duration basis.

The City sanitation workers will come in for special attention. Their plea is for a \$200 increase and payment for overtime work.



New York City Civil Service, with emphasis on the Sanitation Department, was the subject of a recent round table broadcast over Station WEVD. Participants in the talk (in the usual order): John J. Delury, Joint Board of AFL Sanitation Locals; Ellis Ranes, International representative, American Federation of State, County and Municipal Employees; Joseph Tavim (standing), ILGWU; Councilman Anthony J. DiGiovanna, and Councilman Samuel DiFalco.

Heavier Penalties Raise Fire Dept. Controversy

The DiFalco bill in the City Council to increase the one-charge penalty for Fire Department infractions from 10 to 45 days is meeting with plenty of opposition in fire circles.

The generally accepted report is that the bill represents a compact between the Mayor and Vincent Kane, Uniformed Firemen's Association president, by which the Fire Commissioner (Patrick Walsh) gains the right to impose heavier penalties. Then men who were recently dismissed for holding outside jobs would be reinstated.

The bill has been the subject of a special UFA meeting. Here's a report of what happened there: "There is a lot of resentment among the NYC firemen concerning the DiFalco bill, which is at present pending in the NYC Council. A large part of the membership of the UFA feel that President Kane is making a political blunder in sponsoring this legislation, a law which if enacted would subject the firemen to even greater fines and suspension periods.

"The opposition to this bill in the Uniformed Firemen's Association is pointing out that the men are relinquishing too much just for the right to have nine firemen reinstated: The Mayor has promised that he would reinstate the firemen who were caught working outside if the UFA would back a bill allowing the Fire Department to levy heavier fines and penalties upon the blueshirts.

"At the last special meeting, called by the UFA to consider the DiFalco bill, speaker after speaker pointed out that the present method of punishing a fireman is an archaic remain of a bygone day when labor was held in chains. They made this point, by directing attention to the fact that at the present time a member of the FD who is punished by, let us say, a 15-day fine not

only loses the 15 days' pay, but must also work during those 15 days that he receives no pay for! To an outsider, this startling fact may sound unbelievable, yet it is true. Only some fifty years ago, private employers used to fine their employees a few days' pay for some petty offense and make them work—but, though this ancient iniquity has long disappeared in outside industry, yet it still remains as a vestige of backwardness in the New York Fire Department. Instead of trying to get rid of it entirely, President Kane has now placed himself in the position of fighting for an extension of this vicious penal method."

Want Vote on It

The opposition to the DiFalco bill in the UFA ask that President Kane submit this question to the general membership by a referendum. This, they say, Kane has refused to do despite the fact that the UFA constitution requires it.

Officers in the department are also in the main opposed to the increased penalty. A recent survey of 70 officers, in all ranks, found 67 lined up against the bill.

Sanitation Clerks Seek Additional Promotions

With NYC Sanitation Commissioner William F. Carey on sick leave, Deputy Commissioner John B. Morton is facing the problem of dealing with irate Sanitation clerks.

In negotiations with Mr. Morton, the clerks, represented by a SCMWA local, are requesting more promotions from the recent promotion lists to Clerk, Grade 3 and 4. They have pointed out that of 23 clerks who are on the Grade 4 list, only 10 have been promoted; of the 21 on the Grade 3 list, only 7 were boosted. The clerks add the fact their offices have been hardest hit by the draft—many of the Sanitation clerks were young men, are now in uniform; and that they deserve some consideration for their work in carrying out the office routine.

The deputy commissioner has promised that the department will do everything to help.

City Council Tries To Change Pay Of Court Staff

New York City court attendants in the Magistrates' Courts, Domestic Relations Courts, Special Sessions, Municipal and City Courts would gain if a bill introduced at last week's City Council meeting is passed.

Introduced by Councilmen Vogel and DiFalco, the measure would change the present \$1,800-\$2,400 attendants' salaries to:

1. A starting salary of \$2,000 a year.
2. An increase to bring their salaries to a maximum of \$3,000. Each attendant would receive an annual increment of \$200 until the \$3,000 level is reached.

Fire Officers Urge Change in Pension Board

The Uniformed Fire Officers Association is on an all-out campaign to have the Carroll bills passed. These bills would alter the present mode of representation on the Fire Pension Board. Says the UPOA:

"The Fire Department has a good friend in Councilman William A. Carroll. Read the amended proposed Carroll bills carefully because they affect you and your pension.

"The amendments improve Officer representation on the Pension Board and therefore benefit every member and retired member of the Fire Department, because:

"1. The Presidents of the three officer associations liquidated by the N. Y. State Insurance Dept. will no longer continue as your representatives on the Pension Board. At present these associations place the Board in a precarious position since the postponement of their complete dissolution and automatic removal from the Pension Board is dependent upon a "Gentlemen's Agreement" with the State Insurance Dept. and is not a matter of right or court order. Chaos on the Board would result if and when this agreement is discontinued.

"Officers in the Department have lost confidence and terminated their membership in these defunct associations and together with the retired Officers have lost thousands of their hard-earned dollars due to the unsound officer association endowment fund management. Are these the associations that you want to represent you on the Pension Board and act as protectors of your pension funds?

Present Setup Called Unbalanced

"2. Under the present unbalanced set-up all ranks are not represented, two members of the Board are Captains; it could be unbalanced further if the defunct Officers Association were to elect a Deputy Chief as its President. This would automatically place two Deputy Chiefs on the Board, the smallest numerical rank in the Department. This permits minority control.

"3. To belong to an officer association is voluntary, to belong to the Pension Fund is compulsory. An Officer who does not wish to re-join the liquidated and defunct associations has no power of choice of the Officer representatives on the Board, men that directly and indirectly represent every rank and grade. Could anything be more undemocratic?

Carroll Bills Remedy

"What is the remedy? The passage of the Carroll Bills, because:

"1. Every officer will have the right by law to nominate his choice in rank by written petition and vote by printed and signed ballot.

"2. If and when the Insurance Dept. decides to dissolve the defunct associations there will be no disturbance on the Pension Board.

"3. Officers will serve two years and will not be subservient to any individual, pressure group or association clique.

"It is worthwhile repeating that the power of choice, nomination and election of Officer representatives on the Board is placed in the hands of all the four Officers ranks and no one else. This is no way affects the method of selecting the Firemen representatives.

"Read carefully that portion of

(Section 1-1) regarding 'rules and regulations' by the Fire Commissioner.' He will be required by law to fix the rules and regulations for the manner, time and place of balloting. By no stretch of the imagination does this give a Commissioner power to limit, influence, select, nominate or elect his preferences.

"For a change, here is something good and constructive. It gives fair and equal rights to all ranks and members on the Pension Board. Why should anyone be opposed to these democratic and farsighted Carroll Bills? We all probably can answer that question, so let us all get behind these bills and push them over."

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What Are They Doing To the Firemen?

THE New York City Council should kill the DiFalco bill increasing from 10 to 45 days the penalty which may be meted out to a fireman for a single offense. This bill is psychologically inept and poorly-timed, in addition to its internal defects.

There exists between the City administration and the firemen a feud founded on fundamental differences. The Firemen feel that they have been cruelly buffeted by the Mayor and by their commissioner.

There was the trouble involving the Mayor's demand that they sign waivers in order to get an emergency bonus. These waivers would have made it impossible for the employees to test their rights in the courts.

There was the trouble involving the "exile" of firemen and officers who spoke their minds about conditions in the department; and the imposition of a "gag" rule.

There was the trouble involving the fact that firemen put in an 84-hour week, with no recompense for time-off.

There was the "name-calling" which the commissioner indulged in at the expense of the Firemen, belittling them when they stood up for their rights.

There was the trouble involving men fired for holding outside part-time jobs.

Now, on top of all this, comes the DiFalco bill. The *sub rosa* reason assigned for the bill is this: If the bill is passed permitting a 45-day penalty, then the men who have been fired for holding outside jobs will be reinstated.

But, of course, after they have been reinstated, the enlarged penalty will remain on the books. Why?

If an offense is heinous enough for a man to be dropped out of the department, by what manner of reasoning does it become less heinous by the imposition of a 45-day penalty? To us, it seems obvious that there are no two ways about it: If a man commits an offense so awful that he should be dropped from the rolls, you don't bargain—he presumably should be dropped because his continued presence in the department is a detriment to firefighting in New York City. If his offense is not so awful as to require such a drastic penalty, then a 45-day suspension is too heavy a burden to impose. The punitive effect of a 45-day penalty can be just as well accomplished by a 10-day penalty (and, for that manner, in many cases by a simple warning).

But look what happens: If the department doesn't pay a man his salary for a month-and-a-half; and at the same time denies him the privilege of working outside during the period of his suspension—it is creating a condition in which the penalized fireman will have no alternative but to get himself heavily into debt. He can't support himself and his family for 12 months on a salary which he has received only 10½ months.

The treatment of Firemen in New York City is already sufficiently drastic, and in some cases even tyrannical. Let's not add to their burdens by the imposition of so harsh a measure as that proposed by Councilman DiFalco.

General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Most Young 'Key Men' Expect to Be Drafted

WASHINGTON—Unless Government agencies, authorized to do so, certify the continued deferment of key men, many "under-30-year-old" Federal workers will enter the armed forces after April 1.

Washington city-wide draft appeals board made known the new certification plan under which deferments of 2-As and 2-Bs were affirmed only until April 1. Employers, and not the men themselves, must ask for this certification if the men are to remain in civilian life. If granted, draft boards will continue deferments automatically. It is known that only 30 per cent of those deferred "under-30s" expect continued deferment.

Certification

Certifying agencies are: Army Service Force, Navy Department, Army Air Forces, War Production Board, Maritime Commission, Petroleum Administration for War, Office of Defense Transportation, War Food Administration, Coordinator of Fisheries, Rubber Reserve, Solid Fuels Administration for War, Review Committee on Deferment of Government Employees, National Roster of Scientific and Specialized Personnel.

Office of Scientific Research and Development, Procurement and Assignment Service.

Vet Loses Right To Original Job

Another returned veteran came before the NYC Civil Service Commission last week, and lost rights to his original job, but was approved for lower-paid positions. Hugh Vincent Quinn, on the list for Special Patrolman (number 285), had filed a claim for disabled veteran preference. He was turned down for a police post, but given an OK for these jobs: court attendant, investigator, claim examiner (torts) grade 1, attendant (messenger), process server, watchman, caretaker.

When you give to the RED CROSS, you help America, you help the people, you help yourself. Please — NOW!

Merit Man



Fred H. Hedin

ONE of the toughest jobs faced by the New York City Civil Service Commission was absorbing the 27,000 employees of the privately-owned transit systems into the civil service structure, when the City took over the subways and surface lines.

That problem landed right in the lap of Fred A. Hedin, who heads the Transit Examining Bureau of the Commission. When he originally came into the Civil Service Commission in 1936, it was to straighten out the situation on the small stretch of subway operated by the City. At that time, the Eighth Avenue Subway was on a non-competitive basis, and he was given the task of figuring out civil service classifications and promotion lines for the subway workers. But with unification of the transit lines, the size of his job increased colossally.

A Good Job

"I feel we've done a good job," he says, "even if some people may not agree. Transportation work was something entirely new to civil service. Under the private ownership, it was difficult to figure out exactly where some of the employees fitted in, but we've gradually organized the situation."

Crew of Specialists

When it comes to railroad work, Mr. Hedin knows his business. When he first organized the Transit Examining Division of the Commission, he couldn't decide whether to take people who knew personnel work and teach them transportation or take men who knew transportation work and teach them personnel. He finally decided on engineers, and today, he has a crew of 12 engineers who are specialists in all aspects of transportation work. Arranging a promotion examination for a man who works on a subway train means that the examiner must know every angle of the job himself.

Mr. Hedin's background made him a natural for the Commission position. He was graduated from Worcester Polytechnical Institute in 1926, then worked with the engineers who electrified the Lackawanna Railroad. Later he worked on electrification of the Pennsylvania Rail Road and with the General Electric Company in Schenectady, New York, and Erie, Pennsylvania.

He's an Inventor

He holds a number of patents on devices used in connection with electrified railroads, but they're just a little too complicated for description in anything less than a few thousand illustrated words.

For hobbies, he used to build radios as far back as 1914, and is proud of a letter which he received during the last war telling him to dismantle his radio transmitter. Now, however, he figures it easier to buy a radio than to build one, and that hobby's been shelved. He still dabbles in photography. Church work has always been important to him, and he's a trustee of a church in Mount Vernon.

The key dangling on his vest is the Tau Beta Pi insignia. That's the engineering fraternity which is the Phi Beta Kappa of the engineering world, and he's a member of the American Institute of Electrical Engineers. He often contributes articles to engineering magazines.

"I'm a practical man," he says, and sometimes has to disagree with people around the Commission who go in a little too heavily for theory.

Last summer, when the Municipal Civil Service Commission came in for a general reorganization, he was made Chairman of the Board of Examiners in addition to his duties as chief of the Transit Examination Bureau; that gives him about two full-time jobs to handle.



Don't Repeat This!

Nice If You Like It

THERE'S a nice little sun-porch on the 26th floor of the NYC Municipal Building on Park Row. Last year, the Parks Department was nice enough to put six park benches on the terrace. With spring in the air, the City employees have thoughts of basking in the sun during lunch hour. But there's one little complication. No one seems to have the job of removing the coal-dust accumulation from the benches; and basking on a heavy layer of coal dust isn't the best way to spend a pleasant half-hour. . . . Lillian Smith, who wrote the best-selling "Strange Fruit," has contributed \$4,000 to the American Veterans Committee, a World War II organization, to pay for a year's rent. With this windfall, AVC is moving to 554 Madison Avenue. . . .

THE BOYS in the New York City Hall Press Room even have potted plants on the window sill—courtesy of Parks Commissioner Robert Moses—but they have one complaint against things. When they must go upstairs and cover Board of Estimate meetings, the little press box is so crowded with outsiders that the working pressmen can't even find a spot to sit. . . .

TALK ABOUT cooperation: J. Edward Conway, President of the State Civil Service Commission, and Clifford C. Shoro, President of the Association of State Civil Service Employees, will be joint chairmen of "State Employees Week" in the United Nations Clothing Collection. That's April 9-14. . . . Even officials have their organizations. In France, before the war, diplomatic officials had their own union. In New York State, officers of 17 civil service commissions have banded together. They call it the New York State Association of Civil Service Officers. Top man is William F. Moehrke of Dutchess County. . . .

HENRY CHRISTMAN, author of "Tin horns and Calico," is the husband of Zoe Fales, USES public relations gal. He's a Government employee, too, now with OWI in London and formerly with OPA in New York City. . . . Anna Rosenberg, of War Manpower commission, has been on spot several times because she goes along with Fiorello LaGuardia instead of strongly following through on WMC requirements. Her attitude is that it's better than to get into a fight with the Mayor. . . . David Rothstein, of War Labor Board, has written a tome on Roosevelt the First. Original draft was OK'd by Alexander Woolcott before the eminent author died. . . .

POLICE CALLS

Salute to the Police Veterans

Usually this column devotes itself to the problems of members of the Department. But this week, POLICE CALLS take time out to hand a pat on the back to the members of the New York City Police Post No. 460, American Legion. They've made their organization one of the most active posts in the City. The next big event on their calendar is the Annual Entertainment and Dance to be held at the Waldorf-Astoria on April 6.

Following are the City cops, who are members of the Post, and are serving on the committee to put the big affair over:

- General**
 - John J. Lawlor, Chairman
 - John Beck, Vice Chairman
 - Frank Hansen, Vice Chairman
 - Chris F. Hodge, Vice Chairman
 - Henry Koch, Vice Chairman
- Arrangements**
 - Walter A. Bourigan, Chairman
 - Francis A. Burns, Vice Chairman
 - Edward Conlon, Vice Chairman
 - Joseph Hasser, George Schmitt
 - William Heise, Frank Terranova
 - Thos. J. McVeigh, Francis Travis
 - George Monech, Daniel Coughlin
 - Benedict Reynolds, John E. Connors, Jr.
 - William J. Robinson
- Tickets**
 - Thomas Hargre, Chairman
 - Charles Lynch, Vice Chairman
 - John Ferretti, Fred Landau
 - Patrick Sullivan, John Creehan
 - Milton Feder
- Entertainment**
 - John D. Wallace, Chairman
 - William F. Gorman, Vice Chairman
 - Albert Caccia, Vice Chairman
 - Edward Falls, Galus Bechtold
 - Stephan Janis, Eric Hisbee
 - Robert Keegan, Charles B. Boland
 - J. J. McCormick, Jr., Thomas Donegan
 - William Walsh, Dionysius Eturaps
 - John W. Collins
- Ushers**
 - William Friedman, Chairman
 - John P. Gilmore, Vice Chairman
 - Edwin Landin, Vice Chairman
 - Thomas Cuff, Nicholas Nagle
 - Nathan Greenhouse, Fred Rabenstein
 - Walter Headwell, Martin Ruland
 - Harry Kirtz, Michael Termi
- Program**
 - Thomas F. Walsh, Chairman
 - Patrick J. Kirley, Vice Chairman
 - Daniel Gallagher, Vice Chairman
 - Edward Kiley, Rudolph Peters
 - John J. McGoey, Robert Quinn
 - W. J. McGowan, Jr., Jesse Uplian
 - Edmond Moore, Michael Whelan
 - Edward Mullins
- Reception**
 - William P. O'Brien, Chairman
 - Thomas F. Berkery, Vice Chairman
 - Thos. J. Cantwell, Franklyn Scheid
 - Alphonse Lowy, Edward McGlone
 - Wm. Grafecker, David Downs
 - Cornelius Lyons, Walter Smith
 - Fred Nickel
- Boxes**
 - J. Joseph Gerty, Chairman
 - Philip Parker, Vice Chairman
 - William Kluber, Alexander Kluger
 - Maiteo Attinella, James Rogers
 - Francis X. Duiquan, Walter McNeil
 - James Sullivan, Frank M. Krupp
 - Richard E. Brooks
- Finance**
 - James J. Linden, Chairman
 - Frank Oliva, Vice Chairman
 - John J. Shea, William J. McManis
 - John Casey, Charles W. Graham
 - Andrew Kerrigan, James Kelly
- Door**
 - James Busby, Chairman
 - David O'Rourke, Vice Chairman
 - Edgar Brennan, Isidore Kolsky
 - Joseph J. Brink, Francis McGrath
 - John J. Cronin, Thomas Meenan
 - John Donaldson, William Schumann
 - John Keaney
- Publicity**
 - James Carroll, Chairman
 - Thomas J. Dillon, Vance Parkinson
 - Samuel Flair, Edward Fodon
 - Horace Golden, Edward Smith
 - Burnett Moody
- Boosters**
 - Albert J. Nelson, Chairman
 - John Corby, Vice Chairman
 - William Lock, Vice Chairman
 - Thomas McCormick, Vice Chairman
 - Henry Barth, Elmer Parker
 - William Brady, Charles Pavleska
 - Joseph Cavano, Frank Rechill
 - Thos. Conlincham, Edward Sands
 - Thomas Comiskey, John R. Branch
 - Edward Egenberger, James Sundstrom
 - Thos. McLaughlin, Frank Taylor
 - John Murtha, Edmund Unger
 - Thomas F. Macon, Albert B. Ooks
 - Robert Nannery, Stephen Sheedy
 - Frank O'Brien, Joseph Paclincham
- Distinguished Guests**
 - Thomas A. Nielson, Chairman
 - Edward C. Moran, Vice Chairman
 - Hugh Browne, Rosa Monroe
 - Joseph J. Burkard, Francis J. Quicly
 - Valentine Correll, Matthew A. Skva
 - Patrick J. Harnedy, Rose F. Taylor
 - Edward C. Hartman, Samuel Terranova
 - William Kent, James J. Twobie
 - Benjamin J. King, Arthur Wallender
 - Daniel Lake
- Floor**
 - Thomas J. O'Sullivan, Chairman
 - Charles Monahan, Vice Chairman
 - Patrick Tuohy, Vice Chairman
 - Michael Brown, Albert O'Keefe
 - Francis Campbell, John Piazza
 - Peter Donohue, William Raphael
 - Herbert Ebrucann, William Ryan
 - Edwin Flood, John Sulmon
 - Michael Frank, Francis Schroeder
 - John Greene, Victor Wodrascka
 - John A. Guano, Emanuel Zwerling
 - Robert McNeil, William Kluber
 - William Motry, Daniel B. Murphy

Social Worker, Librarian Jobs Go Begging

WASHINGTON—Good jobs in Federal service for women social workers and librarians are going begging.

In the District of Columbia, lack of assistants is slowing up social work. There are openings

in one section for nine employees, with the 44-hour week, vacancies ranging from \$2,100 to \$2,300 at SP-5, SP-6 and P-1.

Government needs girl librarians, whether or not they have had library experience or library education. Library assistants rated SP-3 can perform routine library and related duties under immediate supervision. Desperately needed are girls with a year's experience or library training to handle more complicated jobs with an SP-4 rating.



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.

Permanent Salary Board

THE TIME WILL soon be at hand for the appointment by the Governor of a Salary Standardization Board. By the terms of the new measure, this is to be a permanent Board.

The people are interested in this Board because it makes their decisions to what they shall pay State workers—doctors, lawyers, engineers, cooks, bakers, stenographers, nurses, attendants, farmers, game protectors, administrative officers, launderers, pharmacists, chauffeurs, mechanics and professional and skilled workers of all kinds and everywhere throughout the State.

The executive and administrative heads are all vitally interested in the caliber and fitness of this Board because they wish the business of State government to run efficiently and smoothly and they know well that the recruitment and the industry of the over 40,000 employees will depend to an important degree upon how fairly the workers are paid.

The employees of the State are interested in the character and fitness of the Board, probably more interested than either the people or the executive and administrative group. The worker is a member of his community, a neighbor, a church-goer, a fellow with children, a taxpayer, the man who sits (or stands) next to you in the bus or the subway or the 5:15. He depends upon his annual income to meet the needs of himself, his family and his community.

Should Be a New Board

ALL THIS leads up to what we wish to say. We believe that the new Board should be a new board in every way—as to membership, chairmanship, outlook and uplook. Such a Board would inherit none of the hundred and one difficulties that have beset the men and women of the Temporary Salary Standardization Board during the years of pioneering in salary allocations.

The Association has not always agreed with the Board's decisions, the lack of decisions or the failure to tell the reasons for its actions. The Association has, however, praised the fine work done. The reports of the Board will indicate the tremendous tasks performed at great personal sacrifice by the members, all of whom carried heavy burdens in their own regular positions in State service. None received additional compensation for their toil on salary standardization. The employee representatives on the Board represented employees well. The Board had no resources to engage experts or to handle adequately the correspondence necessary to full publicity of its hearings or findings. Altogether, it did a remarkable job, and together with the Classification Board, lifted New York State civil service out of chaos and a ridiculous title and salary situation that made progress in efficiency of State service impossible. It did much, very much, to place the service upon an appreciably higher plane.

Will Be in Better Position

THE NEW BOARD will be in a position to engage a research and office staff and to provide itself with modern equipment. It will have all this available through a Salary Standardization Division in the Department of Civil Service. The members of the new Board can arrange Board meetings so as to sacrifice the least time from their other State duties. Individually and collectively, they can utilize the Department of Civil Service in ways helpful to Board action.

New, fresh personnel on this Board would indicate, too, a recognition on the part of the Governor of the desire of employees that the Board be a free Board, this is, one uninfluenced by any department or division of government, a Board entirely free to make its decisions on the basis of economic and social factors related to employment and to defend and popularize its decisions.

A satisfied personnel is the greatest assurance the people can have of efficient, loyal service. The Salary Standardization Board will, therefore, rank as one of the most important bodies in the State's official family.

The Association will ask the Governor for a new Board and one selected with the greatest of care.

Bill Lowering Promotion Qualifications Is Vetoed

ALBANY—Governor Thomas E. Dewey last week vetoed a bill which would have opened the door for a lowering of educational qualifications for promotion.

The bill (Assembly Int. 35) provided that promotions in those civil service positions governed by the Social Welfare Law, shall not be prevented by reason of the fact that the person holding the lower grade position does not have the educational requirements of the higher position has been vetoed by the Governor.

A bill identical with this was vetoed by Governor Dewey in 1944 (Senate Introductory Number 130, Printed Number 444).

Concerning this bill, the Department of Social Welfare has written as follows, and this constituted the basis for the Governor's veto.

"1. The only minimum educational qualification which the State Board of Social Welfare has established is graduation from a standard senior high school.

"2. For promotion to supervisory positions, no additional requirements based on education alone have been established. The qualifications for supervisory positions can be met by experience gained on the job. The Board does, however, permit the substitution of additional education for some of the years of experience required for supervisory positions.

"3. We believe the fact that high school education is the only absolute educational requirement established by the Board is evidence that the Board has not been unrealistic or unreasonable in establishing minimum standards for local personnel to be engaged in

public welfare work.

"4. Adequate controls on the action of the Board in establishing qualifications are provided through the requirement in the law calling for consultation with the State Civil Service Commission in developing any such standards. In addition, any changes in qualifications for local staff are considered and reviewed by committees of the New York State Association of Public Welfare Officials before adoption.

"5. Completion of high school is a commonly accepted minimum requirement for many kinds of public and private employment which do not carry as great responsibilities as those involved in positions that might be affected by this proposal. Persons who lack this educational minimum are prevented from improving their effectiveness through additional education as they are ineligible for admission to schools of professional and technical training.

"6. Since the reorganization of the State Department, all new employees of local public welfare agencies have met the basic educational requirement and in most instances have had additional education and training. Promotion of persons who do not meet the minimum requirements to supervise those better qualified by education and training would not be conducive to good administration or to staff morale."

Congratulations, Miss Schrauth

Sirs: I have just read with much interest an article with reference to blood donors.

I would like to quote a case which I think goes one better; Miss L. Dorothy Schrauth of Poughkeepsie, N. Y., who is employed as a stenographer for the County Civil Service Commission and Committees of the Board of Supervisors, of the County of Dutchess, New York, has already given thirteen pints of blood to the Red Cross and has signed up to donate her fourteenth next month.

Very truly yours,
FRANK L. MINOR,
Clerk, Board of Supervisors
County of Dutchess.

Mental Hygiene Bowling Teams Going Strong

Those Mental Hygiene Department bowling teams inspired by Leo Gurry are going strong. Here's the latest standing:

	W.	L.	P.C.
Willard	29	7	.822
Rockland	22	11	.667
Binghamton	19	14	.576
Wassaic	19	14	.576
Harlem Valley ...	17	13	.567
Marcy	15	15	.500
Hudson River ...	15	15	.500
St. Lawrence	9	9	.500
Utica	5	19	.208
Rochester	0	36*	.000
Hi 10—Rockland	1089		
Hi 30—Rockland	3190		

*Games forfeited.

This report covers twelve weeks, with six more to go. Plans are being formulated for a tournament in Albany early in May. These plans will be submitted to the various teams for suggestions so that they be assured of a successful meet. Weekly reports are being received more promptly.

Treasury balance including week of March 11th is \$107.50. Binghamton, Rockland, Hudson River, Willard are paid up to date. Utica postponed games of January 29, February 5th and 12th but has paid for all other games. Other teams are in arrears.

Note—Hi 10 and Hi 30 totals include team handicap.

State Employees Get Time Off For Holidays

ALBANY—J. Edward Conway, President of the Civil Service Commission, last week informed all appointing officers that Christian and Jewish employees would be granted time off for religious observances, without loss of pay. Where travel is needed, up to three hours may be added.

Conway cautioned, however, that skeleton staffs must be maintained.

STATE CIVIL SERVICE BRIEFS

By THEODORE BECKER

For World War II Veterans

FOR VETERANS of the present war in civil service February 28 of this year has a special significance. Prior to that date their status as war veterans entitled them to no special protection in their jobs, although veterans of prior wars and exempt volunteer firemen were so favored. On February 28, with the signing by the Governor of the Ostertag bill (now Chapter 46 of the Laws of 1945), the unfair distinction between veterans of the present and of prior wars was eliminated. The civil service rights and privileges, heretofore the exclusive property of veterans of prior wars and of exempt volunteer firemen, have been extended to them.

Persons Covered by New Law

Specifically covered by the new law is any "honorably discharged soldier, sailor, marine, or member of the army nurse corps or navy nurse corps (female), having served as such in the army or navy of the United States during . . . world war II." Accordingly, an employee, to come under the law, must have served in war time and must have been honorably discharged. The Attorney-General has ruled, in an opinion dealing with disabled veterans preference for veterans of the present war, that World War II began on December 7, 1941, when Pearl Harbor was attacked, even though the formal declaration of war by Congress did not occur until the next day.

Protection Afforded by Statute

The new law amends Section 22 (1) of the Civil Service Law, which deals with hearings on charges and with transfers in the case of lay-offs, by including veterans of the present war within its provisions.

Section 22 (1) now provides that war veterans and exempt volunteer firemen cannot be removed from their civil service positions, so long as work and funds last, except for incompetency or misconduct shown after a hearing upon due notice upon stated charges, with the right of court review in case they are found guilty of the charges.

This right of a hearing on charges and court review of the entire proceeding applies even to a veteran who occupies a subordinate exempt or non-competitive class position (other than private secretary, cashier or deputy of any official or department). It is a right which non-veteran competitive class employees do not enjoy. The latter are entitled only to written charges and an opportunity to reply in writing. Court review in their cases is confined to checking the substantial character of the charges and compliance with requirements regarding service of charges and an opportunity to answer in writing. Veterans, on the other hand, are entitled to a hearing where they may be represented by counsel and question the witnesses against them. The burden of proof is upon the per-

sons charging incompetency or misconduct. On the court review, the veteran is entitled to have the court consider whether there was presented at the hearing sufficient evidence to sustain the charges, in addition to the other matters that may be considered by the court in a non-veteran case.

Rights in the Event of Lay-off

In addition to the special rights accorded in connection with removal on charges, war veterans are given special consideration in the event of a lay-off due to lack of work or funds. Non-veteran employees, provided they are in the competitive class, are laid off in the inverse order of original appointment in the service and must await reinstatement from a preferred eligible list in the order of their seniority. But war veterans in the same positions, who might otherwise be laid off, are entitled to be transferred to a vacancy in any similar position and thus avoid the effects of lack of seniority.

This right is given also to veterans who are in subordinate exempt or non-competitive positions as well as to those in competitive class positions. No veteran employees in exempt or non-competitive class positions have no rights whatever in the event that their positions are abolished.

It should be noted that the right of transfer in lieu of lay-off does not extend to war veterans who occupy positions of private secretary, cashier, or deputy of any official or department.

Notify Appointing Officer

Court cases involving veterans of World War I have supplied lessons which should guide the conduct of World War II veterans in insuring the enjoyment of the benefits of the newly-granted privilege.

First, it should be noted that the privilege can be waived. If an appointing officer serves you with charges of incompetency or misconduct without giving you notice of a hearing, it is up to you, as a war veteran, to notify him of your veteran's status, and of your demand for a hearing. If you do not so notify your appointing officer, you may be deemed to have waived your right to a hearing and all its advantages.

Transfers on Lay-off

In connection with lay-offs, it is up to you as a war veteran to locate the "vacancy" in a similar position to which you desire transfer. The courts have held that there must be no incumbent in the position sought and that an incumbent cannot be removed merely to make a place for the war veteran. Another thing to remember is that, while the law authorizes transfer to a position that the war veteran is "fitted to fill," the courts have held that this means a "similar" position. Hence, a Senior Clerk cannot transfer to an Engineer position even though he may be qualified by training and experience to do engineering work.

Appropriation Bill Creates New Jobs, Alters Pay in Several State Depts.

ALBANY—An item of \$35,000 to finance the proposed new personnel council in the State Civil Service Department is provided in the legislative supply bill, the final appropriation bill of the 1945 Legislature.

The measure, which contained nearly \$20,000,000 of additional expenditures, included numerous salary increases and new jobs as well as many new functions requiring added personnel later.

Creation of the new personnel council, which Governor Dewey said he will accomplish through an executive order, is now assured and can begin to function as soon as the new supply bill becomes law on April 1.

Money for Pay Raises

Two other items in the supply bill of outstanding interest to civil service employees are: (1) an item of \$100,000 to grant permanent salary increases where titles are re-classified after April 1, 1945, thus entitling the employee affected to more money, and (2) an appropriation of \$50,000 to accomplish the same purpose where titles are reallocated into higher salary grades.

These two items mean that employees will not have to wait for

salary increases in individual cases. They will get them when, as and if they are made by the salary standardization board and the reclassification division.

One of the features of the last-minute supply bill raised the number of deputy athletic commissioners in the Department of State.

The new bill increases the number of these deputy commissioners from four at \$4,100 a year to five at the same rate. There is also a deficiency item for one deputy in the amount of \$2,200. It was explained that one of the deputies had been let out but that he had been reinstated in his job by a court order. The deficiency is to pay him for the time he was off the State pay-roll and the additional deputy item is to pay him in the new fiscal year.

New Jobs

The farm budget analyst in the budget division gets a raise from \$3,375 to \$3,700. New jobs include an assistant purchasing agent, drugs, at \$2,700, and an assistant institution meat grader at \$2,100 in the Division of Purchase. A new confidential administrator at \$3,000 is created in the Attorney General's office as well as a secretary-stenographer at \$1,800, while the secretary to the Attorney General, in his New York City office,

gets a pay boost from \$4,000 to \$4,500.

State Comptroller Frank C. Moore is given \$10,000 for audits in the acquisition of property for highways and bridges built by the State. In Agriculture and Markets two new jobs are provided. One at \$4,000 a year is assistant director of markets and the other at \$3,225 is for a poultry marketing specialist.

The banking department gets \$15,000 for services and expenses in the administration of a new function, the licensing and regulation of professional check cashiers.

New Commerce Jobs

Several jobs are abolished, several created in the Department of Commerce. New titles are: deputy commissioner of economic development, \$8,500; deputy commissioner of commerce and industry, \$8,900; deputy commissioner of State publicity, \$9,300. Titles abolished: two deputies at \$9,300 and \$8,900 each, assistant director, publicity at \$5,400, and assistant director of industry bureau at \$5,000.

Conservation Jobs

In the Conservation Department appears a new job titled assistant personnel administrator at \$4,000 a year. There is added a new

(Continued on Page 15)

NEWS ABOUT STATE EMPLOYEES

Craig Colony

THE DANCE and Card Party sponsored by the Local ASCSE Chapter in Shanahan Hall, March 17th, was well attended and a complete success. . . . *Frank Duffy* has been enjoying a vacation. . . . *Mary Keady* spent a few days in Rochester recently. . . . Several Lenten resolutions were broken at the dinner March 12th. . . . *Mr. & Mrs. Geo. Richardson* have been visiting relatives and friends in Detroit, Mich. . . . *M. & Mrs. Walter Link* spent a week-end in Fillmore recently. *Dr. Veeder*, director, and *Fred Hitchcock*, Business Director, were in Albany on business last week. . . . *J. Walter Mannix*, President of the local chapter, attended the Association meeting in Albany on March 8th. . . . *Pvt. Dave Dugan* has been spending a furlough with his parents, *Mr. & Mrs. David Dugan*.

Central Islip

SYMPATHY is extended to the family of *Elsie Huttinger*, who was accidentally killed March 14th. *Miss Huttinger* was a graduate of the C. I. School of Nursing. . . . Among those home on furlough from overseas service recently were *Dan Danton*, *James McPeak* and *Pat*

Lysaght, also *Louis Yarruso* who is now out of service and enjoying a well-earned rest in the old town. . . . *Rosemary Faulkenback*, first-year student, is enjoying the comforts of Sick Bay. . . . Happy to see *Mrs. J. McGurk*, Housemother of Home 1, back on duty after a recent illness. . . . Good luck to *Mrs. Wm. Reynolds* on her appointment to the Transportation Department. . . . Sympathy goes to *Helen Delinsky* on the death of her father. . . . Glad to report *Wallace McCrone* and *John Ford* doing a thriving business in the field of radio repairs. . . .

Industry

STATE AGRICULTURAL and Industrial School reports: The dance held March 14th at Assembly Hall swelled the Red Cross War Fund by \$240. The Firemen did a fine job of decorating the hall and promoting the fun. *Mrs. Nicholas De Bellis* had a great streak of luck. She won the 32-pound ham and the \$5 war stamp door prize. At her request, the door prize had a new drawing and went to a Rochester man. . . . Industry is proud to say it has exceeded its Red Cross quota for the War Fund by \$338 to date. . . . *Norman C. Kidder* is now Assistant County Agricultural Agent of Orleans

County. His duties began March 16th. He hopes to be stationed in Albion. . . . *Lawrence Stebbins* is the new Farm Manager. . . . A farewell surprise party was held at Neahga for *Mrs. Lillian Kidder*. Hostesses of the affair were *Mrs. John Murphy*, *Mrs. Frank Latucca* and *Miss Grace MacFarlane*. Eleven women were present. The men entertained Mr. Kidder at the Exempt Club in Rochester at an earlier date. . . . *Mr. and Mrs. Roland Spencer* plan to make their new home at Industry in April. . . . *Mrs. Helen Olson* is teaching at the academic school during *Mrs. Clara Cox's* absence. . . . Another Pinocchio Tournament is in progress at Cayuga Recreation Center. . . . *William Surridge's* son, *Bob*, is home on a furlough. He is a Marine and has been in action in the Pacific war theatre. *Grace May Smith*, attended the play "Over Twenty One" in Rochester recently. . . . *Mr. and Mrs. James Clancy* are enjoying their vacation in Florida.

Binghamton

DISTRICT 9, State Department of Public Works, reports: *Helen Reckow*, Sr. Account Clerk, retired on March 1st. Good luck to you *Miss Reckow*. . . . *Dorothy Avery* is recuperating in the Binghamton City Hospital. Everybody is glad that she is coming along nicely. . . . Good news from *Thomas B. Rogers*. It's a baby girl. *Mr. Rogers* is County Assistant of Sullivan County. He lives up Monticello way. . . . *Edw. E. Stickney* is moving back to the city again. He has been living way out Front Street and is now with the city folks again. His new home is on Seminary Avenue. . . . The Red Cross Drive was quite a success—we went over 100%. . . . Sorry to hear about the recent death of *Leon Jordan's* mother-in-law. . . . *Katharine Sackey* has been up in the clouds as her husband has been home on a 13-day furlough. . . . *Sam Higgins* is back again. He has been doing defense work since 1942. . . . *Mrs. Grace Beach* of the drafting room has been passing out pictures of her little grandson, *Foster J. Beach*, 3rd. He is only four weeks old. . . . *Marie* you should know better. You just can't eat "Chili" after having four teeth pulled. . . . Congratulations to *Mrs. Katherine Sackey*, formerly with Health Dept. in Press Bldg., now working as Sr. Stenographer, Dist. No. 9, under the Bureau of ROW and Claims. *Paul Baldwin* is in charge of the Bureau. . . . *Paul Keen*, Co. Asst., Broome County, is more than pleased that the snow has gone to better places and he can once more drive home, instead of walking thru drifts that reach his shoulders. This has been Mr. Keen's first winter living in the country. . . . *L. Bartlett*, who retired in 1942, has been ill and in the Hospital at Greene, N. Y. . . . Employees are quite proud to have some of their boys connected with the State Armory on West End Avenue. *Eduard R. Brown*, *W. H. B. McGonigle*, *George C. Rightmyer* and *H. D. Westcott* are a few of the ones that are giving time and effort in training the boys in the State Guard. . . . Here you will find names and addresses of our boys that are now working for Uncle Sam: *Sgt. E. H. Tebbenhoff*, 32536756—Hg. 8th Army Area Command, APO 248—c/o P.M., San Francisco, Cal. *Cpl. H. E. Watson*, 42111211, Co. A. 1637th Eng. Constr. Bn.—Fort Lewis, Washington. *T/5-Wm. A. Gilbert*, H&S Co. 650th Eng. Topo. Bn. APO 322-1—c/o P.M. San Francisco, Cal. *James Cronin*—Sorry, no address. *L. Snyder*—Sorry, no address. *F. W. Donovan*, Dist. Engineer, gave an interesting talk on the Red Cross to all employees of this Department. *Mr. Morss* is in charge of all donations, assisted by *J. F. Welch*. Come on, everyone, let's be first to be 100 percent paid in full!

Appeal for Nurses

WASHINGTON. — U. S. Civil Service Commission has thrown its weight behind the recruitment of civilian nurses for Veterans Administration, Army, U. S. Public Health Service Hospitals, and other Federal institutions. Shortage of nurses in VA hospitals is said to be particularly acute, approximately 2,000 being required immediately. Civilian nurses are needed in Army hospitals to replace Army nurses who have gone overseas. USPHS requires nurses to care for war casualties of the Coast Guard, Merchant Marine, Army Engineer Corps, and Army Transport Service.

Progress Report On State Exams

Open-Competitive
SENIOR CIVIL SERVICE INVESTIGATOR, Department of Civil Service: 338 candidates, held May 6, 1944. Rating of the written examination is completed. Interviews to be held.
EMBALMING AND UNDERTAKING INVESTIGATOR, Health Department: 59 candidates, held September 23, 1944. Rating of the written examination is completed. Interviews for rating training and experience have been held. Pending establishment of preference for one disabled veteran.
DIRECTOR OF PUBLICATIONS AND PUBLIC RELATIONS, Division of Housing, Executive Department: 18 candidates, held November 18, 1944. Rating of the written examination is completed. Interviews for rating training and experience have been held. Clerical work in progress.
JUNIOR ADMINISTRATIVE ASSISTANT, Labor Department: 81 candidates, held November 18, 1944. Checking of Part I of the written examination is completed. Rating of Part II of the written examination is in progress.
REHABILITATION INTERVIEWER, Education Department: 188 candidates, held November 18, 1944. Rating of the written examination is in progress.
SUPREME COURT STENOGRAPHER, 3rd Judicial District: 18 candidates, held January 6, 1945. Rating of the written examination is in progress.
ASSISTANT PRINCIPAL OF NURSES' TRAINING SCHOOL, Department of Mental Hygiene: 7 candidates, held March 3, 1945. Rating of the written examination is in progress.
INDUSTRIAL FOREMAN (WOODWORKING SHOP), Correction Department: 7 candidates, held March 3, 1945. Preparation of the rating schedule is in progress.
OPTOMETRIC INVESTIGATOR, Education Department: 6 candidates, held March 3, 1945. Rating of the written examination is in progress.
SENIOR SOCIAL WORKER (PSYCHIATRIC), Department of Mental Hygiene: 10 candidates, held March 3, 1945. Rating of the written examination is in progress.
Promotion
ADMINISTRATIVE ASSISTANT—COMMISSIONER OF CORRECTION, Department of Correction: 10 candidates, held June 24, 1944. Rating of the written examination is completed. Interviews for rating training and experience to be held.
STENOGRAPHER, Insurance Department (Albany Office): 8 candidates, held October 28, 1944. Rating of the written examination is completed. Awaiting Service Record Ratings.
PRINCIPAL, SCHOOL OF NURSING, Mental Hygiene (Institutions): 9 candidates, held December 9, 1944. Rating of the written examination is in progress.
CLERK, Department of Taxation and Finance (Rochester and Buffalo Districts): 37 candidates, held January 20, 1945. Rating of the written examination is completed. Awaiting Service Record Ratings.
FARM MANAGER, Correction Department: 13 candidates, held January 20, 1945. Rating of the written examination is in progress.
FILE CLERK, Education Department: 6 candidates, held January 20, 1945. Rating of the written examination is completed. Awaiting Service Record Ratings.
FILE CLERK, Department of Taxation and Finance: 39 candidates, held January 20, 1945. Rating of the written examination is completed. Clerical work to be done. Awaiting Service Record Ratings.
PRINCIPAL AUDIT CLERK, Department of Audit and Control: 17 candidates, held January 20, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Clerical work to be done.
SENIOR CLERK, Insurance Department: 8 candidates, held January 20, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Awaiting Service Record Ratings.
SENIOR TELEPHONE OPERATOR, Public Works: 28 candidates, held January 20, 1945. Rating of the written examination is completed. Rating of training and experience is completed. Awaiting Service Record Ratings.
STENOGRAPHER, Department of Commerce: 10 candidates, held January 20, 1945. Rating of the written examination is completed. Awaiting Service Record Ratings.
STENOGRAPHER, Department of Labor: 28 candidates, held January 20, 1945. Rating of the written examination is completed. Clerical work is in progress.
STENOGRAPHER, Department of Taxation and Finance: 54 candidates, held January 20, 1945. Rating of the written examination is in progress.
ASSISTANT STATE ACCOUNTS AUDITOR, Department of Audit and Control: 9 candidates, held March 3, 1945. Not yet started yet.
HEAD STATIONARY ENGINEER, Department of Mental Hygiene: 60 candidates, held March 3, 1945. Preparation of the rating schedule is in progress.
PRINCIPAL COMPENSATION CLERK, Department of Labor, New York Office: 42 candidates, held March 3, 1945. Preparation of the rating schedule is in progress.
PRINCIPAL STATIONARY ENGINEER, Department of Mental Hygiene: 88 candidates, held March 3, 1945. Preparation of the rating schedule is in progress.
SENIOR AUDITOR, Department of Audit and Control: 18 candidates, held March 3, 1945. Not yet started.
SENIOR CLERK, Public Service Commission (Utah Office): 10 candidates, held March 3, 1945. Rating of the written examination is completed. Rat-

ing of training and experience to be done.
SENIOR CLERK (PAYROLL AUDIT), New York Office, State Insurance Fund: 13 candidates, held March 3, 1945. Not yet started.
SENIOR SOCIAL WORKER, Department of Hygiene: 16 candidates, held March 3, 1945. Rating of the written examination is in progress.
SUPERVISOR OF SOCIAL WORK (PSYCHIATRIC), Department of Mental Hygiene: 15 candidates, held March 3, 1945. Rating of the written examination is in progress.

Albany Shopping Guide

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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, 126 Main St., Gloversville, N. Y.

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LARGE SELECTION—SILK and house dresses. Sizes 18½ to 60 \$4.95 up. Specializing in hosiery, flannel gowns and pajamas; snuggly. At low prices. K's Specialty Shop, 178 South Pearl St., Albany.

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

Books
A MUST for lovers of N. Y. State Historical Books "Tin Horns and Calves"—The story of the Anti Rent Rebellion by Henry Christman. The only book devoted to this phase of our history. LOCKROW'S BOOK STORE, 56½ Spring St., Albany 6, N. Y. Phone 4-0733.

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of VANQUEENS CORPORATION 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 5th day of February, 1945.
Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

Whenever You Come to ALBANY Stop at The DEWITT CLINTON a Knott hotel JOHN J. HYLAND, Manager

Surgical Expense Insurance Available, Employees Have Sought This Protection

By CHARLES CARLISLE

Surgical Expense Insurance covering most medical operations is now available to New York State Employees who are insured under the Group Plan of Accident and Sickness Insurance. This insurance pays a stipulated amount as shown in the policy for surgical operations. It does not pay hospital expense. For an appendicitis operation, to cite an example, it pays \$120. Of course, with the Accident and Sickness Insurance for your period of disability, you are also able to collect indemnity under that policy at the same time, since you are disabled on account of the appendicitis operation.

The policy covering surgical expense has been approved by the New York State Insurance Department and is issued by the Commercial Casualty Company, the same company that writes the Group Plan of Accident and Sickness Insurance.

Few Exclusions

There are very few exclusions in this policy. The only exceptions are: loss sustained while in or on any vehicles for aerial navigation; loss caused by war or any act of war or while in military or naval service or any surgical procedure for which the insured is not required to pay.

cedure for which the insured is not required to pay.

Claims for appendicitis, tonsils or hernia or expense due to pregnancy surgery as provided by the policy are not payable unless the policy has been in force for a period of at least ten months.

Long Sought

This form of insurance is something that New York State employees have been clamoring for for a long period of time and now it is available to New York State employees at moderate cost. The

cost per payday for males is 40 cents and for females is 60 cents. The only thing necessary to get this insurance is that you must have the Group Plan of Accident and Sickness Insurance, you must be a member of the Association of State Civil Service Employees of the State of New York and you must complete a short application. All New York State employees who are eligible under the above regulations should apply for this insurance now. Complete details may be had by writing direct to Ter Bush & Powell, Incorporated, 423 State Street, Schenectady 1, N. Y.

The issuance of this form of insurance to New York State employees is a broad step forward because operations are something that no one can keep away from. They are always expensive and to have some or all the money necessary to pay the Surgeon's bill, if and when you have an operation, is a relief to your mind and will help you recuperate your disability in the shortest possible time.

Circulars describing this insurance have been mailed to many thousands of State employees and hundreds of them are applying by mail for this form of insurance because it is just an additional benefit offered to New York State employees in order that they may have peace of mind at the time that they become disabled due to an operation for accident or illness.

Raybrook TB Hospital Employees Form Chapter

ALBANY—State civil service employees at The Hospital for Incipient Tuberculosis met at Raybrook on March 23rd, to discuss the formation of a Chapter of the Association of State Civil Service Employees. Practically all of the workers at Raybrook have been members of the Association for years.

Emmet J. Durr presided at the meeting. William F. McDonough, Executive Representative of the Association, attended and spoke upon the ideals and accomplishments of the Association since its formation in 1910. Said Mr. McDonough:

"The Association of State Civil Service Employees is one of the outstanding independent workers' organizations of the nation. It has had the loyal support of over seventy per cent of State workers since 1930. It has initiated and secured the adoption of a

sound State Retirement System; Workmen's Compensation coverage for State workers, the abolition of the twelve-hour day; the Feld-Hamilton classification and compensation plan which has brought millions of dollars in fair salary adjustments to State employees and which is the most progressive pay plan in existence in any private or public jurisdiction; fair vacation and sick leaves for State workers, and a general recognition of sound employment practices throughout State service.

Secured Pay Rise

"This year the Association secured a substantial wage emergency pay adjustment running from 10 to 20 per cent for all workers; a Permanent Salary Standardization Division and Permanent Salary Board; a Personnel Council with an appropriation of \$35,000 to deal with major employment problems and giving increased employee recognition in the settlement of such problems; and other desirable improvements.

"We are delighted to welcome the workers at Raybrook to the Association's family of 62 Chapters representing the thousands of State workers in the various cities and institution throughout the State."

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Mass of the Presanctified will be celebrated at 12 o'clock noon followed by the Devotion of the

of the

Three Hours Agony

Sermons on each of the Seven Last Words of Christ

by the

Rev. Augustine J. Kaemerer

LEGAL NOTICE

OF STATE, ss.: I do hereby certify that a certificate of dissolution of GOLDWIN ESTATES, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, this 21st day of February, 1945. Thomas J. Curran, Secretary of State. By Frank S. Sharp, Deputy Secretary of State.

1785 1945

HOLY WEEK

at

ST. PETER'S

in Barclay Street

MONDAY—
Miraculous Medal Novena Services at 12.25, 1.05 and 5.15 P.M.

TUESDAY—
Lenten Conference by Rev. John S. Middleton, Ph.D., from 12.25 to 12.50 P.M. "The Sacrament of Victory."

WEDNESDAY—
Confessions afternoon and evening.

HOLY THURSDAY—
Solemn Mass and Procession at 8 A.M. Holy Hour, from 8 to 9 P.M.

GOOD FRIDAY—
Divine Office and Mass of the Presanctified at 8 A.M.

Three Hours Agony
12 to 3 o'clock

REV. JOHN S. MIDDLETON, Ph.D.

HOLY SATURDAY—
Solemn Services... A.M. Confessions afternoon and evening.

EASTER SUNDAY—
Masses at 6.30, 8, 9, 10 and Solemn Mass at 11.30.

Devotion of the Three Hours Agony

GOOD FRIDAY AFTERNOON

MARCH 30

From 12 to 3

St. Michael's Church

225 JEROME STREET

Between Atlantic and Liberty Aves. East New York

Sermons by the

Rev. Augustine Struth, C.S.S.R.

The Devotion will be concluded with the Way of the Cross and the Blessing with the Relic of the True Cross.

NOONDAY MASS AT 12.15

Every Day During Lent

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If you care for your country, and if you are not now in war work, TAKE A WAR JOB!

Church of St. Ignatius Loyola

Park Ave. and 84th St. New York

GOOD FRIDAY THE THREE HOURS

12 to 3 P.M.

Preacher

Rev. Walter J. Burghardt, S. J.

NOONDAY MASS (During Lent) Every Weekday at 12.25

St. Alphonsus Church

308 West Broadway, N. Y. North of Canal Street

NOONDAY MASS — 12.15 Every Day During Lent

ST. BONIFACE CHURCH

Second Ave. cor. 47th St., N. Y. Mondays at 12.20 due to Miraculous Medal Devotions at 12.10

Carmelite Church of ST. SIMON STOCK

Ryer Ave. and 182d Street Bronx, N. Y.

HOLY WEEK DEVOTIONS

WEDNESDAY
Confessions heard afternoon and evening. Holy Office of Tenebrae will commence at 8 P. M.

HOLY THURSDAY
Communion at 6, 6.30, 7, 7.30, 8 and 8.30 A. M. Solemn High Mass at 8.30 A. M. followed by the Procession to the Altar of Repose. Office of Tenebrae at 8 P. M.

GOOD FRIDAY
Mass of the Presanctified at 8.30 A.M. followed by the veneration of the Cross. Sermons on the Seven Last Words of Our Divine Lord from 12 Noon to 3 P. M. Holy Office of Tenebrae at 7.30 P. M.

HOLY SATURDAY
Blessing of the Paschal Candle and Fire. Blessing of the Baptismal Water and the singing of Litanies followed by High Mass at 8 A. M.

EASTER SUNDAY
General Communion of all Parishioners. Benediction after last Mass.

EASTER MONDAY
Papal Benediction at 8 P. M.

Mid-Day Mass Daily at 12.25

Every Weekday During Lent

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REV. JOHN F. FITZGERALD, C.S.P.

Good Friday Evening — Sermon at 8 o'clock

By **REV. VINCENT F. HOLDEN, C.S.P.**

PUBLIC ADMINISTRATION

A SPECIAL SECTION OF THE CIVIL SERVICE LEADER
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DEVOTED TO THE ACTIVITIES OF ALL COMMUNITIES, AND TO PLANS, PROGRAMS AND TECHNIQUES OF OFFICIALS, EXECUTIVES, ADMINISTRATORS AND PERSONNEL IN ALL PUBLIC AGENCIES

Municipal Employee Unions in Great Britain

BY GEOFFREY SEED

Member of Staff, British Information Service

This is the third in a series of articles dealing with government employee organizations in Great Britain. In the first of these articles, Mr. Seed described the manner in which organizations of national employees form and function. In the second, he explained the manner in which grievances are dealt with; and in this article, he tells about organizations of local employees.

THE LARGEST organization in Great Britain catering to local Government employees is the National Association of Local Government Officers, (NALGO) with membership of about 100,000, ranging from town clerks and other highly-paid officials to ordinary clerical employees. Though NALGO acts as a protective body in defense of its members' interests, it has not usually been regarded as a trade union, but rather as a professional association, with mainly technical and educational objects. Recently, however, it has developed increasingly in the direction of trade unionism, though it is not a member of the Trades Union Congress.

The chief rival of NALGO among local Government employees is the National Union of Public Employees which, beginning as an organization of manual workers, has expanded to include the non-manual grades, and has a membership (1943) of 85,000.

Other Unions

Several of the general workers' unions have for long catered to the employees of Public Authorities, notably the National Union of General and Municipal Workers (which has about one-third of its total membership of 726,487 engaged in gas, electricity, water-works and transport services of various kinds), and the Transport and General Workers' Union.

In addition the following trade unions cater to Local Government employees:

1. Mental Hospital and Institutional Workers' Union (23,488 members in 1943).
2. National Union of County Officers (10,930 members in 1937).
3. Fire Brigades' Union (85,000 members in 1943. There is now a National Fire Service).
4. Women Public Health Officers Association (2,405 members in 1943).

Methods of Negotiation

There are five "Whitley Councils" covering Local Authorities' services, viz.:

1. The National Joint Industrial Council for Local Authorities' Non-trading Services (Manual Workers) (England and Wales).
2. The National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services (England and Wales).
3. The National Joint Industrial Council for Local Authority Services (Scotland)—for manual workers in non-trading departments.
4. The National Joint Industrial Council for Local Authority Services (Scotland)—for administrative, technical, and clerical staffs.
5. The National Joint Council for County Council Roadmen (England and Wales).

In addition to these there are Whitley Councils, not confined exclusively to Local Authorities, which cover municipal road transport, and gas, electricity, and water undertakings.

The Councils Described

The first of these councils covers work-people employed by local authorities in "non-trading" undertakings, i.e. roadways, parks, sewerage, cemeteries, baths, libraries, institutions, hospitals, etc., as distinct from "trading" undertakings such as gas, water and electricity. The employers' side of the National Council consists of representatives of the Association of Municipal Cor-

porations, the Urban District Councils Association, the Rural District Councils Association, the London County Council, and the County Councils Association. The workers' side is represented by the Transport and General Workers' Union, the National Union of General and Municipal Workers, and the National Union of Public Employees. The functions of the National Council are to secure the largest possible measure of joint action between employers and workpeople for the development of the services concerned, and for the improvement of the conditions of all engaged therein; and among its more specific objects is the provision of machinery for the regular consideration of wages, hours and working conditions in the Services concerned. There is also provision for the settlement of differences between local authorities and their workpeople, and for the establishment of machinery for this purpose, where it does not already exist, with the object of preventing disputes and securing the speedy settlement of differences. In addition to the National Council there exist Provincial and District Councils for each area. The settlement of wages and working conditions is, in general, left to the fourteen Provincial and District Councils, and the National Council is mainly concerned with matters referred to it by an area Council, or with national questions raised direct with the National Council. The whole of England and Wales, except for the North and East Ridings of Yorkshire and South Wales is covered by the organization.

The second National Council (covering local authorities' administrative, professional, technical and clerical services) operates also mainly through a chain of Provincial Councils, with representatives of employees drawn from appropriate unions. In both cases, resolutions and decisions of the Joint Provincial Councils emanate as recommendations, and the constituent Local Authorities are expected to co-operate by adopting and putting into operation these recommendations.

Two National Councils covering Scotland were established in 1937 with identical functions, though as yet no District Councils have been set up.

The Council for County Councils Roadmen was set up in 1941, along with a number of Regional Councils which do not, however, cover the whole of England and Wales.

Apart from the National and Provincial Councils, a number of Local Authorities have Whitley Councils (or similar organization) of their own. However, the system as a whole in Local Government is not so widespread as in the Civil Service, and is capable of considerable expansion.

School-Teachers

School-teachers, although employees of local authorities, cannot be placed in the same general category as other local government employees with regard to union organization and methods of negotiation. Organizations of teachers are confined to members of that profession, and act independently of any outside organization. "Joint" discussion on salaries takes place through the "Burnham Committees."

The largest and most important teachers' organization is the National Union of Teachers (N.U.T.). While its members are principally teachers in the public elementary schools the N.U.T. is open to qualified teachers (men and women) of all grades, and includes a certain number of teachers in secondary schools. In 1938 the total membership of the National Union of Teachers was about 154,000. Teachers are protected by the N.U.T. in all the exigencies of their work. All questions connected with their tenure of office and their relations with inspectors, school managers, local authorities, the Board

of Education and the public are the subject of constant vigilance. The result is that the position of the teacher so far as tenure is concerned is probably more secure than that of any other salary or wage-earner except the civil servant; and this security in the case of the teacher is combined with a freedom to participate in political and public affairs generally, that is limited in the case of the civil servant. It is through its influence in public affairs that the N.U.T. has made some of its most far-reaching achievements. It lays its views before candidates in municipal and parliamentary elections; and keeps in constant touch through its local associations with individual local authorities, and through its Executive with the Ministry of Education and the Association of Education Committees. It frequently sends deputations to interview the Minister of Education or the senior officials of the Ministry.

Other Organizations

Among elementary school teachers there exist several other organizations besides the N.U.T., though they do not approach the N.U.T. either in membership or in influence. Briefly, teachers' organizations, other than the N.U.T., in elementary schools are the National Association of Schoolmasters (about 10,000 members), the National Union of Women Teachers (no membership figures published, but certainly less than 10,000), the National Federation of Class Teachers (about 10,000 members, including men and women), the National Union of School Teachers (for uncertificated teachers), and the National Association of Head Teachers (about 10,000 members, men and women).

In secondary (i. e., high school) education, the position occupied by the N.U.T. in elementary education is occupied by a body, known as the Joint Four, composed of four separate, but closely associated, organizations. These organizations, whose

Civil service employees in Great Britain are strongly organized. This article tells how local employees—policemen teachers, sanitation workers—organize and handle grievances. On the whole, the British has taken in more municipal employees than, comparatively, the American system has.

names are self-explanatory, are the Incorporated Association of Headmasters (900 members), the Incorporated Association of Headmistresses (600 members), the Incorporated Association of Assistant Masters (nearly 12,000 members) and the Incorporated Association of Assistant Mistresses (nearly 9,000 members). Relations between these four organizations are very cordial, and in most educational matters they act together.

Teachers in technical schools and institutions are organized mainly in the Association of Teachers in Technical Institutions (about 2,000 members), though some are members of the N.U.T.

The Burnham Committees

After the first World War there were set up, as a result of N.U.T. activity, three joint committees of local education authorities and teachers (known, after their first Chairman, as the Burnham Committees) to deal with questions of salaries. The three committees (for elementary, secondary and technical schools) drew up scales of salaries for teachers in each of these three types of school. Burnham Committees have become a permanent part of the administrative machinery of the national educational system, and the scales they establish are applicable to teachers in all publicly maintained or aided schools.

The whole of the teachers'

panel of the Burnham Committee for teachers in elementary schools is composed of members of the National Union of Teachers which is represented also on the secondary and technical committees.

The bulk of the members of the teachers' panel of the Secondary Burnham Committee is appointed by the Joint Four (see above), while the Association of Teachers in Technical Institutions has the largest representation of any association on the teachers' panel of the Technical Burnham Committee.

Note on the Police Federation

The Police Act of 1919 established an organization called the Police Federation, with local and central representative bodies, to enable members of the police forces in England, Scotland, and Wales to take up with the authorities all questions, except displacement and promotion of particular individuals. This Federation was to be entirely independent of and unassociated with any body or person outside the police service, and membership in a trade union is prohibited to members of the police forces. It is provided, however, that where a man was a member of a trade union before becoming a constable he may, with the consent of the chief officer of police, continue to be a member of that union.

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.

325. LIQUID CHLORINE AGAIN

Liquid chlorine is again available for civilian use, although the major part of the supply goes to the armed forces for use in sanitizing Army and Navy water supplies. A booklet on the use of "Perchloron" is available. The Pennsylvania Salt Manufacturing Company, 1000 Widener Building, Philadelphia 7, Pa., also manufactures anhydrous ammonia filter alum, ferric chloride, sodium aluminate, other chemicals for community use.

326. VALVES AND PRIMERS

Seventeen types of air release valves for filler pipe lines and other uses are listed in literature of the Valve and Primer Corporation, 111 West Washington Street, Chicago, Ill. Also automatic power or tank primers.

327. PLANNING A STADIUM?

Communities with stadiums on their post-war agenda can get helpful data from the Pittsburgh-Des Moines Steel Company, 3412 Neville Island, Pittsburgh, Pa. The company has blueprints for different types of steel deck grandstands.

328. FIRE HOSE DRYERS

The Circle-Air Corp., 6339 Palmer Ave., Detroit, Mich., manufactures a line of hose dryers that save space and eliminate drying racks. Complete details on construction and operation are available.

329. STREET SIGNS ARE HERE

The Sataphote Corp., Toledo, Ohio, reports that a complete line of street and traffic guidance signs are now available. Steel reflector and other models are listed in their catalog.

330. FIRE PROTECTION

Over 200 municipalities, 300 Bell Telephone properties, 175 Railway terminals and 1,000 of the largest industrial plants are equipped with fire alarms of the Gamewell Company, Newton Upper Falls, Mass. Illustrated catalogs of different types of fire-signal apparatus are available.

331. WATER TREATMENT

Answers to any water conditioning problems are provided by the Graver Tank and Manufacturing Company, 333 South Michigan Avenue, Chicago, Ill. Their literature describes all types of apparatus for water treatment.

332. LIGHTER FLOORS

Atlas white cement used on floors instead of ordinary grey cement increases light reflection up to 61 per cent, according to the Atlas Cement Co., Chrysler Building, New York 17, N. Y. A booklet "Light From Floors" gives full information, including results of lighting surveys.

333. PARKING METERS

Many communities have found added revenue and easy street control with the use of parking meters. Full information is available on operating features, mechanism and performance. The Karpak Corp., Cincinnati 6, Ohio.

334. AVOID EXPENSE OF TRENCHING

The Giant pipe pusher pushes pipe up to 15 inches through the ground at the rate of 1 to 5 feet per minute and saves the expense of trenching. Its operation is described in a booklet of the Giant Manufacturing Co., Council Bluffs, Iowa.

335. MORE EFFICIENT WASTE COLLECTION

The Gar Wood Industries of Detroit, Mich., report savings of manpower, trucks, tires and gasoline with the

lecting vehicles. A six-page illustrated bulletin explains the use of this device which compresses loads in the truck, adds 30 to 100 per cent in carrying capacity.

336. TANK MAKERS

"We have been making tanks for 90 years," says R. D. Cole Mfg. Company, Newman, Ga. Their booklet, "Tank Talk," describes tanks from 5,000 to 2,000,000 gallons in standard, hemi-spherical, self-supporting bottom and other models; Fort Chester, N. Y.

337. ROLLER FACTS

The new Tu-Tou Roller of the C. H. and E. Manufacturing Company, 3841 North Palmer Avenue, Milwaukee, Wis., is fully described in a booklet just issued. Described as being simple construction, the roller is suggested by the makers for use in rolling sidewalks along highway playgrounds, other light rolling.

338. DRILL SAVINGS

Using cartoons to put over its idea, a booklet has been prepared by the Cleveland Rock Drill Company, 3734 East 78th Street, Cleveland, Ohio. The booklet shows to get more work from the tools with a minimum expense for repairs and replacement.

339. 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.

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 _____

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Help Wanted—Male

Help Wanted—Male

Help Wanted—Male-Female

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 Apply daily 8:30 to 4:30 p.m.
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 Women who have specialized in engineering or
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 Apply Employment Depts., 8:30 A.M.-4:30 P.M.
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 FOR NEW YORK CITY PLANT LOCATIONS
LIGHT ASSEMBLY WORK
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Appointments Agencies

Department of Public Works
 Cleaners at \$1,040. Jenny Lewis, Estelle Thomas, Bridget Gray, Elsie Ceazza, Kelly, Christina Brown, Anna T. Barnett, Annie Coyle, Ida Walker, Susie Brundage, Helen Holland, Anna C. Green, Lee Etta V. Walker, Jennie Rocco, Ida Phoenix and Anna M. Blount. Elevator Operators at \$1,320: Margaret Lohse, Maria Weppier, Catherine Onerato and Helen C. Miceli. Angelo J. Toscano, Elevator Mechanic's Helper at \$1,020. Johnsville, Bridge Tender at \$1,440. Elliott Kaiser, Laborer at \$1,800. George F. Inter, Wireman at \$10 a day. Frederick Pine, Assistant Mechanical Engineer at \$1,120.

Department of Finance
 Hilda Distelman, Stenographer at \$1,400; Estelle Weber, Typewriter-Bookkeeper at \$1,020; Emanuel Lo Manaco and Elmer Wisniewsky, Temporary Typewriter-Bookkeeper at \$1,440.
 Temporary Investigators at \$6 a day: Adassa Distelman, Joseph Manber, Elizabeth Cosaglia and Janice Weinberg. Temporary Clerks at \$1,200: Eloise A. Colman, Anna M. Kent, Annie L. Mullin and Margaret Moore. Temporary Typists at \$1,200: Alice L. Neubauer, Harriet Roth and Margaret McDermott.

Law Department
 Dorothy Burk, Temporary Typist at \$1,200. Harold Foy, Temporary Clerk at \$1,200. Irving T. Kremer, Temporary Investigator at \$1,050.

Municipal Civil Service Commission
 Edna Thorne, Clerk at \$1,200. David Hill, Civil Service Examiner (Psychiatry) at \$4,500. Josephine F. Celone, Typist at \$1,200. Sarah Ferrara, Clerk at \$1,200.

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AMUSEMENT

By J. RICHARD BURSTIN



CAB CALLOWAY
 "The King of Hi-de-ho" Cab Calloway and his "Jumpin' Jive" Orchestra are the stellar attractions of the "in-person" show at the New York Strand Theatre.



SPENCER TRACY
 Spencer Tracy co-stars with Katherine Hepburn in the delightful new comedy, "Without Love," which is the current screen attraction of the Radio City Music Hall.

U.S. Clears Up Some Points About Leave Regulations

WASHINGTON—Rulings of the Comptroller General have further clarified provisions of the Lane Act (lump sum payments on separation from Federal service). A recent decision (B-48070) sets a maximum of 116 days' leave for an employee leaving the Federal service on December 31st, or whose last day of employment, before entering military service is December 31st.

Such employees would receive an accumulated 90 days' leave, and 26 days' current leave.

The ruling adds that delay in filing for the Lane Act payment does not change the effective date of separation and it makes no difference if the employee may not have chosen at the time, to be paid for the leave due him.

Resignation

When an employee quits at the end of sick-leave, the date of separation is the date on which the sick-leave ends, and if this was

later than December 21, 1944, lump-sum payments would be due for annual leave.

Under the Lane Act, an employee is considered on salary on the day of his death and lump-sum payments for annual leave should be computed beginning with the following day.

The Comptroller General advises that all claims in death cases, whether a beneficiary is designated or not, should go to the General Accounting Office in Washington.

NYC Employees Get Time Off For Holidays

NYC employees of the Christian and Jewish faiths are entitled to time off, with pay, to celebrate the Spring religious holidays. The City Council recently passed a resolution requesting all heads of departments to grant leaves of absence, with pay, to employees desiring to observe Good Friday on March 30, or the Passover holidays on March 29 and April 5.

The Council resolution read: "Including those on a per diem basis."

But, unfortunately for those employees who work on a daily-pay basis, it doesn't work that way. In a message to his employees, Sanitation Commissioner William F. Carey said: "Per annum employees will be paid. From past experience, it is doubtful that per diem employees will be paid."

The story is that the Council can pass resolutions, but it can't provide the money to pay the per diem workers for holidays. That would require Board of Estimate

action, which hasn't been taken. The departments submit supplementary payrolls for the per diem's holiday time. The payrolls are rejected by the Comptroller's Office, which says it can't pay the dough without Estimate approval. So, the daily workers lose pay for their holidays.

The practice in most City departments is for the employees to ask their supervisors for time-off; then the holiday schedule is arranged to keep enough people on hand to keep things moving.

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 ROCKEFELLER CENTER
 "A resounding hit!"—Barnes, Herald-Tribune
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WITHOUT LOVE
 Lucille Ball
 A Metro-Goldwyn-Mayer Picture
 and THE MUSIC HALL'S GREAT EASTER STAGE SHOW "GLORY OF EASTER" and a gala holiday revue.
 Reserved Seats May Be Purchased in Advance by Mail or at Box Office.

Appropriations For New Posts

(Continued from Page 7)

deputy in the Correction Department at \$7,500 with a pay increase from \$5,000 to \$5,417 for the Elmira Reformatory superintendent and a raise from \$5,000 to \$5,334 for the warden of Auburn Prison.

An item of \$10,000 is included to supplement money in last year's budget (which runs to March 31) for employees of Danemora and Matteawan State hospitals who were improperly classified as to title on April 1, 1944. The new money is to pay them the salary to which they had been properly classified.

The salary of the director of motion picture review, in the Education Department, is cut in the new budget from \$8,200 to \$5,200. The position was recently vacated through retirement.

3 Jobs for Maltbie
 Chairman Milo R. Maltbie, of the Public Service Commission, gets three jobs: an executive assistant to the chairman, at \$5,000 a year; an assistant counsel at \$5,000 and a secretary to the counsel at \$3,600. A new job, director of public relations, is created at \$4,000 a year in the Public Works Department.

State Dept. Job
 In the Department of State a new job titled "confidential investigator" is created at \$4,000 a year. At the same time the \$13,000 appropriation for hiring boxing inspectors was increased to

\$14,000 with a limitation of pay not to exceed \$10 a day. The department gets \$5,000 "for services and expenses of the property of the Northern New York State School for the Deaf at Malone."

Tax Jobs

The office of secretary of the State Tax Commission at \$7,050 is abolished and a new title, "deputy commissioner" at \$7,500 is substituted.

New jobs in the Tax Department also include a \$4,000 position as tax administrator supervisor (income) and a \$2,500 position as tax examiner, miscellaneous tax section. In the motor vehicle bureau a new job, senior examiner of methods, at \$3,100 a year, is created. The bureau also gets an added \$23,000 for services and expenses in administration of enforcement of the motor vehicle law.

The Conservation Department gets \$122,500 for war pay raises for employees of the Conservation Fund, \$21,315 for printing and publicity, \$100,000 for expanding fish and game resources, and \$25,000 for printing a report on ruffed grouse in the State.

Smallest Raise

What appeared to be the smallest pay boost in the entire budget goes to the foreman of the shoe shop in Sing Sing prison. He gets a raise of \$20 a year, from \$2,700 to \$2,720.

An appropriation of \$3,000,000 for the newly established Workmen's Compensation Board is provided in the bill which also has two new \$2,500 confidential clerk positions for Court of Claims judges.

U. S. Jobs

(Continued from page 11)

OVERSEAS POSITIONS
 Laundry Superintendent, \$3000 p.a.
 Negative Cutter, \$2000-\$3200 p.a.
 Locomotive Messenger, \$2000 p.a.
 Photographer, \$1440-\$1620 p.a.
 Cargo Supervisor, \$3200 p.a.
 Mechanical Advisor, \$2000 p.a.
 Terminal Inspector, Tr., \$2000 p.a.
 Stevedore Ass't., \$2000 p.a.
 Ass't. Laundry Superintendent, \$3200 p.a.
 Motion Picture Printer, \$1620 p.a.
 Inc. Film Proc., \$2300 p.a.
 Property Man, Engr., \$2000 p.a.

Langley Field, Va., and other Federal Agencies in the Fourth District.
 Checker, \$1620-\$2000 p.a.
 Storekeeper, \$1200-\$1440 p.a.
 Tallyman, \$1800 p.a.
 Timekeeper, \$2300 p.a.
 Property and Supply Clerk, \$2000 p.a.
 Mechanic (Refrigeration), \$150 p.h.
 Pipefitter, \$150 p.h.
 Mechanic (Oil Burner), \$150 p.h.
 Fire Truck Driver, \$2600 p.a.
 Firefighter, \$2000 p.a.
 Diesel Oiler, \$130 p.h.
 Boiler Operator, \$145 p.h.
 Evaporator, \$170 p.h.
 Power Plant Switchboard Oper., \$165 p.h.
 Diesel Operator, \$170 p.h.

Ice Plant Operator, \$165 p.h.
 Senior Refrigeration Mechanic, \$2675 p.a.
 Lineman, \$3200 p.a.
 Mechanic Refrigeration, \$3200 p.a.
 Foreman Mechanic (Refrig.), \$3000 p.a.
 Armature Winder, \$160 p.h.
 Cable Splicer, \$170 p.h.
 Carpenter, \$147 p.h.
 Plumber, \$160 p.h.
 Painter (Brush), \$135 p.h.
 Mechanic (General), \$150 p.h.
 Armorer, \$144 p.h.
 Amusement Machinists, \$158 p.h.
 Watch Repairman, \$120 p.h.
 Auto. Mech., \$120-\$158 p.h.
 Overseas Communicator, \$2798 p.a.
 Electrician, \$130 p.h.
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SINGERS

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